2021 Sustainability Supplement

IN THIS SECTION

GRI Content Index	1
SASB Response	18
TCFD Response	20
UN SDG	34
UNGC	38
Data Center	40
Assurance Statements	66

Global Reporting Initiative (GRI) Content Index

This report has been prepared according to GRI Standards: Comprehensive Option.

GRI Standards		
Disclosure Number	Disclosure Title	Reference/Response
GRI 102: GENERAL DISCLOSURES		
ORGANIZATIONAL PROFILE		
102-1	Name of the organization	General Motors Company
102-2	Activities, brands, products, and services	2021 Form 10-K pages 1–3
102-3	Location of headquarters	Detroit, Michigan
102-4	Location of operations	2021 Form 10-K page 23
102-5	Ownership and legal form	General Motors is a publicly held corporation incorporated in the state of Delaware. Our shares trade on the New York Stock Exchange.
102-6	Markets served	2021 Form 10-K pages 3–5
102-7	Scale of the organization	Data Center, 2021 Form 10-K pages 4, 9 and Financial Statements starting on page 53
102-8	Information on employees and other workers	Data Center, 2021 Form 10-K page 9 The majority of our workforce is comprised of GM employees. There are no significant variations in employment numbers.
102-9	Supply chain	Supporting Supplier Responsibility
102-10	Significant changes to the organization and its supply chain	There were no significant changes to the organization and its supply chain in 2021. There were no significant changes to structure or ownership during the reporting year. As we transition to an all-electric future, we are investing to increase EV manufacturing capacity and retool facilities across North America and China. Similarly, as we expand EV programs we are strategically reviewing our supply chain.
102-11	Precautionary Principle or approach	GM does not follow the precautionary approach, but has a comprehensive risk management plan in place.
102-12	External initiatives	Representative examples include: • American Business Act on Climate Pledge • Business Ambition Pledge for 1.5°C • CDP Climate • CDP Forest • CDP Water • CEO Water Mandate • RE100 • Science Based Targets Initiative (SBTi) • Sustainability Accounting Standards Board (SASB) • Task Force on Climate-related Financial Disclosures (TCFD) • United Nations Global Compact (UNGC) • UN Sustainable Development Goals (UN SDGs) • U.S. Business for Climate Action

GRI Content Index

GRI Standards		
Disclosure Number	Disclosure Title	Reference/Response
ORGANIZATIONAL PROFILE (CONT.)		
102-13	Membership of associations	We work with automotive industry groups in many countries in which we operate, including, but not limited to: • Alliance for Automotive Innovation • American Automotive Policy Council • The Automotive Industry Action Group (AIAG) • CalStart's North American EV and Battery Alliance • Climate Leadership Council • Engine Manufacturers Association • Global Platform for Sustainable Natural Rubber (GPSN) • The Initiative for Responsible Mining Assurance (IRMA) • The International Automotive Task Force (IATF) • Michigan Council for Future Mobility and Electrification • National Association of Manufacturers • Responsible Minerals Initiative (RMI) • Suppliers Partnership for the Environment (SP) • The Sustainable Purchasing Leadership Council (SPLC) Learn more: Industry Collaborations
STRATEGY		
102-14	Statement from senior decision-maker	Strategy—Leadership Message, Q&A With Our CSO
102-15	Key impacts, risks, and opportunities	Strategy—Our Commitments & Progress, TCFD Response 2021 Form 10-K pages 1–22, CDP Climate Change, Forests and Water Security
ETHICS AND INTEGRITY		
102-16	Values, principles, standards, and norms of behavior	Strategy—Powering Growth With Purpose Ensuring Responsible Governance—Ethics; Corporate Governance—Governance Best Practices and Shareholder Protections
102-17	Mechanisms for advice and concerns about ethics	Ensuring Responsible Governance—Ethics—Reporting Concerns Keeping People Safe—Developing Safe Products Code of Conduct Supplier Code of Conduct
GOVERNANCE		
102-18	Governance structure	Ensuring Responsible Governance—Corporate Governance—Committee Structure and Ensuring Responsible Governance 2022 Proxy pages 19–32
102-19	Delegating authority	Ensuring Responsible Governance—Corporate Governance—Committee Structure and Ensuring Responsible Governance TCFD Response Audit Committee Charter Governance and Corporate Responsibility Committee Charter Risk and Cybersecurity Committee Charter Executive Compensation Committee Charter 2022 Proxy pages 25–27, 43–44

GRI Content Index

GRI Standards		
Disclosure Number	Disclosure Title	Reference/Response
GOVERNANCE (CONT.)		
102-20	Executive-level responsibility for economic, environmental, and social topics	Strategy—Sustainability Strategy TCFD Response
102-21	Consulting stakeholders on economic, environmental, and social topics	Strategy—Sustainability Strategy—Sustainability Priority Assessment Designing for the Environment—Pursuing Zero Waste—External Engagement and Partnerships; Corporate Sustainability Employee Engagement Upholding Human Rights—Identifying Potential Impacts Building More Inclusive Communities—Community Relations 2022 Proxy pages 37–40
102-22	Composition of the highest governance body and its committees	Ensuring Responsible Governance—Corporate Governance Corporate website: Explore Our Board of Directors 2022 Proxy pages 3–12
102-23	Chair of the highest governance body	Ensuring Responsible Governance—Corporate Governance Corporate website: Explore Our Board of Directors 2022 Proxy page 7
102-24	Nominating and selecting the highest governance body	2022 Proxy pages 3–12, 20–21
102-25	Conflicts of interest	2022 Proxy pages 27–28 General Motors Company Board of Directors Corporate Governance Guidelines
102-26	Role of highest governance body in setting purpose, values, and strategy	Ensuring Responsible Governance—Corporate Governance 2022 Proxy pages 25–26
102-27	Collective knowledge of highest governance body	2022 Proxy pages 3–12, 29
102-28	Evaluating the highest governance body's performance	Ensuring Responsible Governance—Corporate Governance 2022 Proxy page 28 General Motors Company Board of Directors Corporate Governance Guidelines, pages 10–11 Audit Committee Charter Governance and Corporate Responsibility Committee Charter Risk and Cybersecurity Committee Charter Executive Compensation Committee Charter

GRI Content Index

GRI Standards		
Disclosure Number	Disclosure Title	Reference/Response
GOVERNANCE (CONT.)		
102-29	Identifying and managing economic, environmental, and social impacts	Strategy—Sustainability Strategy Ensuring Responsible Governance—Corporate Governance 2022 Proxy pages 29–32 Audit Committee Charter Governance and Corporate Responsibility Committee Charter Risk and Cybersecurity Committee Charter Executive Compensation Committee Charter
102-30	Effectiveness of risk management processes	Ensuring Responsible Governance—Corporate Governance 2022 Proxy pages 25–26 Risk and Cybersecurity Committee Charter
102-31	Review of economic, environmental, and social topics	Ensuring Responsible Governance—Corporate Governance
102-32	Highest governance body's role in sustainability reporting	Ensuring Responsible Governance—Corporate Governance
102-33	Communicating critical concerns	2022 Proxy page 33
102-34	Nature and total number of critical concerns	2022 Proxy pages 29–32, 86–96
102-35	Remuneration policies	2022 Proxy pages 14–17, 66–68; General Motors Company Board of Directors Corporate Governance Guidelines, page 10 Executive Compensation Committee Charter
102-36	Process for determining remuneration	2022 Proxy page 54; General Motors Company Board of Directors Corporate Governance Guidelines, page 10
102-37	Stakeholders' involvement in remuneration	2022 Proxy page 50
102-38	Annual total compensation ratio	2022 Proxy page 81
102-39	Percentage increase in annual total compensation ratio	2022 Proxy page 81; 2021 Proxy page 83
STAKEHOLDER ENGAGEMENT		
102-40	List of stakeholder groups	Developing Talented & Diverse People—Diversity, Equity & Inclusion; Creating an Inclusive Culture—Employee Resource Groups Upholding Human Rights—Human Rights—Communicating Our Commitments See also GRI 102-21
102-41	Collective bargaining agreements	Data Center
102-42	Identifying and selecting stakeholders	See GRI 102-21

GRI Content Index

GRI Standards		
Disclosure Number	Disclosure Title	Reference/Response
STAKEHOLDER ENGAGEMENT (CONT.)		
102-43	Approach to stakeholder engagement	2022 Proxy pages 30–32
102-44	Key topics and concerns raised	See GRI 102-43; 2022 Proxy pages 29–32 Sustainability Priority Assessment
REPORTING PRACTICE		
102-45	Entities included in the consolidated financial statements	2021 Form 10-K page 57
102-46	Defining report content and topic Boundaries	Strategy—About This Report; Sustainability Strategy—Sustainability Priority Assessment
102-47	List of material topics	Strategy—About This Report; Sustainability Strategy—Sustainability Priority Assessment
102-48	Restatements of information	Any restatements, and reasons for such, are footnoted as part of the data presentation within the body of the report. See the Data Center for trend data and footnotes
102-49	Changes in reporting	Changes have been noted in footnotes where applicable.
102-50	Reporting period	Strategy—About This Report
102-51	Date of most recent report	Our previous report covered calendar year 2020 and was published in April 2021.
102-52	Reporting cycle	Strategy—About This Report
102-53	Contact point for questions regarding the report	gm.sustainability@gm.com
102-54	Claims of reporting in accordance with the GRI Standards	Strategy—About This Report
102-55	GRI content index	https://www.gmsustainability.com/gri.html
102-56	External assurance	Strategy—About This Report Appendix—Stantec Statement of Verification

GRI Content Index

GRI Standards		
Disclosure Number	Disclosure Title	Reference/Response
GRI 200: ECONOMIC		
GRI 201: ECONOMIC PERFORMANCE		
103-1	Explanation of the material topic and its Boundary	Strategy—How GM Creates Value; Sustainability Strategy—Sustainability Priority Assessment For Form 10-K boundary, see page 57 For Sustainability Report boundary, see Strategy—About This Report
103-2	The management approach and its components	Strategy—Our Commitments & Progress TCFD Response
103-3	Evaluation of the management approach	Ensuring Responsible Governance
201-1	Direct economic value generated and distributed	2021 Form 10-K page 53 2021 Social Impact Report https://www.gm.com/company/usa-operations
201-2	Financial implications and other risks and opportunities due to climate change	Reducing Carbon Emissions TCFD Response CDP Climate Change 2021 Form 10-K, Environmental and Regulatory Matters pages 9–12; Risk Factors pages 14–22
201-3	Defined benefit plan obligations and other retirement plans	2021 Form 10-K pages 43–44
201-4	Financial assistance received from government	Any assistance that meets the threshold of financial materiality under SEC rules is disclosed in Form 10-K
GRI 203: INDIRECT ECONOMIC IMPACTS		
103-1	Explanation of the material topic and its Boundary	Strategy—How GM Creates Value; Our Climate Action Framework for an Equitable Transition Developing Talented & Diverse People—Diversity, Equity & Inclusion—Extending Inclusivity Into the Market—Justice & Inclusion Fund 2021 Social Impact Report
103-2	The management approach and its components	Building More Inclusive Communities 2021 Social Impact Report
103-3	Evaluation of the management approach	Building More Inclusive Communities 2021 Social Impact Report
203-1	Infrastructure investments and services supported	Supporting Diverse Suppliers Climate Fund and NGO impacts (Introduction)
203-2	Significant indirect economic impacts	Strategy—Our Climate Action Framework for an Equitable Transition Developing Talented & Diverse People—Justice & Inclusion Fund Upholding Human Rights—Identifying Potential Impacts Supporting Supplier Responsibility—Supporting Diverse Suppliers Building More Inclusive Communities 2021 Social Impact Report

GRI Content Index

GRI Standards		
Disclosure Number	Disclosure Title	Reference/Response
GRI 204: PROCUREMENT PRACTICES		
103-1	Explanation of the material topic and its Boundary	Upholding Human Rights Supporting Supplier Responsibility
103-2	The management approach and its components	Upholding Human Rights Supporting Supplier Responsibility
103-3	Evaluation of the management approach	Supporting Supplier Responsibility
204-1	Proportion of spending on local suppliers	Supporting Supplier Responsibility—Local Sourcing as a Percentage of Regional Spend Data Center
GRI 205: ANTI-CORRUPTION		
103-1	Explanation of the material topic and its Boundary	Ensuring Responsible Governance—Ethics
103-2	The management approach and its components	Ensuring Responsible Governance—Ethics
103-3	Evaluation of the management approach	Ensuring Responsible Governance—Ethics
205-1	Operations assessed for risks related to corruption	Ensuring Responsible Governance—Ethics GM takes a risk based approach toward assessing global anti-corruption risks. Operations are continually assessed under our risk-based model, and GM's anti-corruption compliance program is designed to meet or exceed all applicable legal standards.
205-2	Communication and training about anti-corruption policies and procedures	Ensuring Responsible Governance—Ethics—Ethics Training and Education
205-3	Confirmed incidents of corruption and actions taken	Allegations of corruption/bribery are formally investigated to conclusion. The investigation results are provided to pertinent stakeholders for remediation and corrective action.
GRI 300: ENVIRONMENTAL		
GRI 301: MATERIALS		
103-1	Explanation of the material topic and its Boundary	Designing for the Environment—Sourcing Sustainable Materials Supporting Supplier Responsibility—Sourcing Strategic Raw Materials
103-2	The management approach and its components	Designing for the Environment—Sourcing Sustainable Materials Supporting Supplier Responsibility—Sourcing Strategic Raw Materials
103-3	Evaluation of the management approach	Designing for the Environment—Sourcing Sustainable Materials Supporting Supplier Responsibility—Sourcing Strategic Raw Materials
301-2	Recycled input materials used	Designing for the Environment—Sourcing Sustainable Materials SASB—Material Efficiency and Recycling

GRI Content Index

GRI Standards		
Disclosure Number	Disclosure Title	Reference/Response
GRI 302: ENERGY		
103-1	Explanation of the material topic and its Boundary	Strategy—Sustainability Strategy—Sustainability Priority Assessment Reducing Carbon Emissions Supporting Supplier Responsibility—Integrating Sustainability Into Our Supply Chain—CDP Supply Chain Initiative CDP Climate Change (2021 section C0.5)
103-2	The management approach and its components	Reducing Carbon Emissions CDP Climate Change
103-3	Evaluation of the management approach	Reducing Carbon Emissions Supporting Supplier Responsibility—Integrating Sustainability Into Our Supply Chain—CDP Supply Chain Initiative CDP Climate Change
302-1	Energy consumption within the organization	Data Center
302-2	Energy consumption outside of the organization	Data Center
302-3	Energy intensity	Data Center
302-4	Reduction of energy consumption	Data Center
302-5	Reductions in energy requirements of products and services	Reducing Carbon Emissions—The Journey to Zero Emissions; Accelerating an Inclusive All-Electric Future; Reducing Emissions From ICE Vehicles Data Center
GRI 303: WATER AND EFFLUENTS		
103-1	Explanation of the material topic and its Boundary	Designing for the Environment—Reducing Water Intensity Supporting Supplier Responsibility—CDP Supply Chain Initiative CDP Water Security 2021
103-2	The management approach and its components	Designing for the Environment—Reducing Water Intensity Supporting Supplier Responsibility—CDP Supply Chain Initiative CDP Water Security 2021
103-3	Evaluation of the management approach	Designing for the Environment—Reducing Water Intensity Supporting Supplier Responsibility—CDP Supply Chain Initiative CDP Water Security 2021
303-1	Interactions with water as a shared resource	A combination of municipal, wells and surface water are sources for GM's water withdrawal. Water is critical to automobile production and to building occupants for drinking water and hygiene. Local facility knowledge provides information on water supply impacts for current operations, and we engage in the use of WRI Aqueduct for future forecasting. Risks in current operations are mitigated with alternate supply, working with local utilities, conservation or process water reuse. GM engages with over 300 suppliers through CDP Water Supply Chain and other organizations like AIAG. Company goals were set to continuously improve and reduce intensity from 2010 to 2035 by 35%. Water is integrated into our business plan, and each facility has a target for year-over-year reductions.

GRI Content Index

GRI Standards		
Disclosure Number	Disclosure Title	Reference/Response
GRI 303: WATER AND EFFLUENTS (CONT.)		
303-2	Management of water discharge-related impacts	General Motors maintains an environmental performance criteria document on water pollution control (EPC-003). Within this document, minimum concentration-based performance requirements are defined for wastewater discharge to surface water and for wastewater discharges to external wastewater systems. Where local permit limits are more stringent, those supersede the GM requirements. Where no permit limit is provided, the performance requirements are used.
303-3	Water withdrawal	GM measures and monitors 100% of our major facilities' water withdrawals by source using either invoices or meter data on a monthly basis. It is tracked in a global utility database by source, and the data is verified by an independent third party annually. Some small facilities (offices) have water service included in their lease rate, and we do not track the water withdrawal. Our estimate is that this represents less than 1% of our water withdrawal by source, so we measure and monitor 99% of water withdrawal by source. GM identifies water stress using WRI Aqueduct model and internal company knowledge. GM measures and monitors 100% of our water withdrawals by source from water-stressed areas, using either invoices or meter data on a monthly basis. It is tracked in a global utility database by source, and the data is verified by an independent third party annually. See also: Data Center
303-4	Water discharge	GM sites must have a system in place to identify wastewater generated and discharged by current activities at the site, and as these activities change in the future, sites should also identify any additional potentially contaminated flows from on-site sources. See also: Data Center
303-5	Water consumption	GM calculates water consumption based on water withdrawal times, an engineering calculation for evaporation of 30%. Using the formula withdrawal minus discharge provides close to zero consumption due to groundwater infiltration at plant sites. GM experiences water stress at three sites in Mexico and two sites in China. We have mitigated the risk by conservation, recycling or reusing wastewater in the manufacturing process. Additionally, at one site in China, the government has provided a backup source of water to mitigate water stress risk. See also: Data Center
GRI 305: EMISSIONS		
103-1	Explanation of the material topic and its Boundary	Reducing Carbon Emissions CDP Climate Change
103-2	The management approach and its components	Reducing Carbon Emissions CDP Climate Change
103-3	Evaluation of the management approach	Reducing Carbon Emissions
305-1	Direct (Scope 1) GHG emissions	Data Center
305-2	Energy indirect (Scope 2) GHG emissions	Data Center
305-3	Other indirect (Scope 3) GHG emissions	Data Center

GRI Content Index

GRI Standards		
Disclosure Number	**Disclosure Title**	**Reference/Response**
GRI 305: EMISSIONS (CONT.)		
305-4	GHG emissions intensity	GM no longer calculates Scope 1 & 2 emissions intensity, as our SBTi target is focused on absolute CO2 reduction CDP Climate Change (2021 section C4.1b)
305-5	Reduction of GHG emissions	Data Center
305-6	Emissions of ozone-depleting substances (ODS)	Not reported: GM does not import, export or produce ODS
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Data Center
GRI 306: EFFLUENTS AND WASTE		
103-1	Explanation of the material topic and its Boundary	Designing for the Environment—Pursuing Zero Waste
103-2	The management approach and its components	Designing for the Environment—Pursuing Zero Waste
103-3	Evaluation of the management approach	Designing for the Environment—Pursuing Zero Waste
306-1	Waste generation and significant waste-related impacts	Designing for the Environment—Pursuing Zero Waste
306-2	Management of significant waste-related impacts	Designing for the Environment—Pursuing Zero Waste
306-3	Waste generated	Data Center
306-4	Waste diverted from disposal	Data Center
306-5	Waste directed to disposal	Data Center
GRI 307: ENVIRONMENTAL COMPLIANCE		
103-1	Explanation of the material topic and its Boundary	Ensuring Responsible Governance—Environmental Management & Compliance Reducing Carbon Emissions Designing for the Environment Supporting Supplier Responsibility—Supply Chain Compliance Global Environmental Policy
103-2	The management approach and its components	Ensuring Responsible Governance—Environmental Management & Compliance—Environmental Management System (EMS) Reducing Carbon Emissions Designing for the Environment Supporting Supplier Responsibility—Supply Chain Compliance Global Environmental Policy
103-3	Evaluation of the management approach	Ensuring Responsible Governance—Environmental Management & Compliance

GRI Content Index

GRI Standards		
Disclosure Number	Disclosure Title	Reference/Response
GRI 307: ENVIRONMENTAL COMPLIANCE (CONT.)		
307-1	Non-compliance with environmental laws and regulations	Governance—Environmental Management & Compliance 2021 Form 10-K pages 23, 84–87
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT		
103-1	Explanation of the material topic and its Boundary	Supporting Supplier Responsibility Supplier Code of Conduct
103-2	The management approach and its components	Supporting Supplier Responsibility Supplier Code of Conduct
103-3	Evaluation of the management approach	Supporting Supplier Responsibility
308-2	Negative environmental impacts in the supply chain and actions taken	Supporting Supplier Responsibility
GRI 400: SOCIAL		
GRI 401: EMPLOYMENT		
103-1	Explanation of the material topic and its Boundary	Developing Talented & Diverse People
103-2	The management approach and its components	Developing Talented & Diverse People
103-3	Evaluation of the management approach	Developing Talented & Diverse People
401-1	New employee hires and employee turnover	Data Center
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	
401-3	Parental leave	Developing Talented & Diverse People—Wellness & Benefits—Paid Family Leave/Disability Leave

COUNTRY	BENEFITS
U.S.	Flexible service employees are eligible for the same benefits. However, they pay a higher monthly contribution on health care coverage.
Canada	For Job Share employees, the Health Care Spending Account/ Wellness Incentive amount is 50% of that of a full-time employee. They also pay a higher monthly contribution for health care coverage.
Australia, Brazil, Israel, New Zealand	No differences in benefits full-time vs. part-time
Argentina, Chile, China, Colombia, Ecuador, Egypt, India, Indonesia, Ireland, Japan, Mexico, Peru, Russia, South Korea, Switzerland, Thailand, United Arab Emirates, Uruguay	No part-time employees

GRI Content Index

GRI Standards		
Disclosure Number	Disclosure Title	Reference/Response
GRI 402: LABOR/MANAGEMENT RELATIONS		
103-1	Explanation of the material topic and its Boundary	Developing Talented & Diverse People—Labor Relations
103-2	The management approach and its components	Developing Talented & Diverse People—Labor Relations
103-3	Evaluation of the management approach	Developing Talented & Diverse People—Labor Relations
402-1	Minimum notice periods regarding operational changes	Nearly all of our labor agreements call for regular meetings between top union officials and local GM management. We also have formal processes in place to notify all workers of work stoppages. As an example, please see 2019 ratified agreement between the UAW and GM.
GRI 403: OCCUPATIONAL HEALTH AND SAFETY		
103-1	Explanation of the material topic and its Boundary	Keeping People Safe—A Culture of Safety
103-2	The management approach and its components	Keeping People Safe—A Culture of Safety
103-3	Evaluation of the management approach	Keeping People Safe—A Culture of Safety
403-1	Occupational health and safety management system	Keeping People Safe—A Culture of Safety
403-2	Hazard identification, risk assessment, and incident investigation	Keeping People Safe—A Culture of Safety
403-3	Occupational health services	Keeping People Safe—A Culture of Safety
403-4	Worker participation, consultation, and communication on occupational health and safety	Keeping People Safe—A Culture of Safety
403-5	Worker training on occupational health and safety	Keeping People Safe—A Culture of Safety
403-6	Promotion of worker health	Keeping People Safe—A Culture of Safety Developing Talented & Diverse People—Wellness & Benefits
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Keeping People Safe—A Culture of Safety
403-8	Workers covered by an occupational health and safety management system	Keeping People Safe—A Culture of Safety
403-9	Work-related injuries	Keeping People Safe—A Culture of Safety
	Employees (number/million work hours)	Data Center
	Data coverage (% of employees)	Data Center

GRI Content Index

GRI Standards		
Disclosure Number	Disclosure Title	Reference/Response
GRI 404: TRAINING AND EDUCATION		
103-1	Explanation of the material topic and its Boundary	Developing Talented and Diverse People
103-2	The management approach and its components	Developing Talented and Diverse People
103-3	Evaluation of the management approach	Developing Talented and Diverse People
404-1	Average hours of training per year per employee	Data Center
404-2	Programs for upgrading employee skills and transition assistance programs	Developing Talented and Diverse People—A Team That Includes Everybody—Developing Everyone's Potential; Labor Relations—Supporting Represented Employees Through Business Challenges
404-3	Percentage of employees receiving regular performance and career development reviews	All active salaried employees have performance and development conversations with their leader annually, at a minimum.
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY		
103-1	Explanation of the material topic and its Boundary	Strategy—Our Climate Action Framework for an Equitable Transition; Sustainability Strategy—Sustainability Priority Matrix Reducing Carbon Emissions—The Journey to Zero Emissions, Factory ZERO: How Our Future Looks Developing Talented & Diverse People Supporting Supplier Responsibility—Supporting Diverse Suppliers
103-2	The management approach and its components	Developing Talented & Diverse People
103-3	Evaluation of the management approach	Developing Talented & Diverse People
405-1	Diversity of governance bodies and employees	Developing Talented & Diverse People Ensuring Responsible Governance—Corporate Governance Data Center
405-2	Ratio of basic salary and remuneration of women to men	Data Center

GRI Content Index

GRI Standards		
Disclosure Number	Disclosure Title	Reference/Response
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING		
103-1	Explanation of the material topic and its Boundary	Developing Talented & Diverse People—Labor Relations; Upholding Human Rights Code of Conduct; Supplier Code of Conduct
103-2	The management approach and its components	Developing Talented & Diverse People—Labor Relations; Upholding Human Rights Code of Conduct; Supplier Code of Conduct
103-3	Evaluation of the management approach	Developing Talented & Diverse People—Labor Relations; Upholding Human Rights Code of Conduct; Supplier Code of Conduct
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	We have not identified any GM operations or Tier I suppliers for risks of this nature.
GRI 408: CHILD LABOR		
103-1	Explanation of the material topic and its Boundary	Upholding Human Rights; Supporting Supplier Responsibility—Supply Chain Compliance; Tracing Raw Materials to the Source Conflict Minerals Policy Human Rights Policy
103-2	The management approach and its components	Upholding Human Rights; Supporting Supplier Responsibility—Supply Chain Compliance; Tracing Raw Materials to the Source Conflict Minerals Policy Human Rights Policy
103-3	Evaluation of the management approach	Upholding Human Rights; Supporting Supplier Responsibility—Supply Chain Compliance; Tracing Raw Materials to the Source Conflict Minerals Policy Human Rights Policy
408-1	Operations and suppliers at significant risk for incidents of child labor	Supporting Supplier Responsibility—Tracing Raw Materials to the Source
GRI 409: FORCED OR COMPULSORY LABOR		
103-1	Explanation of the material topic and its Boundary	Upholding Human Rights; Supporting Supplier Responsibility—Supply Chain Compliance; Tracing Raw Materials to the Source Conflict Minerals Policy Human Rights Policy
103-2	The management approach and its components	Upholding Human Rights; Supporting Supplier Responsibility—Supply Chain Compliance; Tracing Raw Materials to the Source Conflict Minerals Policy Human Rights Policy
103-3	Evaluation of the management approach	Upholding Human Rights; Supporting Supplier Responsibility—Supply Chain Compliance; Tracing Raw Materials to the Source Conflict Minerals Policy Human Rights Policy

GRI Content Index

GRI Standards		
Disclosure Number	Disclosure Title	Reference/Response
GRI 409: FORCED OR COMPULSORY LABOR (CONT.)		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Upholding Human Rights; Supporting Supplier Responsibility—Supply Chain Compliance; Tracing Raw Materials to the Source Conflict Minerals Policy Human Rights Policy
GRI 412: HUMAN RIGHTS ASSESSMENT		
103-1	Explanation of the material topic and its Boundary	Developing Talented & Diverse People Upholding Human Rights Supporting Supplier Responsibility—Industry Collaboration Building More Inclusive Communities Human Rights Policy
103-2	The management approach and its components	Strategy—Our Climate Action Framework for an Equitable Transition Upholding Human Rights Supporting Supplier Responsibility—Industry Collaboration Human Rights Policy Supplier Code of Conduct Conflict Minerals Policy
103-3	Evaluation of the management approach	Strategy—Our Climate Action Framework for a Sustainable Future Upholding Human Rights Supporting Supplier Responsibility—Industry Collaboration Human Rights Policy Supplier Code of Conduct Conflict Minerals Policy
412-2	Employee training on human rights policies or procedures	Upholding Human Rights Human Rights Policy
GRI 413: LOCAL COMMUNITIES		
103-1	Explanation of the material topic and its Boundary	Strategy—Our Climate Action Framework for a Sustainable Future Building More Inclusive Communities 2021 Social Impact Report
103-2	The management approach and its components	Strategy—Our Climate Action Framework for a Sustainable Future Building More Inclusive Communities 2021 Social Impact Report
103-3	Evaluation of the management approach	Strategy—Our Climate Action Framework for a Sustainable Future Building More Inclusive Communities 2021 Social Impact Report

GRI Content Index

GRI Standards		
Disclosure Number	Disclosure Title	Reference/Response
GRI 413: LOCAL COMMUNITIES (CONT.)		
413-1	Operations with local community engagement, impact assessments, and development programs	Strategy—Our Climate Action Framework for an Equitable Transition Supporting Supplier Responsibility—Supporting Diverse Suppliers Building More Inclusive Communities 2021 Social Impact Report
GRI 414: SUPPLIER SOCIAL ASSESSMENT		
103-1	Explanation of the material topic and its Boundary	Supporting Supplier Responsibility—Integrating Sustainability Into Our Supply Chain
103-2	The management approach and its components	Supporting Supplier Responsibility—Integrating Sustainability Into Our Supply Chain; Supporting Supplier Responsibility—Supporting Diverse Suppliers
103-3	Evaluation of the management approach	Supporting Supplier Responsibility—Supporting Diverse Suppliers
414-1	New suppliers that were screened using social criteria	Supporting Supplier Responsibility—Supply Chain Compliance Supporting Supplier Responsibility—Responsible Sourcing of Raw Materials
414-2	Negative social impacts in the supply chain and actions taken	We have not identified any Tier I suppliers for risks of this nature.
GRI 415: PUBLIC POLICY		
103-1	Explanation of the material topic and its Boundary	Governance —Corporate Governance—Corporate Political Contributions and Lobbying Expenditures Political Contributions and Expenditures Policy Advancing Transformative Technologies—Super Cruise and Ultra Cruise Driver Assistance Technology
103-2	The management approach and its components	Ensuring Responsible Governance—Corporate Governance—Corporate Political Contributions and Lobbying Expenditures
103-3	Evaluation of the management approach	Ensuring Responsible Governance—Corporate Governance—Corporate Political Contributions and Lobbying Expenditures
415-1	Political contributions	General Motors Voluntary Report of 2021 Political Contributions
GRI 416: CUSTOMER HEALTH AND SAFETY		
103-1	Explanation of the material topic and its Boundary	Strategy—How GM Creates Value Earning Customers for Life Keeping People Safe
103-2	The management approach and its components	Strategy—How GM Creates Value Earning Customers for Life Keeping People Safe
103-3	Evaluation of the management approach	Keeping People Safe

GRI Content Index

GRI Standards		
Disclosure Number	Disclosure Title	Reference/Response
GRI 416: CUSTOMER HEALTH AND SAFETY (CONT.)		
416-1	Assessment of the health and safety impacts of product and service categories	Keeping People Safe—Developing Safe Products Governance—Environmental Management We assess health and safety in our products as required by the different markets in which we operate.
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Keeping People Safe—Developing Safe Products 2021 Form 10-K pages 84–87
GRI 418: CUSTOMER PRIVACY		
103-1	Explanation of the material topic and its Boundary	Governance—Cybersecurity & Privacy Global Privacy Policy Product Cybersecurity Policy
103-2	The management approach and its components	Governance—Cybersecurity & Privacy Global Privacy Policy Product Cybersecurity Policy
103-3	Evaluation of the management approach	Governance—Cybersecurity & Privacy Global Privacy Policy Product Cybersecurity Policy
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	In 2021, we did not have any substantiated customer privacy complaints from outside parties or regulatory bodies.
GRI 419: SOCIOECONOMIC COMPLIANCE		
103-1	Explanation of the material topic and its Boundary	Upholding Human Rights; Supporting Supplier Responsibility—Supply Chain Compliance
103-2	The management approach and its components	Upholding Human Rights; Supporting Supplier Responsibility—Supply Chain Compliance
103-3	Evaluation of the management approach	Upholding Human Rights; Supporting Supplier Responsibility—Supply Chain Compliance
419-1	Non-compliance with laws and regulations in the social and economic area	Keeping People Safe—Developing Safe Products 2021 Form 10-K pages 84–87

Sustainability Accounting Standards Board (SASB) Response

Topic	Metric	Category	Unit of Measure	Code	Response/Comment
Activity Metrics	Number of vehicles manufactured	Quantitative	Number	TR-AU-000.A	Data Center
	Number of vehicles sold	Quantitative	Number	TR-AU-000.B	Data Center
Product Safety	Percentage of vehicle models rated by NCAP programs with an overall 5-star safety rating, by region	Quantitative	Percentage (%) of rated vehicles	TR-AU-250a.1	Data Center
	Number of safety-related defect complaints; percentage investigated	Quantitative	Number, Percentage (%)	TR-AU-250a.2	General Motors reviews 100% of NHTSA Vehicle Owner Questionnaires filed for GM vehicles. As a part of Speak Up For Safety, GM investigates all submissions that have a potential vehicle safety concern.
	Number of vehicles recalled	Quantitative	Number	TR-AU-250a.3	Data Center
Labor Practices	Percentage of active workforce covered under collective-bargaining agreements	Quantitative	Percentage (%)	TR-AU-310a.1	Data Center
	Number of (1) work stoppages and (2) total days idle	Quantitative	Number, Days	TR-AU-310a.2	Data Center
Fuel Economy & Use-Phase Emissions	Sales-weighted average passenger fleet fuel economy, by region	Quantitative	Mpg, L/km, gCO2/km, km/L Methodology: Average F/E calculated by model year as required for regulatory purposes.	TR-AU-410a.1	Data Center
	Number of (1) zero emission vehicles (ZEV) sold, (2) hybrid vehicles sold, and (3) plug-in hybrid vehicles sold	Quantitative	Vehicle units sold	TR-AU-410a.2	Data Center
	Discussion of strategy for managing fleet fuel economy and emissions risks and opportunities	Discussion and Analysis		TR-AU-410a.3	Reducing Carbon Emissions CDP Climate Change (2021 sections C2.3, C2.4, C12.3a)
Materials Sourcing	Description of the management of risks associated with the use of critical materials				Many of the advanced technologies in our portfolio may use minerals and materials that are potentially mined in conflict-affected and high-risk areas. To identify and mitigate human rights risk in the sourcing of these raw materials, our due diligence practices undertaken in connection with our Responsible Materials Program and our Conflict Mineral Program are aligned with the Organization for Economic Co-operation and Development Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. We enjoy strong management support for conflict mineral supply chain due diligence. A compliance committee comprised of cross-functional GM leaders and an executive steering committee provide leadership and direction for the program. Also refer to: Designing for the Environment—Sourcing Sustainable Materials Supporting Supplier Responsibility—Sourcing Strategic Raw Materials, Supply Chain Disruption, Tracing Raw Materials To The Source

SASB Response

Topic	Metric	Category	Unit of Measure	Code	Response/Comment
Material Efficiency & Recycling	Total amount of waste from manufacturing, percentage recycled	Quantitative	Metric tons (t), Percentage (%)	TR-AU-440b.1	Data Center
	Weight of end of-life material recovered, percentage recycled	Quantitative	Metric tons (t), Percentage (%) Methodology: Percentage is weight of recovered and recycled EOL material divided by total EOL recovered material.	TR-AU-440b.2	GM does not compile this information outside of the EU where the End of Life Vehicle (ELV) law requires OEMs to have programs to retrieve and recycle our vehicles. No other region of sale has this requirement. However, the automobile is considered the most reused and recycled product in the marketplace. In North America and other regions, there is a well-established automotive dismantling industry that manages this activity. Per the Automotive Recyclers Association, the professional automotive recycling industry recycles over 4 million motor vehicles annually in the United States and Canada alone. The U.S. automotive recycling industry employs over 140,000 people in the United States at more than 9,000 locations around the country, generating $32 billion in sales nationwide. Per The Balance Small Business Sustainable Businesses/Metal Recycling website,* each year, over 25 million tons of materials are recycled from old vehicles.
	Average recyclability of vehicles sold, by weight	Quantitative	Percentage (%) by sales-weighted weight (metric tons) Methodology: Percentage is weight of components/ materials in vehicle sold that are recyclable divided by total weight of all vehicles sold.	TR-AU-440b.3	Data Center

* Auto or Car Recycling Facts and Figures, Facts about car or automobile recycling, by Rick Leblanc updated September 09, 2016.

Task Force on Climate-related Financial Disclosures (TCFD) Response

Governance

Disclose the organization's governance around climate-related risks and opportunities.

a) Describe the board's oversight of climate-related risks and opportunities.

The General Motors Board of Directors is committed to overseeing the company's integration of environmental, social and governance (ESG) principles throughout the enterprise, and oversees the company's ESG risks, priorities and opportunities.

The Board is committed to sound corporate governance policies and practices that are designed and routinely assessed to enable GM to operate our business responsibly, with integrity, and to position GM to compete more effectively, sustain our success and build long-term shareholder value. The Board works with management to integrate ESG principles into the company's business strategy. This includes agenda items and discussions related to ESG topics at Board and committee meetings.

Expertise related to environmental, social and/or governance-related issues, including climate, are among the qualifications considered prior to recommending an incumbent, replacement or additional director to the Board.

The Board discharges its risk oversight responsibilities, in part, through delegation to its committees. The Board has six standing committees: Audit; Executive; Executive Compensation; Finance; Governance and Corporate Responsibility; and Risk and Cybersecurity. All standing committees of the Board, other than the Executive Committee, are composed entirely of independent directors. As a full Board, and through these committees, the Board is committed to overseeing the company's integration of ESG principles throughout GM's business and managing the related risks and opportunities.

Each committee has a written charter setting forth its purpose, authority and duties. Overall, the committees enhance the Board's oversight of areas that are critical to GM's corporate responsibility and sustainability efforts, including transparent and reliable financial reporting; risk identification and mitigation (including climate change and other ESG issues); ethics and compliance; product and workplace safety; supply chain and human rights; pay-for-performance; data security; diversity, equity and inclusion; Board and management succession planning; consideration of shareholder proposals; and political and lobbying priorities and expenditures.

In 2021, each Board committee further incorporated ESG responsibilities into their charters in recognition that ESG risks are all-encompassing. The following committees have climate-related responsibilities:

Governance and Corporate Responsibility Committee (GCRC)

The GCRC oversees the Company's development of ESG initiatives, strategies, policies and practices related to matters of sustainability and corporate responsibility that have a material impact on the company. The GCRC is responsible for tracking GM's ESG scorecard and conducts annual reviews of ESG reporting standards, lobbying activities, corporate philanthropy and human rights (including responsible sourcing practices and policies). In addition, the GCRC approves the company's annual Sustainability Report and associated disclosures, including TCFD.

Risk and Cybersecurity Committee (RCC)

The committee oversees risks related to the company's key strategic, enterprise and cybersecurity risks, including climate change, workplace and product safety and privacy.

The RCC considers ESG-related risks as part of the company's enterprise risk profile. This includes, but is not limited to, transitions associated with

TCFD Response

Governance

Disclose the organization's governance around climate-related risks and opportunities.

a) Describe the board's oversight of climate-related risks and opportunities. (cont.)

climate change and achieving our vision of an all-electric future. The committee is regularly updated on enterprise risk trends and emerging risks, as well as management's response and/or mitigation plans that are being executed.

The Audit Committee (AC)

In addition to its oversight of the quality, integrity and compliance of GM's financial statements, the AC began reviewing the process and control procedures for ESG disclosures in 2021. In 2022, the committee will begin approving the company's annual Sustainability Report and TCFD response prior to publication.

Executive Compensation Committee (ECC)

Starting in 2022, the ECC will annually:

- Evaluate whether the company's ESG and sustainability goals and milestones are effectively integrated into the compensation programs.
- Review compensation plans for executives to confirm alignment to GM's sustainability risks and opportunities.
- Consider shareholder feedback relative to the alignment of GM's sustainability goals with respect to the annual shareholder say-on-pay vote.

Please see our CDP Climate Change 2021 response (C1.1, C1.1a, C1.1b) as well as GM's 2022 Proxy Statement, beginning on page 6, for further discussion of Board oversight on ESG measures.

b) Describe management's role in assessing and managing climate-related risks and opportunities.

The company's risk governance is facilitated through a top-down and bottom-up structure, with the tone established at the top by the Board Chair and CEO, who is also our chief risk officer, and other members of management, specifically the Senior Leadership Team (SLT). The SLT also utilizes our Risk Advisory Council, an executive-level body with delegates from each business unit, to discuss and monitor the most significant enterprise and emerging risks in a cross-functional setting. They are tasked with championing risk management practices and integrating them into their functional or regional business units.

Sustainability Office (SO)

Management of climate-related risks and opportunities ultimately resides with the CEO, who leads our SLT. This group includes the executive vice president of global manufacturing to whom our chief sustainability officer (CSO) reports. The group is responsible for ensuring climate-related considerations are incorporated into the company's overall business strategy and that climate-related risks are considered in GM's enterprise risk management framework and decision-making processes. The CSO chairs the SO and works cross-functionally to integrate sustainability across the enterprise.

Examples of areas overseen by the SO:

- Tracks and monitors execution of public commitments made by the company related to sustainability goals such as carbon neutrality and approved Science Based Target initiatives (SBTi).
- Works with the enterprise to ensure responsible sourcing and consumption of materials and production of vehicles.
- Coordinates with the business on the strategic design and implementation of our electric vehicle (EV) infrastructure.

TCFD Response

Governance

Disclose the organization's governance around climate-related risks and opportunities.

b) Describe management's role in assessing and managing climate-related risks and opportunities. (cont.)

- Reviews and approves social and environmental sustainability strategies developed cross-functionally, including human rights and sustainable materials strategies, and those that are implemented on the operational level.
- Reviews and approves annual Sustainability Report and ESG disclosures, including TCFD.

Learn more about the Sustainability Office here.

During 2021, our ESG management teams also continued to expand throughout the organization, including individuals with climate expertise in areas such as global purchasing and supply chain (GPSC), engineering, legal and public policy, among others. We are strengthening our internal bench to increase our ability to identify and manage climate-related risks and continually ensure operational teams are aligning our business strategy with our ESG strategy.

CO2 Governance Committee

GM is focused on reducing CO2 emissions from use of sold products, primarily by transitioning its product line to all-electric vehicles. GM tracks projected fleet-wide CO2 emissions on a regional basis to ensure compliance to increasingly stringent regulations in all our markets. Our CO2 governance process includes senior-level representation from all relevant functions, including product development, planning, sales and marketing, finance, public policy and legal.

Manufacturing Leadership Team (MLT)

The scale of our manufacturing operations also presents significant opportunities for emissions reduction.

On a monthly basis, GM's progress toward science-based targets for Scopes 1, 2 and 3, as well as other key climate-related indicators, such as water and waste, are reviewed and tracked against internal targets by the MLT. Progress toward projects and initiatives to support our targets are also reviewed by the MLT.

Local Management

At the local manufacturing plant level, management is responsible for tracking energy consumption and continuously analyzing and reviewing opportunities for energy conservation, as well as monitoring potential climate-related impacts, including catastrophic risks or losses from natural events that may occur at their site.

Similar analysis and evaluation at the operational level occur when selecting new sites as well as considering new suppliers.

Please see our CDP Climate Change 2021 (C1.2, C1.2a) for more detail.

TCFD Response

Strategy

Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.

a) Describe the climate-related risks and opportunities the organization has identified over the short-, medium- and long-term.

We recognize that our impact as a business extends to the opportunity to help people thrive in a better, more sustainable world. That is why we are working toward a zero-emissions future, which will require actions beyond just accelerating EV adoption. We plan to become carbon neutral in our global products and operations by 2040 and eliminate tailpipe emissions from new light-duty vehicles by 2035. We continue working toward our target of sourcing 100% renewable energy to power our U.S. operations by 2025 and our global operations by 2035.

In 2021, GM partnered with a third-party consultant to begin a two-year journey to better define the company's climate-related risks and opportunities. The focus is to identify climate-related risks, exposure, potential impacts and key performance indicators. In particular, this journey will include climate change scenarios and business alignment with various climate-related scenarios. Progress on this exercise will be shared in our 2022 TCFD disclosure.

We categorize risks as physical and transition risks. Transition risks result from the global transition to a low-carbon and climate-resilient economy, while physical risks result from extreme weather events and increasing average global mean temperatures. Transition risk related to technology results from availability of technology to address climate impacts.

To the right we have identified key climate-related risks and opportunities with potential impact to our business over short-, medium- and long-term time horizons.

Physical Risks	Transition Risks Related to Market and Policy Risks	Transition Risks Related to Technology and Reputation Risks
Increased storms and droughts potentially creating production disruptions	Reduced availability of raw materials potentially impacting costs and scheduling of vehicle production	Costs related to all-electric technology (e.g., EV batteries) potentially impacting profitability
Increased flooding potentially impacting our supply chain	Lack of EV charging infrastructure potentially impacting consumer adoption	Competition from peers in transition to EVs potentially impacting sales and market share

Please see our CDP Climate Change 2021 (C2.3a, C2.4a) for more detail.

b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.

PHYSICAL RISKS

Risk: Increased storms and droughts creating production disruptions

Increased intensity, frequency or duration of storms, droughts or other severe weather events that may result from climate change could disrupt our production and the production, logistics, cost and procurement of products from our suppliers and timely delivery of vehicles to customers, and could negatively impact working conditions at our plants and those of our suppliers. Any of the foregoing could have a material adverse effect on our financial condition and results of operations.

TCFD Response

Strategy

Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.

b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning. (cont.)

Approach

We manage these risks based on the location of our operations around the world and the risk profile for a particular region. As an example, increases in the frequency of drought conditions can depress water availability for production in water-stressed areas. GM has production facilities in Mexico, an area hard hit by drought in recent years, and there is a risk that increases in the frequency of such events could disrupt production due to lack of water availability.

GM has integrated water management into our annual business planning process and has set a target to reduce the water intensity of our operations 35% by 2035 compared to a 2010 baseline. We also have signed the CEO Water Mandate—a UN Global Compact Initiative—joining other global business leaders to address key challenges around water security and further aligning the UN Sustainable Development Goals. We also are a long-term reporter to CDP Water and have made the "A" list for three consecutive years.

Water consumption is managed on a local basis, with each facility working toward its own targets for year-over-year improvement. Innovative approaches have allowed facilities to continue production without disruptions, even in water-stressed areas. At our San Luis Potosí assembly plant in Mexico, GM uses a zero liquid discharge system to minimize the reliance on well water. The system purifies and transforms wastewater into reusable water for the facility's paint and machining processes, as well as for landscape irrigation.

See our CDP Climate Change 2021 (2.2a, 2.3a) for more detail, and learn more about our management of water resources and water stress regions in our CDP Water report.

TRANSITION RISKS

Risk: Reduced availability of raw materials potentially impacting costs and scheduling of vehicle production

We purchase a wide variety of raw materials, parts, supplies, energy, freight, transportation and other services from numerous suppliers across the globe to manufacture our products. The raw materials primarily include steel, aluminum, resins, copper, lead and precious metals.

Reduced availability of raw materials can lead to increases in prices for commodities, raw materials or other inputs that we and our suppliers use in manufacturing products, systems, components and parts. In addition, any increase in the cost of critical materials for our EV propulsion systems, including lithium, nickel, cobalt and certain rare earth metals, could lead to higher production costs for our EVs and could impede our ability to successfully deliver on our EV strategy.

Further, increasing global demand for, and uncertain supply of, such materials could disrupt our suppliers' ability to obtain such materials in a timely manner and/or could lead to increased costs. Geopolitical risk, fluctuations in supply and demand, any weakening of the U.S. dollar and other economic and political factors may continue to create pricing pressure for commodities, raw materials and other inputs.

Approach

In every region in which we operate, local sourcing as a percentage of regional spend, which ranges from 73% in South America and other international regions to 92% in North America and 96% in China, helps us to mitigate certain supply chain risks. Our transition to EVs includes building a resilient, scalable and more sustainable North

TCFD Response

Strategy

Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.

b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning. (cont.)

America-focused EV supply chain. This was a major focus of our supply chain organization in 2021. To date, we have announced initiatives that include sourcing silicon carbide power device solutions, processing cathode active material, sourcing U.S. lithium with more sustainable extraction methods and sourcing permanent magnets using locally sourced raw materials.

Please see our CDP Climate Change 2021 (C2.2a) for more detail.

Risk: Lack of EV charging infrastructure potentially impacting consumer adoption

Consumer adoption of EVs will be critical to the success of our strategy. This could be impacted by numerous factors, including the proliferation of charging infrastructure (in particular public charging stations). Also, the failure by governments and other third parties to make the investments necessary for infrastructure improvements, such as greater availability of cleaner energy grids and EV charging stations, or to provide economic incentives promoting EVs, could impact consumer adoption as well.

Approach

To support mass market adoption of EVs, we are working to ensure that our customers will have access to comprehensive charging solutions. For personal vehicles, this means strategically addressing charging needs at residences, the workplace and in public locations. For fleet vehicles, this means turnkey charging solutions and fleet and facility energy management services.

We have announced collaborative work with several charge network operators to filter real-time data on their respective networks and charge station health into Ultium Charge 360, a holistic charging approach that integrates charging networks, GM vehicle mobile apps[1] and other products and services to simplify the overall charging experience for GM EV owners Ultium Charge 360 is also available to our fleet and BrightDrop customers and offers fleet and facility management tools, integration with GM's fleet management offerings and support across a wide range of fleet sizes.

In 2021, we announced a new Dealer Community Charging Program to install up to 40,000 Level 2 EV chargers across the United States and Canada through 2025. Working with our dealers, we intend to expand access to charging in local communities, including in underserved, rural and urban areas where EV charging access is often limited. This initiative, which is expected to begin in 2022, is part of our commitment to invest nearly $750 million to expand residence, workplace and public charging infrastructure through the Ultium Charge 360 ecosystem through 2025. The investment includes the addition of 3,250 EVgo DC fast charging stalls through 2025.

Please see our CDP Climate Change 2021 response (1.3a, 2.2a, 2.3a, 12.1b 12.3a) for more detail.

Risk: Costs related to zero-emissions technology potentially impacting profitability

We are subject to risks associated with climate change, including increased regulation of greenhouse gas (GHG) emissions, changing consumer preferences and other risks related to our transition to EVs.

1. Available on select Apple and Android devices. Service availability, features and functionality vary by vehicle, device and the plan you are enrolled in. User terms apply.

TCFD Response

Strategy

Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.

b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning. (cont.)

This could change our manufacturing processes or product portfolio Climate change regulations at the federal, state or local level or in international jurisdictions could require further limits to emissions associated with customer use of products sold, or make it necessary for us to undertake other activities that may require us to incur additional expense.

Part of our strategy to address these risks includes our transition to EVs, which is dependent upon customer acceptance, and could result in reduced demand for, and therefore profits from, our internal combustion engine (ICE) vehicles, which we plan to use to fund our growth strategy.

Approach

We are working closely with governments worldwide to implement complementary policies to bolster consumer education and incentives, infrastructure, manufacturing, clean power, and research and development investments that are critical to the success of our all-electric vision and our broader climate goals.

To accomplish these advocacy objectives, GM is committed to working globally with a broad set of key partners, industry associations, coalitions and governmental policymakers at the national, state/provincial and local levels.

A detailed discussion of our advocacy efforts can be found in our Public Policy Supplement.

Please see our CDP Climate Change 2021 (2.2a) for more detail.

Risk: Competition from peers in transition to EVs potentially impacting company sales and market share

Our EV strategy is dependent on our ability to: deliver a broad portfolio of high-quality EVs that are competitive and meet consumer demands; reduce the costs associated with manufacturing EVs, particularly with respect to batteries; increase vehicle range and the energy density of our batteries; license and monetize our proprietary platforms and related innovations; successfully invest in new technologies relative to our peers; develop new software and services; and leverage our scale, manufacturing capabilities and synergies with existing ICE vehicles.

Approach

Continuous innovation and advanced technology development are key to keeping up with changing consumer behavior. One way GM achieves this is through our global network of R&D labs around the world, as well as through active collaboration with academia, suppliers and startups to develop new technologies, such as our electrification platform.

GM is committed to developing a broad set of EVs for every lifestyle and price point. This will be enabled by our proprietary Ultium Platform—a combined EV architecture and propulsion system that enables EVs at scale. This platform can power transportation from family vehicles to luxury vehicles, work trucks and high-performance vehicles. As a result, GM will be positioned to compete for nearly every customer type and preference in the market.

Ultium-based EVs will be powered by rectangular, pouch-style battery cells that are simple, lightweight and space-efficient. Our ability to stack the long pouch cells vertically or horizontally is unique in the industry and allows for a flat cabin floor and more interior room than

TCFD Response

Strategy

Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.

b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning. (cont.)

comparable EVs that use cylindrical battery packs. Designing common cells that work across many applications yields benefits of scale, enabling us to develop the best possible customer value proposition for each EV entry.

In addition, GM is committed to creating a superior EV ownership experience through the introduction of Ultium Charge 360.

See our CDP Climate Change 2021 (2.2a, 2.3a) for more detail.

Climate-Related Opportunities

Our top climate-related opportunities include:

- Increased capital availability due to investor interest in decarbonization of the transportation sector [as a key ESG metric for our industry] and sustainability providing companies with a competitive advantage against peers.
- Shift in consumer preferences toward EVs creating new sales and new customer opportunities.
- Technological advances (e.g., battery and manufacturing efficiency) enabling resource and cost savings.
- Leadership in electrification and fuel cell innovation leading to new sales and new market opportunities.

Opportunity: Increased capital availability due to investor interest in decarbonization of the transportation sector

Approach

In the capital markets, strong ESG performance could, in some cases, position GM shares to be included on certain securities indexes, as well as leading to more favorable debt pricing.

Our development of autonomous vehicles (AV) provides an example of increased capital availability due to investor interest and the potential for new revenue opportunities. Cruise, our global segment responsible for the development and commercialization of AV technology, has attracted funding from financial and strategic investors, including Honda, Microsoft and Walmart. This capital infusion, combined with our funding and collaboration, is enabling Cruise and GM to accelerate their efforts to commercialize self-driving vehicles. Learn more in the Advancing Transformative Technologies section.

In addition, AVs—particularly those that are passenger cars—could significantly affect the country's ability to cut GHG emissions and move toward a carbon-free economy. Existing studies suggest that three main factors will determine whether putting more AVs on the road increases or decreases tailpipe carbon emissions: effect on the total vehicle-miles traveled in the United States; impacts on congestion; and AV fuel efficiency and fossil fuel consumption. As such, AVs must be assessed not only for their safety but also for their effect on carbon emissions levels.

Every Cruise AV test vehicle is also an EV that is derived from the Chevrolet Bolt EV. Introducing these technologies in tandem accomplishes multiple goals, including increasing acceptance of EVs and encouraging buildout of EV charging infrastructure.

TCFD Response

Strategy

Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.

b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning. (cont.)

Opportunity: Shift in consumer preferences toward EVs creating new sales and new customer opportunities

Approach

In 2021, we accelerated our plan to transition to an all-electric future by announcing an increase in our EV and AV development investment target from $20 billion to $35 billion within the period of 2020 through 2025.

We also announced plans to introduce more than 30 EVs globally by the end of 2025, with more than two-thirds of these available in North America. These introductions, along with additional EVs being planned, will enable EV sales to represent 40% to 50% of annual U.S. automotive sales volume by 2030, which is aligned with the current administration's target of 50% electric vehicle sales share in 2030. To reach this upper range, we will continue to work with federal, state and local governments to implement supportive policies that will move the United States closer to meeting the carbon neutrality goals of the Paris Agreement.

In China, the world's largest EV market, we will accelerate electrification through a plan in which 40% of new vehicles introduced through the end of 2025 will be EVs. This will build on our current market momentum in China.

Based on our planned cadence of EV introductions, GM will have more than 1 million units of EV capacity in North America by the end of 2025. Additionally, GM will build up more than 1 million units in China over the same time frame. Our EV portfolio is planned to be among the broadest in the industry, with entries from affordable, high-volume market segments to top-of-the-line models and everything in between.

Opportunity: Technological advances (e.g., battery and manufacturing efficiency) enabling resource and cost savings

Approach

Ultium represents a milestone achievement in electrification, with battery pack costs nearly 40% lower compared to the previous generation, and we expect the second generation Ultium packs will cost nearly 60% less than the batteries used today.[1] We are committed to continuous improvement in manufacturing, materials and packaging efficiencies, high-energy cell design and increased vertical integration with local production that will deliver greater energy density at a lower cost.

Opportunity: Leadership in electrification and fuel cell innovation leading to new sales and market opportunities

Our business growth model is predicated on leveraging leading positions in electrification, hydrogen fuel cell, autonomy and connected vehicles—positions that are transforming GM from automaker to platform innovator.

The unique modularity and flexibility of the Ultium platform opens opportunities beyond our own vehicles. Ultium, together with our Hydrotec fuel cell platform, gives GM the potential to transform planes, trains, automobiles and boats into all-electric products. In 2021, GM made the following moves to extend zero emissions beyond automotive vehicles:

- GM and Wabtec Corporation entered into a nonbinding memorandum of understanding to leverage our Ultium battery and HYDROTEC fuel cell technologies for Wabtec locomotives.

1. Cost reduction might vary by region and cell chemistry.

TCFD Response

Strategy

Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.

b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning. (cont.)

- GM and Liebherr Aerospace signed a joint development agreement to codevelop hydrogen fuel cell-powered aeronautics technology. The companies are expected to work toward the creation of an electrical power generation system that demonstrates how hydrogen fuel cell-based power systems could be used in aircrafts.
- GM took a strategic stake in Pure Watercraft, which specializes in creating all-electric boating solutions. The collaboration is expected to leverage Pure Watercraft's innovative marine propulsion technology and experience in the commercial marine industry with GM's battery technology, engineering, supply chain and manufacturing capabilities.
- GM and Lockheed Martin entered into an agreement to develop a Lunar Mobility Vehicle that will enable astronauts to explore the lunar surface farther than ever before as part of NASA's Artemis program to send humans back to the moon.
- In early 2022, GM announced plans to develop multiple HYDROTEC fuel cell-based power generators that will provide mobile DC fast charging capability for EVs without imposing on the grid. These HYDROTEC fuel cell generators could ultimately replace gas- and diesel-burning generators with zero-emissions technology in a variety of places, as well as provide backup power during power disruptions.
- GM has an agreement to supply HYDROTEC fuel cell power cubes to Navistar for use in its production model fuel cell electric vehicle (FCEV)—the International® RH™ Series. The FCEV is expected to receive energy from two GM HYDROTEC fuel cell power cubes.

c) Describe the potential impact of different scenarios, including a 2°C scenario, on the organization's businesses, strategy and financial planning.

Please see our CDP Climate Change 2021 (2.4a) response for more details on climate-related opportunities.

Please see our CDP Climate Change 2021 response (C3.3, C3.4) for more details on how climate-related risks and opportunities have influenced our strategy and financial planning.

In 2021, GM partnered with a third-party consultant to begin a two-year journey to better define the company's climate-related risks and opportunities.

We will include climate change scenarios and business alignment with various climate-related scenarios in our 2022 TCFD disclosure.

TCFD Response

Managing Climate Change Risk

Disclose how the organization identifies, assesses and manages climate-related risks.

a) Describe the organization's processes for identifying and assessing climate-related risks.

During 2021, we took steps to develop and refine our processes for identifying and evaluating climate-related risks. In collaboration with a third-party consultant, our corporate sustainability team convened and hosted a series of workshops with leaders from across key functions of the business, including public policy, GHG emissions experts, portfolio planning, strategic risk management, supply chain, legal and others. Through these workshops, we developed and validated an initial risk identification process as well as helped to ensure a strong and consistent understanding of the process for analyzing climate-related risks for TCFD purposes.

Over the course of multiple days and sessions, we discussed dozens of potential risks and opportunities to determine those most applicable to our business, and then to qualitatively prioritize them. This identification and prioritization exercise was performed by business experts and leaders based on the experience and expertise of each. The results were further validated by sharing and discussing with the broader Office of Sustainability governance body, which includes senior leaders working on sustainability across the business.

Over the course of 2022, we will continue refining our risk identification process and assessing our exposure to these risks by partnering with a respected third party to employ their climate risk modeling platform. We will quantitatively evaluate both physical and transition risks under at least two to three different climate change scenarios. We will be paying careful attention to the sensitivity of the results to different assumptions and parameters. We also will be exploring how to further integrate the results from this assessment into strategic decision-making, as well as opportunities to internalize some of these processes and tools to enable us to efficiently conduct these assessments in the future.

b) Describe the organization's processes for managing climate-related risks.

Please see our CDP Climate Change 2021 response (C2.2, C2.2a, C2.3a) for more details.

GM approaches relevant climate-related risks on a risk-by-risk basis. The physical and transition risks identified earlier in this document are relevant to different parts of the business. For example, the risk of increased flooding and extreme weather events impacting the production, logistics and procurement of products from suppliers is managed by our GPSC organization. Securing consistent, resilient and sustainable supply chains for key materials is a strategic priority for GPSC. The organization maintains a "command center" that monitors real-time conditions and data from multiple sources to identify such events around the world and map them to our suppliers. In the event of an anticipated or actual disruption, alerts are quickly sent to the relevant teams internally, and contingency plans are created and implemented.

Raw material cost and supply variability are monitored closely by purchasing teams and senior leaders from multiple parts of the business. GM is prioritizing the development of a resilient and sustainable supply chain of raw materials to manufacture our battery chemistry, which requires cobalt, battery-grade nickel and lithium as well as other minerals. We are proactively and aggressively pursuing responsibly sourced materials at strategic tiers of the supply chain and exploring where investment and partnerships can yield benefits and untapped value that lowers costs of advanced technologies. Recently, we have advanced several initiatives in North America related to supplies of silicon carbide device solutions, rare earth minerals, lithium and cathode active material.

TCFD Response

Managing Climate Change Risk

Disclose how the organization identifies, assesses and manages climate-related risks.

b) Describe the organization's processes for managing climate-related risks. (cont.)

As another example, to address the potential consumer demand risk associated with EV charging infrastructure, GM is partnering with EVgo to build out one of the nation's largest EV charging networks. Learn more about our EV infrastructure initiatives in the Reducing Carbon Emissions section of our Sustainability Report.

Please see our CDP Climate Change 2021 response (C1.2a, C2.2, C2.3a) for more details.

c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.

As part of our comprehensive climate change strategy, we identify and monitor climate-related risks on a regular basis across our business. The need for this constant process reflects the volatility of risk factors and dynamics that can quickly change scenarios. By institutionalizing climate change risks as part of our enterprise risk management function, we believe GM is better positioned to anticipate, detect and, ultimately, plan around these changes.

The Role of the Board and Senior Management

The Board has the overall responsibility for risk oversight, with a focus on the most significant risks facing the company, including climate change. While GM does not follow the precautionary approach, the company does have a comprehensive risk management plan in place. The Board implements its risk oversight function both as a whole and through delegation to Board Committees. Each of the Board Committees is responsible for oversight of risk management practices for categories of risks relevant to its functions, with the GCRC being responsible for risks related to the sustainability of our operations and products.

The process and terminology in place for assessing relative significance of all identified risks, including climate-related risks such as increased and more stringent GHG emission regulations, is as follows:

- Risks and opportunities are assessed based on probability of occurrence and impact to our financials, strategy and/or reputation.
- All enterprise risks have approved mitigation plans and are reviewed regularly by the SLT and the Board.
- Each SLT member is involved in an annual risk assessment of their business unit to determine their top risks, which are actively managed and regularly reviewed with the business unit's leadership team.

For additional detail on the critical role the Board's Committees and senior management play in the execution of risk management, please see the Ensuring Responsible Governance section of this report.

Environmental Governance

GM reduces operational risks through sound environmental management and by prioritizing compliance. We measure and manage natural resources used at all manufacturing locations, engineering centers, parts distribution centers and proving ground sites around the world.

These facilities vary in function, geography, size and surrounding natural environments, which gives rise to varying concerns such as resource scarcity, different regulatory requirements and varying levels of environmental quality. These GM-owned and -operated facilities have location-specific operating plans that all function under GM's global Environmental Policy.

TCFD Response

Managing Climate Change Risk

Disclose how the organization identifies, assesses and manages climate-related risks.

c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management. (cont.)

In addition to GM's Environmental Policy, which provides guidelines to help minimize the impact of our activities, products and services on the environment, GM manages climate-related risks through:

- Setting environmental commitments which encourage environmental consciousness in both daily conduct and in the planning of future products and programs.
- Implementing an environmental management system at all manufacturing facilities that GM owns and operates, and at a majority of our nonmanufacturing sites around the world.
- Complying with applicable environmental laws and regulations globally.
- Monitoring GM's performance according to GM's own Environmental Performance Criteria, which are universal corporate performance requirements designed to protect human health and the environment in accordance with the GM Environmental Policy.
- Providing strategic training and guidance to our environmental professionals to help them keep pace with evolving environmental issues and best practices that could have application worldwide.
- Publicly disclosing climate-related environmental performance through reporting frameworks such as GRI, SASB and CDP, in addition to TCFD. These reporting processes not only help us to manage and measure our progress, but also to engage with both internal and external stakeholders around the world.

Learn more in the Environmental Management discussion in the Ensuring Responsible Governance section of this report.

Supply Chain Risks

GM is working diligently to further integrate environmental sustainability into all aspects of our supply chain functions. A cross-enterprise GPSC Sustainability Team is supporting this effort through their focus on supply chain carbon footprint reduction—concentrating on Scope 3 emissions to include:

- Emissions disclosure—Increasing visibility and supplier engagement in carbon footprint reduction through tracking of CDP engagement by select Tier I suppliers.
- Sustainable logistics—Increasing shipping container packing density, route efficiency monitoring, supplier emissions reduction and alternative fuels.

In 2021, key activities included holding energy and water treasure hunts and virtual symposia for suppliers. Energy treasure hunts collectively provided recommendations to save 3,300 MWh of energy and 6,600 cubic meters of water and to eliminate 3,158 MT of CO2 emissions. Also in 2021, GPSC increased participation among selected suppliers in its annual CDP Supply Chain Initiative to over 98% of surveyed suppliers. Learn more in Supporting Supplier Responsibility.

Please see our CDP Climate Change 2021 response (C1.1b, C1.2a, C2.2, C2.2a, C2.3a) for more details.

TCFD Response

Metrics And Targets

Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.

a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.

- CO2 Emissions Metrics (WTW CO2 Emissions for LDV)
- SBTi for Scopes 1, 2 and 3
- Energy Efficiency KWH/Vehicle
- Percentage Renewable Energy and Sources
- Material CO2 emissions avoidance

For more information on metrics please visit our Data Center.

Please see our CDP Climate Change 2021 response (C4.1a, C4.1b, C4.2a, C4.2b, C5., C6., C7., C8., C9.) for more details.

b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions and the related risks.

2021 Emissions Performance

Emissions	Metric Tons CO2e[1]
Scope 1 (2021)	1,252,906[2]
Scope 2 (2021)	2,150,694[3]
Scope 3 (2020)	296,411,327[3]

For a comprehensive summary of the environmental metrics related to GM's products and operations, please see our Data Center. For emissions methodology, please see our CDP Climate Change 2021 response (C5., C6.) for more details.

1. Reporting is based on GHG Protocol, and the source of emission factors is regulatory or IPCC.
2. Calculation includes CO2, CH4 and N20.
3. Calculation includes CO2, CH4, N20, HFCs, PFCs, SF6 and NF3.

c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.

Sustainability Office leaders are charged with innovating and advocating for the acceleration of our zero crashes, zero emissions and zero congestion vision. In this role, they provide thought leadership to the entire organization on sustainability-related matters, including strategy. Leaders also ensure that sustainability is integrated into business functions and processes, often convening cross-functional experts to identify opportunities and solve challenges that can be implemented at the operational level.

To manage and measure progress over the next decade and beyond, the SO team will work toward a new comprehensive set of enterprise goals that includes:

- Achieving carbon neutrality in global products and operations by 2040.
- Eliminating tailpipe emissions from new light-duty vehicles by 2035.
- Sourcing 100% renewable electricity in the United States by 2025 and globally by 2035.
- Reducing operational energy intensity by 35% by 2030 against a 2010 baseline.
- Enrolling 100% of our "targeted Tier I supplies" in GM's Supplier Sustainability Program.

A key consideration in developing these enterprise-level goals has been to ensure all impacts of the business—both operational and product—are managed and measured to support our zero emissions future.

Please see our CDP Climate Change 2021 response (C4.) for more details.

United Nations Sustainable Development Goals (UN SDG)

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 Sustainable Development Goals (SDGs), which are an urgent call for action by all countries—developed and developing—in a global partnership. Below you can find how GM has mapped their most material topics and strategic priorities to targets within these 17 goals.

Goal	GM Material Topic	Most Relevant Targets	Examples of Impact
1 NO POVERTY	• Human Rights • Climate Risk & Resilience • Supply Chain Labor Conditions	**1.2** By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions **1.3** Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable **1.5** By 2030, build the resilience of the poor and those in vulnerable situations and reduce their exposure and vulnerability to climate-related extreme events and other economic, social and environmental shocks and disasters	• Developing Talented & Diverse People—Justice & Inclusion Fund • Upholding Human Rights • Building More Inclusive Communities—An Inclusive Social Impact Strategy, Climate Equity Fund: Year 1 Highlights • Supporting Supplier Responsibility—Supply Chain Compliance • Social Impact Report
3 GOOD HEALTH AND WELL-BEING	• Vehicle Safety • Community Engagement	**3.6** By 2020, halve the number of global deaths and injuries from road traffic accidents **3.9** By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination	• Keeping People Safe—Developing Safe Products • Developing Talented & Diverse People—Justice & Inclusion Fund • Building More Inclusive Communities—An Inclusive Social Impact Strategy • Social Impact Report
4 QUALITY EDUCATION	• STEM Education • Community Engagement	**4.3** By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university **4.4** By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship	• Building More Inclusive Communities—An Inclusive Social Impact Strategy, Investing in Our Hometown • Social Impact Report
5 GENDER EQUALITY	• Diversity, Equity & Inclusion • Supplier Diversity	**5.1** End all forms of discrimination against all women and girls everywhere **5.5** Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life **5.b** Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women	• Developing Talented & Diverse People • Supporting Supplier Responsibility—Supporting Diverse Suppliers • Social Impact Report

UN SDG

Goal	GM Material Topic	Most Relevant Targets	Examples of Impact
6 CLEAN WATER AND SANITATION	• Supply Chain Environmental Impacts • Water Management • Biodiversity & Ecosystem Health	**6.3** By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally **6.4** By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity **6.5** By 2030, implement integrated water resources management at all levels, including through transboundary cooperation as appropriate **6.6** By 2020, protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes	• Designing for the Environment—Nature Conservancy Programs, Reducing Water Intensity • Supporting Supplier Responsibility—Integrating Sustainability Into Our Supply Chain
7 AFFORDABLE AND CLEAN ENERGY	• Climate Risk & Resilience • Operational GHG • Supply Chain Environmental Impacts • STEM Education	**7.2** By 2030, increase substantially the share of renewable energy in the global energy mix **7.3** By 2030, double the global rate of improvement in energy efficiency **7.a** By 2030, enhance international cooperation to facilitate access to clean energy research and technology, including renewable energy, energy efficiency and advanced and cleaner fossil-fuel technology, and promote investment in energy infrastructure and clean energy technology	• Introduction—Our Climate Action Framework for an Equitable Transition • Reducing Carbon Emissions—Scope 1 and 2 Emissions • Building More Inclusive Communities—Climate Equity Fund: Year 1 Highlights • Social Impact Report
8 DECENT WORK AND ECONOMIC GROWTH	• Employee Recruitment, Retention & Development • Diversity, Equity & Inclusion • Community Development	**8.2** Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value-added and labor-intensive sectors **8.4** Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-year framework of programmes on sustainable consumption and production, with developed countries taking the lead **8.5** By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	• Developing Talented & Diverse People • Building More Inclusive Communities—An Inclusive Social Impact Strategy • Social Impact Report
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	• Product GHG Emissions • EV Infrastructure • Socially Responsible Innovation	**9.4** By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities **9.5** Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending	• Reducing Carbon Emissions • Designing for the Environment • Social Impact Report

UN SDG

Goal	GM Material Topic	Most Relevant Targets	Examples of Impact
10 REDUCED INEQUALITIES	• Diversity, Equity & Inclusion • Supplier Diversity • Community Development	**10.2** By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status **10.3** Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard **10.4** Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality	• Developing Talented & Diverse People • Building More Inclusive Communities • Social Impact Report
11 SUSTAINABLE CITIES AND COMMUNITIES	• Product GHG Emissions • EV Infrastructure • Socially Responsible Innovation • Community Development	**11.2** By 2030, provide access to safe, affordable, accessible and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons **11.3** By 2030, enhance inclusive and sustainable urbanization and capacity for participatory, integrated and sustainable human settlement planning and management in all countries **11.6** By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management	• Advancing Transformative Technologies • Reducing Carbon Emissions • Designing for the Environment—Pursuing Zero Waste • Building More Inclusive Communities—An Inclusive Social Impact Strategy, Funding to Support an Equitable Transition, Climate Equity Fund: Year 1 Highlights • Social Impact Report
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	• Circular Economy • Waste Management	**12.2** By 2030, achieve the sustainable management and efficient use of natural resources **12.4** By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment **12.5** By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse	• Designing for the Environment
13 CLIMATE ACTION	• Climate Risk & Resilience	**13.2** Integrate climate change measures into national policies, strategies and planning	• Introduction—Sustainability Strategy, Our Climate Action Framework for an Equitable Transition • Sustainability Governance—Environmental Management & Compliance • Reducing Carbon Emissions • Building More Inclusive Communities—Climate Equity Fund: Year 1 Highlights • TCFD Response

UN SDG

Goal	GM Material Topic	Most Relevant Targets	Examples of Impact
	• Biodiversity & Ecosystem Health • Supply Chain Environmental Impacts • Water Management	**15.1** By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements **15.5** Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species	• Designing for the Environment—Sourcing Sustainable Materials, Reducing Water Intensity • Supporting Supplier Responsibility—Sourcing Strategic Raw Materials
	• Business Ethics	**16.5** Substantially reduce corruption and bribery in all their forms **16.6** Develop effective, accountable and transparent institutions at all levels	• Upholding Human Rights • Sustainability Governance—Ethics • Supporting Supplier Responsibility—Supply Chain Compliance
	• Product GHG Emissions • EV Infrastructure • Socially Responsible Innovation	**17.6** Enhance North-South, South-South and triangular regional and international cooperation on and access to science, technology and innovation and enhance knowledge sharing on mutually agreed terms, including through improved coordination among existing mechanisms in particular at the United Nations level, and through a global technology facilitation mechanism. **17.7** Promote the development, transfer, dissemination and diffusion of environmentally sound technologies to developing countries on favourable terms, including on concessional and preferential terms, as mutually agreed.	• Reducing Carbon Emissions • Advancing Transformative Technologies

The United Nations Global Compact (UNGC)

UNGC Principles	Reference
Human Rights	
1. Support and respect protection of internationally proclaimed human rights	• Upholding Human Rights • Supporting Supplier Responsibility • Ensuring Responsible Governance—Ethics • Code of Conduct • Supplier Code of Conduct • Conflict Minerals Policy • Human Rights Policy
2. Make sure business is not complicit in human rights abuses	• Upholding Human Rights • Supporting Supplier Responsibility • Ensuring Responsible Governance—Ethics • Code of Conduct • Supplier Code of Conduct • Conflict Minerals Policy • Human Rights Policy
Labor Standards	
3. Uphold freedom of association and the effective recognition of the right to collective bargaining	• Developing Talented & Diverse People—Labor Relations • Upholding Human Rights • Ensuring Responsible Governance—Ethics • Code of Conduct • Supplier Code of Conduct
4. Support elimination of all forms of forced and compulsory labor	• Upholding Human Rights • Supporting Supplier Responsibility—Supply Chain Compliance • Ensuring Responsible Governance—Ethics • Supplier Code of Conduct • Conflict Minerals Policy • Human Rights Policy
5. Support effective abolition of child labor	• Upholding Human Rights • Supporting Supplier Responsibility—Supply Chain Compliance, Sourcing Strategic Raw Materials • Ensuring Responsible Governance—Ethics • Code of Conduct • Supplier Code of Conduct • Conflict Minerals Policy • Human Rights Policy
6. Eliminate discrimination in employment and occupation	• Developing Talented & Diverse People • Upholding Human Rights • Supporting Supplier Responsibility • Ensuring Responsible Governance—Ethics • Code of Conduct • Supplier Code of Conduct • Conflict Minerals Policy • Human Rights Policy

UNGC

UNGC Principles	Reference
Environment	
7. Support a precautionary approach to environmental challenges	• Reducing Carbon Emissions • Designing for the Environment • Ensuring Responsible Governance—Environmental Management & Compliance • Global Environmental Policy
8. Undertake initiatives to promote greater environmental responsibility	• Reducing Carbon Emissions • Designing for the Environment • Advancing Transformative Technologies • Supporting Supplier Responsibility—Integrating Sustainability into Our Supply Chain • Ensuring Responsible Governance—Environmental Management & Compliance • Global Environmental Policy
9. Encourage the development and diffusion of environmentally friendly technologies	• Reducing Carbon Emissions • Designing for the Environment • Advancing Transformative Technologies
Anti-Corruption	
10. Work against all forms of corruption, including extortion and bribery	• Upholding Human Rights • Supporting Supplier Responsibility—Supply Chain Compliance • Ensuring Responsible Governance—Ethics • Code of Conduct • Supplier Code of Conduct

Data Center

Environmental

	2019	2020	2021
Emissions			
Direct (Scope 1) GHG Emissions			
Direct (Scope 1) GHG Emissions (gross direct) (metric tons CO2e)[1,2]	1,589,700	1,214,124	1,252,906
Indirect (Scope 2) GHG Emissions			
Gross Location-Based Indirect Emissions (metric tons CO2e)[1]	4,381,970	3,087,816	2,881,767
Gross Market-Based Indirect Emissions (metric tons CO2e)[1,3]	3,721,875	2,599,822	2,150,694
Other Indirect (Scope 3) GHG Emissions			
Other Indirect (Scope 3) GHG Emissions (gross indirect) (metric tons CO2e)[4]	249,384,317	296,411,327	Not Reported
Other			
Reduction of GHG Emissions	Not Reported	154,966[7]	151,708
NOX (metric tons) (nitrogen oxides emissions)[5,6]	11,528	14,930[7]	966
SOX (metric tons) (sulfur oxides emissions)[6]	30	26	43
VOC (metric tons) (VOC emissions)[6]	Not Reported	Not Reported	12,443
# of Vehicles Represented with Carbon Avoidance[8]	Not Reported	2,300,000	2,128,906
Global Volume (thousands of units)			
Total Number of Vehicles Manufactured	7,332	6,131	5,585
Total Number of Vehicles Sold	7,718	6,826	6,295
Sales by Region (thousands of units)			
Sales by Region (North America)	3,367	2,924	2,574
Sales by Region (South America)	669	470	394
Sales by Region (Asia Pacific, Middle East, Africa)	3,678	3,431	3,327
Sales by Region (Europe)	4	1	1
U.S. Sales as a Percentage of Industry			
U.S. Sales as a Percentage of Industry—Trucks	46%	49%	55%
U.S. Sales as a Percentage of Industry—Cars	13%	9%	6%
U.S. Sales as a Percentage of Industry—Crossovers	40%	41%	39%

1. Baseline year 2018, and includes all facilities under GM operational control. Calculation includes CO2, CH4 and N20. Reporting is based on GHG Protocol, and the source of emission factors is regulatory or IPCC Good Practice Guidelines.
2. GM's Scope 1 emissions are generated from use of fossil fuels, mostly natural gas for process and building heat and are verified by an independent third party.
3. GM's Scope 2 emissions are mostly from electricity used in our operations for process and building with some purchased steam and delivered heat by third parties. We had an independent third party verify location- and market-based Scope 2 GHGs.
4. Scope 3 GHG emissions is a global calculation. 2021 data will be available in summer 2022.
5. Calculated using GHG Protocol on the basis of year-over-year reduction in 2021 from 2020 and includes all GHGs in Scope 1 and 2 emissions. We use internal project tracking tools to obtain this data.
6. Emissions from on-site stationary sources within reporting footprint boundaries, based on AP 42 Factors or site-specific measured emissions factors.
7. Reported value has been updated from the value published in GM 2020 Sustainability Report.
8. U.S. light-duty only for model year 2021.

Data Center

Environmental

	2019	2020	2021
Global EV Portfolio			
Global Models with Some Form of Electrification[1]	13	18	**16**
Percent Sales Share of All-Electric Models	87%	99%	**97%**
Percent Share of Plug-In Hybrids and Hybrids	13%	1%	**3%**
Global Electric Portfolio[2]	85,842[3]	202,623[3]	**493,343**
Global Sales Volume of Alternative Drive Train Vehicles			
ZEV	74,998	200,268	**479,963**
Hybrid Vehicles	3,613	135	**15**
Plug-in Hybrid	7,231	2,220	**13,365**
Advanced Powertrain Technologies (Percent of Total U.S. Volume)			
Stop-Start Technology	70%	84%	**74%**
Aero-Shutter	Not Reported	Not Reported	**83%**
Engine/Transmission Management	Not Reported	Not Reported	**56%**
High Efficiency Alternators (72%+)	Not Reported	Not Reported	**88%**
Downsized-Turbo Engines	43%	35%	**32%**
Advanced Transmissions	55%	72%	**82%**
Sales-Weighted Average Passenger Fleet Fuel Economy by Region (gCO_2/km)[4,5]			
USA	293	280	**Not Reported**
China	208	206	**Not Reported**
Brazil	198	195	**Not Reported**
Total	243	240	**Not Reported**

1. Excluding discontinued models.
2. Global sales volume for total EVs and hybrids.
3. Reported value has been updated from the value published in GM 2020 Sustainability Report.
4. Weighted Average Passenger Fleet Fuel Economy reflects 2020 values; 2021 data will be available in summer 2022.
5. Data has been restated to align with SBTi for Scope 3, Use of Sold Products. The SBTi standards require well-to-wheel (from fuel production to vehicle driving) for vehicle CO_2 intensity (gCO_2e/km) calculations. We have revised our numbers for 2018 through 2020 for this requirement.

Data Center

Environmental

	2019	2020	2021
Energy			
Global Energy Consumption Within the Organization (in GJ)			
Total Fuel Consumption from Nonrenewable Sources (including heating)	27,112,428	21,637,064	21,048,701
Total Electricity Consumption (including cooling)	21,029,706	21,749,775	21,489,324
Steam Consumption	1,664,478	1,113,784	938,548
Total Fuel Consumption from Renewable Sources	879,613[1]	860,141	1,713,704
Total Energy Consumption	56,342,466	45,407,476	45,190,276
Heating Consumption	N/A	N/A	N/A
Cooling Consumption	N/A	N/A	N/A
Electricity Sold	N/A	N/A	N/A
Heating Sold	N/A	N/A	N/A
Cooling Sold	N/A	N/A	N/A
Energy Consumption Outside of the Organization (in GJ)[2,3]	601,235,148	489,576,984	Not Reported
Energy Intensity (MWh/vehicle)[4]	2.13	2.06	2.25
Global Reduction of Energy Consumption (in GJ)	Not Reported	Not Reported	1,970,953
Reduction in Energy Requirements of Products and Services (in GJ)	Not Reported	Not Reported	11,157,258
Percent of Global Electricity Needs Sourced from Renewable Energy	Not Reported	23%[1]	25%
Global Renewable Energy (MWh)	Not Reported	1,398,047[1]	1,499,494
Renewable Energy as a % of U.S. Electricity Use[5]	Not Reported	Not Reported	47%

1. Reported value has been updated from the value published in GM 2020 Sustainability Report.
2. Reported value has been updated from the value published in GM 2020 Sustainability Report due to a change in calculation methodology.
3. 2021 not reported as it will not be available until summer 2022.
4. Based on the production of 5,585,048 global vehicles and includes all of our energy sources. The boundary for this is within the scope of our organization.
5. 2035 goal of 100%: We are making significant progress toward our goal through physical and virtual power purchase agreements and on-site renewable energy projects, such as solar arrays and landfill gas projects.

Data Center

Environmental

	2019	2020	2021
Water[1]			
Total Water Withdrawal by Source (megaliters)	31,255	25,554	25,340
Surface Water	•	•	•
Groundwater	3,186	2,572	2,649
Seawater	•	•	•
Produced Water	•	•	•
Third-Party Water	Not Reported	22,982	22,691
Total Water Withdrawal from All Areas with Water Stress, by Source (megaliters)			
Surface Water	•	•	•
Groundwater	1,515	875	1,334
Seawater	•	•	•
Produced Water	•	•	•
Third-Party Water	1,855	1,083	1,317
Total Water Withdrawal by Source			
Freshwater (<1,000 mg/L total dissolved solids)	28,069	22,982	22,691
Other Water (>1,000 mg/L total dissolved solids)	3,186	2,572	2,649
Water Discharge by Destination (megaliters)			
Surface Water	12,016	11,410	2,682
Groundwater	139	97	317
Seawater	•	•	•
Third-Party Water	15,468	13,550	13,047
Total Water Discharge, by Category (megaliters)			
Freshwater (<1,000 mg/L total dissolved solids)	26,964	24,960	16,046
Other Water (>1,000 mg/L total dissolved solids)	114	97	•
Total Water Discharge to All Areas with Water Stress, by Category[2]			
Total	•	1,377	1,178
Water Discharge by Quality and Destination (million m^3)			
Direct Discharge (to surface water body)	12.02	11.41	2.68
Indirect Discharge (to treatment facility)	15.47	13.55	13.05
Discharge to Groundwater	0.14	0.097	0.32

1. Water data, other than municipal and well water, is collected from global facilities.
2. Represents metered wastewater discharge from all manufacturing facilities and some nonmanufacturing facilities.

Data Center

Environmental

	2019	2020	2021
Water (cont.)[1]			
Total Water Consumption from All Areas (megaliters)[2]	9,376	7,666	**7,602**
Total Water Consumption from All Areas with Water Stress (megaliters)[1]	1,011	588	**795**
Municipal	Not Reported	Not Reported	**90%**
Well Water	Not Reported	Not Reported	**10%**
Water Intensity (M^3/vehicle)[3]	4.26	4.17	**4.54**

1. Water data, other than municipal and well water, is collected from global facilities.
2. Engineering estimate from site water balance for evaporation in Assembly plants = 30%. Using standard calculation: Withdrawal—Discharge is inaccurate due to ground water infiltration at plant discharge.
3. GM measures and monitors 100% of our major facilities' water withdrawals by source using either invoices or meter data on a monthly basis. It is tracked in a global utility database by source, and the data is verified by an independent third party annually. Some small facilities (offices) have water service included in their lease rate, and we do not track the water withdrawal. Our estimate is that this represents less than 1% of our water withdrawal by source, so we measure and monitor 99% of water withdrawal by source. Intensity is calculated by withdrawal/vehicle production (M-Schedule where we monitor water use).

Data Center

Environmental

	2019	2020	2021
Waste[1]			
Total Waste Generated	Not Reported	Not Reported	1,464,097
Metals & Metal Scrap	Not Reported	Not Reported	914,932
Foundry	Not Reported	Not Reported	198,382
Corrugated & Cardboard	Not Reported	Not Reported	67,360
Wood	Not Reported	Not Reported	70,481
Trash, Nonhazardous from Plant	Not Reported	Not Reported	47,690
Grinding Swarf	Not Reported	Not Reported	28,401
Oils & Greases, Lubricating	Not Reported	Not Reported	22,129
Sludges, Other	Not Reported	Not Reported	19,870
Sludges, Paint	Not Reported	Not Reported	9,780
Painting & Coating Wastes	Not Reported	Not Reported	14,747
Other	Not Reported	Not Reported	70,326
Total Waste Diverted from Disposal	Not Reported	Not Reported	1,211,064
Metals & Metal Scrap	Not Reported	Not Reported	914,864
Foundry	Not Reported	Not Reported	49,510
Corrugated & Cardboard	Not Reported	Not Reported	67,260
Wood	Not Reported	Not Reported	64,442
Trash, Nonhazardous from Plant	Not Reported	Not Reported	654
Grinding Swarf	Not Reported	Not Reported	28,290
Oils & Greases, Lubricating	Not Reported	Not Reported	21,002
Sludges, Other	Not Reported	Not Reported	3,796
Sludges, Paint	Not Reported	Not Reported	93
Painting & Coating Wastes	Not Reported	Not Reported	10,184
Other	Not Reported	Not Reported	50,967

1. Waste generated from global facilities within the Zero Waste Program. This does not include construction, demolition or remediation waste.

Data Center

Environmental

	2019	2020	2021
Waste (cont.)[1]			
Total Waste Directed to Disposal	Not Reported	Not Reported	253,033
Metals & Metal Scrap	Not Reported	Not Reported	67
Foundry	Not Reported	Not Reported	148,872
Corrugated & Cardboard	Not Reported	Not Reported	99
Wood	Not Reported	Not Reported	6,039
Trash, Nonhazardous from Plant	Not Reported	Not Reported	47,035
Grinding Swarf	Not Reported	Not Reported	111
Oils & Greases, Lubricating	Not Reported	Not Reported	1,127
Sludges, Other	Not Reported	Not Reported	16,074
Sludges, Paint	Not Reported	Not Reported	9,687
Painting & Coating Wastes	Not Reported	Not Reported	4,563
Other	Not Reported	Not Reported	19,358
Hazardous Waste by Type and Disposal Method (metric tons to nearest whole number)			
Hazardous Total	Not Reported	45,131	42,080
Reuse	Not Reported	912	716
Recycling	Not Reported	9,853	8,391
Composting	Not Reported	22	•
Recovery, Including Energy Recovery	Not Reported	17,401	17,116
Incinerating (mass burn)	Not Reported	10,894	10,534
Landfill	Not Reported	1,909	1,606
Other	Not Reported	4,140	3,718
Nonhazardous Waste by Type and Disposal Method (metric tons to nearest whole number)			
Nonhazardous Total	Not Reported	1,364,710	1,422,017
Reuse	Not Reported	50,995	55,699
Recycling	Not Reported	1,109,345	1,123,928
Composting	Not Reported	4,064	4,281
Recovery, Including Energy Recovery	Not Reported	29,039	32,265
Incinerating (mass burn)	Not Reported	5,727	4,445
Landfill	Not Reported	157,909	187,069
Other	Not Reported	7,631	14,330

1. Waste generated from global facilities within the Zero Waste Program. This does not include construction, demolition or remediation waste.

Data Center

Environmental

	2019	2020	2021
Waste (cont.)[1]			
Total Waste by Type and Disposal Method (metric tons to nearest whole number)			
Total Waste	1,770,791	1,409,841	1,464,097
Reuse	66,922	51,907	56,415
Recycling	1,355,345	1,119,199	1,132,319
Composting	5,779	4,086	4,281
Recovery, Including Energy Recovery	71,119	46,440	49,380
Incinerating (mass burn)	16,802	16,621	14,978
Landfill	231,986	159,818	188,674
Other (includes microwaving, enclaves, plasma processing and other treatments)	22,578	11,771	18,048
Waste Diversion Rate[2]	Not Reported	Not Reported	86.4%
Average Recyclability of Vehicles[3]	Not Reported	85%	85%
Postconsumer Recycled Content (pounds)			
Window Support Brackets (nylon)	Not Reported	Not Reported	1,300,000
Wheelhouse Liners (recycled PET plastic made into fiber)[4]	Not Reported	Not Reported	11,000,000
Fans and Fan Shrouds (pounds of water bottles recycled)	Not Reported	Not Reported	165,375
Wiper Shield	Not Reported	Not Reported	89,000
HVAC Ducts	Not Reported	Not Reported	2,000,000
Underbody Shields	Not Reported	Not Reported	644,341
Tow Hook Covers	Not Reported	Not Reported	28,500
Hood Seal	Not Reported	Not Reported	6,000
Generator Cover	Not Reported	Not Reported	7,000
Center Console	Not Reported	Not Reported	1,800,000
Significant Spills[5]	Not Reported	•	1

1. Waste generated from global facilities within the Zero Waste Program. This does not include construction, demolition or remediation waste.
2. GM Zero Waste represents the percentage of waste diverted from landfill, incinerators and energy recovery compared to a three-year average (2017–2019) baseline of total operational waste generated.
3. We enable, by mass, more than 85% reuse or recycling of our current vehicles at the end of their life. Uses ISO 22628 (Road Vehicles—Recyclability and Recoverability—Calculation Method).
4. Pounds of water bottles recycled.
5. GM defines significant spill as a spill that impacts environmental reserves.

Data Center

Safety

	2019	2020	2021
Global Workplace Safety			
Lost Workday Case Rate (GM employees)[1, 2]	2.85	1.40	**2.28**
Lost Workday Case Rate (Contractors)[1, 2]	0.30	0.25[3]	**0.33**
Number of Work-Related Incidents Resulting in Death (GM employees/contractors)[1,4]	•	1	**2**
Recordable Incident Rate[5,6]	6.20	6.45	**6.84**
Occupational Illness Frequency Rate			
Employees (number/million work hours)	0.84	1.87[7]	**2.15**
Data coverage (% of employees)	98%	98%	**98%**
Vehicle Safety			
Vehicle Volume for GM Safety & Noncompliance Recalls: Global (vehicle volume in millions)	8.58	1.80	**9.67**
Vehicle Volume for GM Safety & Noncompliance Recalls: North America (vehicle volume in millions)	7.34	1.60	**9.30**
Number of Recalls (with fewer than 10,000 vehicles)	15	30	**34**
Number of GM Safety & Noncompliance Recalls: Global	44	57	**60**
Number of GM Safety & Noncompliance Recalls: North America	28	43	**47**
Number of Speak Up For Safety Submissions Since Program Inception	29,562	32,917	**35,842**
Percentage of Vehicle Models Rated by NCAP Programs With an Overall 5-Star Safety Rating, by Region			
U.S.	51%	56%	**54%**
China	83%	88%	**100%**
South Korea	67%	71%	**83%**
Latin America	Not Reported	31%	**36%**
Australasia	100%	100%	**Not Reported**
ASEAN	50%	50%	**Not Reported**

1. Number of lost workday cases due to injuries and illnesses per 1,000,000 work hours.
2. This KPI focuses on those injuries and illnesses that resulted in employees and contractors losing days from work. This helps us identify areas and processes where we should center our focus to improve our safety controls.
3. Reported value has been updated from the value published in GM 2020 Sustainability Report due to a transposing error.
4. A work-related incident resulting in death. Our target is zero, so that every person who enters a GM facility leaves safe and unharmed.
5. Number of incidents that resulted in injuries or illnesses that required medical treatment beyond simple first aid treatment per 1,000,000 work hours.
6. This metric helps to identify hazards, eliminate risks and drive reporting for all incidents so that we can identify and assess areas for improvement.
7. Reported value has been updated from the value published in GM 2020 Sustainability Report.

Data Center

Workforce

	2019	2020		2021	
		Number	Percentage	Number	Percentage
Global Employees by Region					
Total	•	143,684	100.0%	146,059	100.0%
North America	•	109,496	76.2%	112,717	77.2%
South America	•	16,728	11.6%	17,451	11.9%
International	•	17,460	12.2%	15,891	10.9%
Global Workforce by Type and Gender[1]					
Regular Employees					
Total	100.0%	138,469	100.0%	142,580	100.0%
Male	78.2%	107,622	77.7%	109,327	76.7%
Female	21.8%	30,847	22.3%	33,253	23.3%
Temporary					
Total	100.0%	5,215	100.0%	3,477	100.0%
Male	62.4%	3,031	58.1%	2,093	60.2%
Female	37.6%	2,184	41.9%	1,384	39.8%
Managers					
Total	100.0%	9,425	100.0%	12,696	100.0%
Male	79.5%	7,464	79.2%	9,818	77.3%
Female	20.5%	1,961	20.8%	2,878	22.7%
Non-Managers					
Total	100.0%	134,259	100.0%	133,361	100.0%
Male	77.5%	103,189	76.9%	101,602	76.2%
Female	22.5%	31,070	23.1%	31,759	23.8%

1. Gender, race and ethnicity information is self-reported and may not fully reflect the actual number of employees within each category, therefore totals may not equal to the sums of the categories.

Data Center

Workforce

	2019	2020		2021	
		Number	Percentage	Number	Percentage
Global Employees by Employment Type and Gender[1]					
Full-time					
Total	100.0%	141,908	100.0%	143,914	100.0%
Male	77.7%	109,780	77.4%	110,260	76.6%
Female	22.3%	32,128	22.6%	33,654	23.4%
Part-time					
Total	100.0%	1,776	100.0%	2,143	100.0%
Male	10.2%	873	49.2%	1,160	54.1%
Female	89.8%	903	50.8%	983	45.9%
U.S. Workforce by Hourly/Salary Employees					
Total	•	84,851	100.0%	88,435	100.0%
Hourly	•	45,803	54.0%	44,405	50.2%
Salary	•	39,048	46.0%	44,030	49.8%
U.S. Hourly by Gender[1]					
Total	•	45,803	100.0%	44,405	100.0%
Male	•	32,456	70.9%	31,517	71.0%
Female	•	13,347	29.1%	12,888	29.0%
Global Technology Positions by Gender[1, 2]					
Total	100.0%	33,553	100%	37,793	100.0%
Male	81.8%	27,333	81.5%	30,486	80.7%
Female	18.2%	6,220	18.5%	7,307	19.3%
Global Promotions by Gender[1, 3]					
Total	100.0%	6,769	100%	10,229	100.0%
Male	•	4,922	72.7%	7,195	70.3%
Female	•	1,847	27.3%	3,034	29.7%

1. Gender, race and ethnicity information is self-reported and may not fully reflect the actual number of employees within each category, therefore totals may not equal to the sums of the categories.
2. Includes these functions—Engineering Product Development, Research and Development, Information Technology, Manufacturing Engineering, Electric Vehicle and Autonomous.
3. Global promotions include any grade or level change of salaried employees only.

Data Center

Workforce

	2019	2020		2021	
		Number	Percentage	Number	Percentage
Global Open Positions Filled Internally[1, 2]					
Total	•	4,503	100.0%	21,786	100.0%
Internally	•	2,592	57.6%	7,921	36.4%
Global Hires by Region and Gender[1, 3]					
Female					
Total	100.0%	3,574	100.0%	5,709	100.0%
North America	88.5%	3,208	89.8%	4,770	83.6%
South America	8.2%	297	8.3%	741	13.0%
International	3.3%	69	1.9%	198	3.5%
Male					
Total	100.0%	8,269	100.0%	11,800	100.0%
North America	81.5%	7,057	85.3%	10,003	84.8%
South America	14.2%	957	11.6%	1,337	11.3%
International	4.3%	255	3.1%	460	3.9%
Global Hires by Gender[1, 3]					
Total	100.0%	11,843	100.0%	17,509	100.0%
Male	63.1%	8,269	69.8%	11,800	67.4%
Female	36.9%	3,574	30.2%	5,709	32.6%
Global Hires by Age and Gender[1, 3]					
Female					
Total	100.0%	3,574	100.0%	5,709	100.0%
Under 30	53.6%	1,798	50.3%	2,475	43.4%
30–49	41.0%	1,540	43.1%	2,641	46.3%
50 and Over	5.4%	236	6.6%	593	10.4%
Male					
Total	100.0%	8,269	100.0%	11,800	100.0%
Under 30	59.8%	4,384	53.0%	5,432	46.0%
30–49	35.0%	3,291	39.8%	5,146	43.6%
50 and Over	5.2%	594	7.2%	1,222	10.4%

1. All hire data excludes temporary and student population (interns, co-ops).
2. Global Open Positions Filled Internally—out of 22,146 positions filled.
3. Gender, race and ethnicity information is self-reported and may not fully reflect the actual number of employees within each category, therefore totals may not equal to the sums of the categories.

Data Center

Workforce

	2019	2020		2021	
		Number	Percentage	Number	Percentage
Global Attrition by Gender[1, 2]					
Total	100%	16,566	100.0%	12,452	100.0%
Male	71.3%	12,934	78.1%	9,521	76.5%
Female	28.7%	3,632	21.9%	2,931	23.5%
Global Attrition by Region and Gender[1, 2]					
Female					
Total	100%	3,632	100.0%	2,931	100.0%
North America	89.4%	3,094	85.2%	2,413	82.3%
South America	4.6%	350	9.6%	378	12.9%
International	6.0%	188	5.2%	140	4.8%
Male					
Total	100%	12,934	100.0%	9,521	100.0%
North America	77.0%	9,668	74.7%	6,461	67.9%
South America	11.2%	2,279	17.6%	992	10.4%
International	11.8%	987	7.6%	2,068	21.7%
Global Attrition by Age and Gender[1, 2]					
Female					
Total	100%	3,632	100.0%	2,931	100.0%
Under 30	36.6%	1,265	34.8%	1,032	35.2%
30–49	40.5%	1,159	31.9%	1,178	40.2%
50 and Over	22.9%	1,208	33.3%	721	24.6%
Male					
Total	100%	12,934	100.0%	9,521	100.0%
Under 30	29.9%	2,754	21.3%	2,503	26.3%
30–49	37.9%	3,524	27.2%	4,152	43.6%
50 and Over	32.2%	6,656	51.5%	2,866	30.1%

1. Attrition data excludes temporary and student population (interns, co-ops).
2. Gender, race and ethnicity information is self-reported and may not fully reflect the actual number of employees within each category, therefore totals may not equal to the sums of the categories.

Data Center

Workforce

	2019	2020		2021	
		Number	Percentage	Number	Percentage
U.S. Turnover Rate[1, 2]					
			Attrition Rate		Attrition Rate
Total[3]	10.7%	6,781	8.1%	5,697	7.2%
Voluntary	4.7%	5,793[4]	7.0%	4,439	5.6%
Involuntary	•	988[4]	1.2%	1,258	1.6%
Retirements	•	4,119	N/A	1,865	N/A
Global Workforce by Gender and Region[5]					
Female					
Total	100.0%	33,031	100.0%	34,637	100.0%
North America	87.6%	29,211	88.4%	30,352	87.6%
South America	5.7%	2,262	6.8%	2,632	7.6%
International	6.7%	1,558	4.7%	1,653	4.8%
Male					
Total	100.0%	110,653	100.0%	111,420	100.0%
North America	71.4%	80,285	72.6%	82,365	73.9%
South America	13.5%	14,466	13.1%	14,819	13.3%
International	15.1%	15,902	14.4%	14,236	12.8%
U.S. Workforce by Gender[5]					
Total	•	84,851	100.0%	88,435	100.0%
Male	•	61,810	72.8%	64,366	72.8%
Female	•	23,041	27.2%	24,069	27.2%

1. Attrition data excludes temporary and student population (interns, co-ops).
2. U.S. Turnover Rate—Voluntary: 1,865 of 4,439, or 42%, of all voluntary turnover is attributable to retirements.
3. Total = voluntary and involuntary-distinguish-retirements.
4. Reported value has been updated from the value published in GM 2020 Sustainability Report due to a transposing error.
5. Gender, race and ethnicity information is self-reported and may not fully reflect the actual number of employees within each category, therefore totals may not equal to the sums of the categories.

Data Center

Workforce

	2019	2020		2021	
		Number	Percentage	Number	Percentage
U.S. Workforce by Race, Ethnicity and Gender[1]					
Total					
Total	100%	84,851	100.0%	88,435	100.0%
White	68.3%	56,552	66.6%	57,636	65.2%
Black/African American	18.4%	16,095	19.0%	16,249	18.4%
Asian	6.8%	6,197	7.3%	7,510	8.5%
Hispanic/Latino	5.5%	4,859	5.7%	5,406	6.1%
American Indian or Alaskan Native	•	406	0.5%	393	0.4%
Native Hawaiian or Pacific Islander	•	59	0.1%	55	0.1%
Two or More Races	•	557	0.7%	738	0.8%
Do Not Wish to Identify	•	126	0.1%	448	0.5%
Female					
Total	100%	23,041	100.0%	24,069	100.0%
White	59.0%	13,298	57.7%	13,626	56.6%
Black/African American	27.6%	6,447	28.0%	6,456	26.8%
Asian	7.0%	1,668	7.2%	2,096	8.7%
Hispanic/Latino	5.4%	1,309	5.7%	1,440	6.0%
American Indian or Alaskan Native	•	103	0.4%	101	0.4%
Native Hawaiian or Pacific Islander	•	19	0.1%	18	0.1%
Two or More Races	•	165	0.7%	220	0.9%
Do Not Wish to Identify	•	32	0.1%	112	0.5%
Male					
Total	100%	61,810	100.0%	64,366	100.0%
White	71.5%	43,254	70.0%	44,010	68.4%
Black/African American	15.1%	9,648	15.6%	9,793	15.2%
Asian	6.9%	4,529	7.3%	5,414	8.4%
Hispanic/Latino	5.5%	3,550	5.7%	3,966	6.2%
American Indian or Alaskan Native	•	303	0.5%	292	0.5%
Native Hawaiian or Pacific Islander	•	40	0.1%	37	0.1%
Two or More Races	•	392	0.6%	518	0.8%
Do Not Wish to Identify	•	94	0.2%	336	0.5%

1. Gender, race and ethnicity information is self-reported and may not fully reflect the actual number of employees within each category, therefore totals may not equal to the sums of the categories.

Data Center

Workforce

	2019	2020		2021	
		Number	Percentage	Number	Percentage
Global Workforce by Gender and Age Group[1]					
Total					
Total	•	143,684	100.0%	146,059[2]	100.0%
Under 30	•	22,709	15.8%	22,728	15.6%
30–49	•	73,415	51.1%	73,425	50.3%
50 and Over	•	47,560	33.1%	49,904	34.2%
Female					
Total	•	33,031	100.0%	34,637	100.0%
Under 30	•	6,453[3]	19.5%	6,618	19.1%
30–49	•	17,281[3]	52.3%	18,057	52.1%
50 and Over	•	9,297[3]	28.1%	9,962	28.8%
Male					
Total	•	110,653	100.0%	111,420	100.0%
Under 30	•	16,256[3]	14.7%	16,110	14.5%
30–49	•	56,134[3]	50.7%	55,368	49.7%
50 and Over	•	38,263[3]	34.6%	39,942	35.8%

1. Gender, race and ethnicity information is self-reported and may not fully reflect the actual number of employees within each category, therefore totals may not equal to the sums of the categories.
2. Two employees without gender identity.
3. Reported value has been updated from the value published in GM 2020 Sustainability Report due to a transposing error.

Data Center

Workforce

	2019	2020		2021	
		Number	Percentage	Number	Percentage
U.S. Workforce by Gender and Age Group[1]					
Total					
Total	100%	84,851	100.0%	88,435	100.0%
Under 30	11.8%	10,490	12.4%	11,872	13.4%
30–49	45.0%	38,824	45.8%	40,218	45.5%
50 and Over	43.2%	35,537	41.9%	36,345	41.1%
Female					
Total	100%	23,041	100.0%	24,069	100.0%
Under 30	12.9%	3,058	13.3%	3,320	13.8%
30–49	49.7%	11,443	49.7%	11,777	48.9%
50 and Over	37.4%	8,540	37.1%	8,972	37.3%
Male					
Total	100%	61,810	100.0%	64,366	100.0%
Under 30	11.4%	7,432	12.0%	8,552	13.3%
30–49	43.3%	27,381	44.3%	28,441	44.2%
50 and Over	45.3%	26,997	43.7%	27,373	42.5%
U.S. Hourly by Race and Ethnicity[1]					
Total	•	45,803	100.0%	44,405	100.0%
White	•	28,940	63.2%	27,726	62.4%
Black/African American	•	13,260	29.0%	12,950	29.2%
Asian	•	355	0.8%	366	0.8%
Hispanic/Latino	•	2,707	5.9%	2,726	6.1%
American Indian or Alaskan Native	•	325	0.7%	305	0.7%
Native Hawaiian or Pacific Islander	•	32	0.1%	28	0.1%
Two or More Races	•	145	0.3%	203	0.5%
Do Not Wish to Identify	•	39	0.1%	101	0.2%

1. Gender, race and ethnicity information is self-reported and may not fully reflect the actual number of employees within each category, therefore totals may not equal to the sums of the categories.

Data Center

Workforce

	2019	2020		2021	
		Number	Percentage	Number	Percentage
U.S. Hires by Race and Ethnicity[1, 2]					
Total	•	4,712	100.0%	10,698	100.0%
White	•	2,640	56.0%	5,468	51.1%
Black/African American	•	1,051	22.3%	2,009	18.8%
Asian	•	552	11.7%	1,747	16.3%
Hispanic/Latino	•	369	7.8%	883	8.3%
American Indian or Alaskan Native	•	16	0.3%	26	0.2%
Native Hawaiian or Pacific Islander	•	5	0.1%	9	0.1%
Two or More Races	•	57	1.2%	200	1.9%
Do Not Wish to Identify	•	22	0.5%	356	3.3%
U.S. Hires by Self-Identified Status[2]					
Total	•	4,712	100.0%	10,698	100.0%
Disability	•	73	1.5%	521	4.9%
Veteran	•	148	3.1%	399	3.7%
Disabled Veteran	•	24	0.5%	107	1.0%
U.S. Attrition by Race and Ethnicity[1, 3]					
Total	•	6,778	100.0%	5,697	100.0%
White	•	4,871	71.9%	3,705	65.0%
Black/African American	•	1,231	18.2%	1,061	18.6%
Asian	•	282	4.2%	478	8.4%
Hispanic/Latino	•	331	4.9%	330	5.8%
American Indian or Alaskan Native	•	32	0.5%	27	0.5%
Native Hawaiian or Pacific Islander	•	•	0.0%	7	0.1%
Two or More Races	•	27	0.4%	60	1.1%
Do Not Wish to Identify	•	4	0.1%	29	0.5%

1. Gender, race and ethnicity information is self-reported and may not fully reflect the actual number of employees within each category, therefore totals may not equal to the sums of the categories.
2. All hire data excludes temporary and student population (interns, co-ops).
3. Attrition data excludes temporary and student population (interns, co-ops).

Data Center

Workforce

	2019	2020		2021	
		Number	Percentage	Number	Percentage
U.S. Workforce Self-Identified as Having a Disability[1]					
Total	100.0%	645	100.0%	1,314	100.0%
Male	73.6%	536	83.1%	962	73.2%
Female	26.4%	109	16.9%	352	26.8%
U.S. Workforce Self-Identified Veteran Status and Gender[1, 2]					
Veteran					
Total	100.0%	5,005	100.0%	5,021	100.0%
Male	88.5%	4,400	87.9%	4,427	88.2%
Female	11.5%	605	12.1%	594	11.8%
Disabled Veteran					
Total	100.0%	404	100.0%	490	100.0%
Male	92.9%	374	92.6%	456	93.1%
Female	7.1%	30	7.4%	34	6.9%
U.S. Workforce Self-Identified as LGBTQ					
Total Self-Reported Responses	•	6,568	100.0%	12,787	100%
LGBTQ	•	345[3]	5.3%	521	4.1%
U.S. Technology Positions by Race and Ethnicity[2]					
Total	•	25,574	100.0%	29,098	100.0%
White	•	17,199	67.3%	18,713	64.3%
Black/African American	•	1,459	5.7%	1,686	5.8%
Asian	•	5,013	19.6%	6,145	21.1%
Hispanic/Latino	•	1,496	5.8%	1,882	6.5%
American Indian or Alaskan Native	•	54	0.2%	55	0.2%
Native Hawaiian or Pacific Islander	•	19	0.1%	17	0.1%
Two or More Races	•	271	1.1%	359	1.2%
Do Not Wish to Identify	•	63	0.2%	241	0.8%

1. Includes disabled veterans that have also self-identified as disabled. Disabled employee counts include disabled veterans.
2. Gender, race and ethnicity information is self-reported and may not fully reflect the actual number of employees within each category, therefore totals may not equal to the sums of the categories.
3. Total self-reported responses from employees, 345 out of the total.

Data Center

Workforce

	2019	2020		2021	
		Number	Percentage	Number	Percentage
Global Females in Top Management Positions[1, 2]					
Total	100.0%	90	100.0%	94	100.0%
Female	32.2%	27	30.0%	30	31.9%
U.S. Top Management Positions by Race and Ethnicity[1]					
Total	•	84	100.0%	89	100.0%
White	•	71	84.5%	74	83.1%
Black/African American	•	3	3.6%	4	4.5%
Asian	•	5	6.0%	5	5.6%
Hispanic/Latino	•	2	2.4%	1	1.1%
American Indian or Alaskan Native	•	•	0.0%	•	0.0%
Native Hawaiian or Pacific Islander	•	•	0.0%	•	0.0%
Two or More Races	•	2	2.4%	4	4.5%
Do Not Wish to Identify	•	1	1.2%	1	1.1%
U.S. Executive-Level Positions by Race and Ethnicity[1]					
Total	•	900	100.0%	985	100.0%
White	•	744	82.7%	780	79.2%
Black/African American	•	44	4.9%	62	6.3%
Asian	•	55	6.1%	75	7.6%
Hispanic/Latino	•	45	5.0%	53	5.4%
American Indian or Alaskan Native	•	4	0.4%	4	0.4%
Native Hawaiian or Pacific Islander	•	•	0.0%	•	0.0%
Two or More Races	•	6	0.7%	8	0.8%
Do Not Wish to Identify	•	2	0.2%	3	0.3%
Global Executive-Level Positions by Gender[1]					
Total	100%	1,091	100.0%	1,169	100.0%
Male	79.9%	874	80.1%	909	77.8%
Female	20.1%	217	19.9%	260	22.2%

1. Gender, race and ethnicity information is self-reported and may not fully reflect the actual number of employees within each category, therefore totals may not equal to the sums of the categories.
2. Maximum two levels away from CEO as a percent of total top management positions. Does not include administrative assistants.

Data Center

Workforce	2019	2020	2021
Talent Attraction			
Number of U.S. Colleges and Universities From Which GM Recruited College Graduates	N/A	N/A	500
Number of Summer Intern and Co-op Program Opportunities for Students Provided	N/A	N/A	600
Talent Engagement			
Number of Salaried Employees Who Provided Pulse Survey Feedback	N/A	N/A	34,000
Number of People Leaders Globally Trained to Leverage a Comprehensive Talent-Spotting Framework	N/A	N/A	5,000
Number of Mentors in Workday	N/A	N/A	2,000
Global Training			
Average Number of Training Hours Each Employee Invested per Year (excluding compliance training)	7.32	9.49	20.12
Percentage of Active Employees Receiving Regular Performance and Career Development Reviews	100%	100%	100%
Number of Team Leaders Who Took Unconscious Bias Training	N/A	N/A	1,300
Number of People Leaders Who Received DEI Toolkits	N/A	N/A	9,000
Number of Dealer Team Members Who Received DEI Training	N/A	N/A	100,000
Remuneration			
Executive Level (base salary only)	100.3%	104%	100%
Executive Level (base salary + other cash incentives)	Not Reported	106%	100%
Management Level (base salary only)	100.3%	100%	100%
Management Level (base salary + cash incentives)	Not Reported	100%	100%
Nonmanagement Level	97.0%	96%	96%
Labor Relations			
Union Representation of Total Global Workforce	64%	61%	61%
Total Number of Represented Workforce	Not Reported	Not Reported	95,000
Union Representation of Hourly Workforce	Not Reported	Not Reported	99%
Unions GM Works With Globally	33	33	28
Number of Work Stoppages[1]	1	•	2
Total Days Idle	29	•	9
Minimum Notice Periods Regarding Operational Changes	Confirmed	Confirmed	Confirmed
Operations and Suppliers in Which the Right to Freedom of Association and Collective Bargaining May Be at Risk	Confirmed	Confirmed	Confirmed

1. There were two work stoppages in 2021 in South America that resulted in a total of nine days idle. There were zero work stoppages and lockouts in all other regions.

Data Center

Workforce	2019	2020	2021
Wellness and Benefits			
Number of Employees Who Took Paid Family Leave	N/A	N/A	1,919
Average Number of Days of Paid Family Leave	N/A	N/A	37
Number of Employees Who Took Short-Term Disability Leave	N/A	N/A	12,587
Percent of Employees Who Took Short-Term Disability Leave	N/A	N/A	14%
Human Rights			
Human Rights Policy: Number of Languages Available	N/A	N/A	8

Data Center

Supply Chain

	2019	2020	2021
Approximate Supply Chain Spend (USD billions)[1]	Not Reported	72	**76**
Approximate Spend with Diverse Suppliers (Tier I) (USD billions)[1]	3.4	3.0	**3.8**
Approximate Spend with Diverse Suppliers (Tier II) (USD billions)[1]	3.3	2.0	**2.2**
Global Supplier Count	Not Reported	13,500	**18,940**
Materials and Services Purchased	Not Reported	277,000	**328,900**
% Local Sourcing Out of Regional Spend: North America	Not Reported	90%	**92%**
% Local Sourcing Out of Regional Spend: China	Not Reported	95%	**96%**
% Local Sourcing Out of Regional Spend: International and South America	Not Reported	80%	**73%**

1. Calculated using direct North America spend.

Data Center

Governance

	2019	2020	2021
Governance			
Number of Board Members	11	13	13
Independence of X out of X Directors	10 out of 11	12 out of 13	12 out of 13
Average Years of Tenure	4.8	6	6
Board Members With 0–5 Years of Tenure	Not Reported	6	6
Board Members With 5–10 Years of Tenure	Not Reported	4	4
Board Members With 10+ Years of Tenure	Not Reported	10	3
Number of Males	0.45	5	6
Number of Females	0.55	7	7
Percentage of Directors Who Are Women	Not Reported	Not Reported	54%
Number of White Individuals	10	9	9
Number of Diverse Race or Ethnicity Individuals	1	3	4
Percentage of Directors Who Identify Themselves as Racially/Ethnically Diverse	Not Reported	Not Reported	31%
Average Age of Board Members	62	62	63
Board Members in 50's	3	3	3
Board Members in 60's	7	8	9
Board Members in 70's	1	1	1
Number of Standing Committees	Not Reported	Not Reported	6
Percentage of Board Committees Chaired by Women	Not Reported	Not Reported	67%
Number of New Directors Over Past Three Years	Not Reported	Not Reported	4
Ethics			
Total Number of Reports to Awareline	4,263	3,654	4,170
Total Number of Allegations	3,483	2,732	3,048
Number of Corporate Required Training (CRT) Languages Available	Not Reported	Not Reported	8
CRT Completion Rate (%)	Not Reported	100%	100%
Code of Conduct Certification Program Completion Rate (%)	100%	100%	100%
Total Employees and Contract Workers Who Completed Compliance Training	68,823	~70,000	~64,300
Total Number of Other Online Compliance Courses Taken by GM Employees	33,615	32,759	Not Reported
Total Online Courses Delivered	446,551	354,990	~364,000
Total In-Person Advanced Compliance Training Modules Delivered With Assistance from the Compliance Group	9,235	23,345	~6,000

Data Center

Governance

	2019	2020	2021
Environmental Governance			
Number of Notices of Violation (NOV) in the U.S.	9	12	**12**
Number of Notices of Violation (NOV) Outside of the U.S.	3	4	**3**
Penalties or Fines Over $10,000	Not Reported	•	**1**
% of Global Operations ISO Third-Party Certified	Not Reported	20%	**100%**

Data Center

Customers and Technology

	2019	2020	2021
Earning Customers for Life			
IHS Markit	#1	Not Reported	#1

Stantec

Statement of Verification

Introduction

Stantec Consulting Ltd. (Stantec) was contracted by General Motors Company (GM) to conduct an independent third-party verification of a selection of greenhouse gas (GHG) and sustainability data assertions (the Assertions) for their Global Facilities.

In this work, GM was responsible for the collection of activity data used in the calculations, data management, completion of the calculations, and preparation of the report that contains the Assertions.

Stantec was responsible for planning and executing the verification to deliver a limited level of assurance opinion as to whether the Assertions are presented fairly and in accordance with the verification criteria. Stantec is accredited with the ANSI National Accreditation Board (ANAB), a member of the International Accreditation Forum (IAF), in accordance with ISO 14065 (Accreditation ID #0805 issued to Stantec Consulting Ltd. for GHG verification and validation).

Intended User

The results of the verification will be used by GM for internal and external sustainability reporting, and for reporting to CDP. The users of this statement are GM, shareholders and the public.

Verification Objective

The objective of the verification was to assess whether the GHG and sustainability data assertions (as presented in Table 1) for GM's 2021 operations are accurately prepared in accordance with appropriate criteria.

Verification Boundaries

The boundaries of the verification include GM owned and operated facilities within General Motors North America (GMNA), General Motors South America (GMSA) and General Motors International Operations (GMIO). A subset of GM facilities has been excluded from the Assertions, and a list of these excluded facilities has been provided to Stantec and included in the detailed verification report for transparency.

Reporting Period

The verification was conducted for the period of January 1, 2021 to December 31, 2021.

2021 VERIFICATION STATEMENT - GENERAL MOTORS COMPANY

Stantec

GHG and Sustainability Data Assertions

The GHG and sustainability data assertions are provided in Table 1.

Table 1. General Motors Global Facilities - 2021 GHG and Sustainability Data Assertions

Parameter	Assertion	Metric	Notes
Scope 1 GHG Emissions - Total	1,252,906	Metric tonnes of carbon dioxide equivalent (tCO_2e)	
Scope 1 GHG Emissions – Stationary Fuel Combustion	1,104,792	tCO_2e	
Scope 1 GHG Emissions – Mobile Fuel Combustion (biogenic)	761	tCO_2e	
Scope 1 GHG Emissions – Mobile Fuel Combustion (non-biogenic)	71,403	tCO_2e	
Scope 1 GHG Emissions – Facility Refrigerant Use (Equipment)	63,753	tCO_2e	
Scope 1 GHG Emissions – Facility Refrigerant Use (Products)	12,198	tCO_2e	
Scope 2 GHG Emissions (Location Based)	2,881,767	tCO_2e	
Scope 2 GHG Emissions (Market Based)	2,150,694	tCO_2e	
Total Energy Use	12,552,855	MWh	
Total Water Use	25,340,350	m^3	
Total Waste Generated	1,464,097	metric tonnes	Does not include waste from construction, demolition and remediation
Total Waste – Hazardous	42,080	metric tonnes	Does not include waste from construction, demolition and remediation
Total Waste – Non-Hazardous	1,422,017	metric tonnes	Does not include waste from construction, demolition and remediation
Waste Directed to Disposal	253,033	metric tonnes	Does not include waste from construction, demolition and remediation
GM Zero Waste Performance	86.4	%	Percentage of waste diverted from landfill, incinerators and energy recovery compared to a three-year average (2017-2019) baseline of total operational waste generated
Year Over Year Performance Scope 1 & 2 GHG Emissions	-3.9	%	Location-Based (Scopes 1 & 2)

2021 VERIFICATION STATEMENT - GENERAL MOTORS COMPANY

Stantec

Parameter	Assertion	Metric	Notes
2021 vs 2020 (negative value represents decrease)			
Year Over Year Performance Total Energy Use 2021 vs 2020 (negative value represents decrease)	-0.5	%	Scopes 1 & 2
Year Over Year Performance Scope 2 GHG Emissions (Market Based) 2021 vs 2020 (negative value represents decrease)	-17.3	%	Market-Based
Year Over Year Performance Total Water Use 2021 vs 2020 (negative value represents decrease)	-0.8	%	
Year Over Year Performance Total Vehicles Produced 2021 vs 2020 (negative value represents decrease)	-8.9	%	
Total renewable electricity use	1,499,494	MWh	RE100, Including Self-Generated Electricity from Landfill Gas
Total electricity use	5,969,002	MWh	
Total GHG reductions applied due to renewable energy use	712,335	tCO_2e	
Renewable electricity as a percentage of total electricity use	25.1	%	
GRI 302-1 Total Energy Use	12,552,855	MWh	
GRI 303-1 Total Water Use and Effluents	25,340,350	m^3	
GRI 305-1 Total Scope 1 GHG Emissions	1,252,906	tCO_2e	
GRI 305-1 Total Scope 2 GHG Emissions	2,881,767	tCO_2e	Location-Based
GRI 305-7 Total Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and other significant air emissions	SOx (as SO_2): 0.043 NOx: 0.97	thousand metric tonnes	Does not include combustion of mobile fuels
GRI 306-3 Waste Generated	1,464,097	metric tonnes	Does not include waste from construction, demolition and remediation
Production	5,585,048	# Vehicles	

2021 VERIFICATION STATEMENT - GENERAL MOTORS COMPANY

Stantec

Verification Criteria

Stantec has conducted sufficient and appropriate procedures to express a ***limited level of assurance*** opinion as to whether the GHG and sustainability data assertions for 2021 as quantified by GM satisfy the requirements of the following criteria:

- ISO 14064 Greenhouses Gases – Part 1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals, 2006
- World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD), *The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard* (Revised Edition), March 2004
- WRI/WBCSD, GHG Protocol Scope 2 Guidance: An Amendment to the GHG Corporate Standard
- CDP Guidance for the 2021 reporting year
- GRI Sustainability Reporting Guidelines (various guidelines, updated from time to time)

Verification Standards

The verification is being conducted in accordance with ISO14064:3, the AA1000 AccountAbility Principles Standard (2008) and Stantec's Standard Operating Procedures developed for accreditation to ISO 14065.

Verification Opinion

Based on the processes and procedures completed, there is no evidence that GM's stated GHG and sustainability data assertions for the 2021 calendar year are not, in all material respects, fairly stated in accordance with the criteria noted herein.

Verifier's Independence, Impartiality, and Competence

Stantec provides this conclusion as an independent verifier. Prior to entering into an assurance agreement Stantec assesses for any real, potential, or perceived conflict. Stantec continues to monitor for compromised impartiality throughout the engagement. No real, potential or perceived conflicts of interest were identified throughout the course of this verification.

Stantec provides this report to GM in accordance with our terms of agreement. We consent to its public release. Because of the inherent limitations in any verification, Stantec accepts no responsibility by use of a third party. Stantec has undertaken all assignments in its role as an independent verification body using professional effort consistent with ISO 14064:3. Stantec has assessed the 2021 GHG and sustainability data assertions for GM Global Facilities using reasonably ascertainable information. The assessment represents the conditions in the subject area at the time of

2021 VERIFICATION STATEMENT - GENERAL MOTORS COMPANY

the assessment. Stantec did not conduct direct GHG emissions monitoring or other environmental sampling and analysis in conjunction with this verification report. Stantec will retain all verification documents for a minimum of seven (7) years.

STANTEC CONSULTING LTD.

Gizem Gunal-Akgol, P.Eng
Lead Verifier
Environmental Services
Tel: (519) 569-8126

Daniel Hegg, M.Sc., CEM
Independent Peer Reviewer
Environmental Services
Tel: (250) 217-9729

Issued March 10, 2022 in Waterloo, Ontario, Canada

Stantec

Statement of Verification

Introduction

Stantec Consulting Ltd. (Stantec) was contracted by General Motors Company (GM) to conduct an independent third-party verification of a selection of greenhouse gas (GHG) and sustainability data assertions (the Assertions) for their Global Facilities.

In this work, GM was responsible for the collection of activity data used in the calculations, data management, completion of the calculations, and preparation of the report that contains the Assertions.

Stantec was responsible for planning and executing the verification to deliver a limited level of assurance opinion as to whether the Assertions are presented fairly and in accordance with the verification criteria. Stantec is accredited with the ANSI National Accreditation Board (ANAB), a member of the International Accreditation Forum (IAF), in accordance with ISO 14065 (Accreditation ID #0805 issued to Stantec Consulting Ltd. for GHG verification and validation).

Intended User

The results of the verification will be used by GM for internal and external sustainability reporting, and for reporting to CDP. The users of this statement are GM, shareholders and the public.

Verification Objective

The objective of the verification was to assess whether the GHG and sustainability data assertions (as presented in Table 1) for GM's 2020 operations are accurately prepared in accordance with appropriate criteria.

Verification Boundaries

The boundaries of the verification include GM owned and operated facilities within General Motors North America (GMNA), General Motors South America (GMSA) and General Motors International Operations (GMIO). A subset of GM facilities has been excluded from the Assertions, and a list of these excluded facilities has been provided to Stantec and included in the detailed verification report for transparency.

Reporting Period

The verification was conducted for the period of January 1, 2020 to December 31, 2020.

GHG and Sustainability Data Assertions

The GHG and sustainability data assertions are provided in Table 1.

2020 VERIFICATION STATEMENT - GENERAL MOTORS COMPANY

Stantec

Table 1. General Motors Global Facilities - 2020 GHG and Sustainability Data Assertions

Parameter	Assertion	Metric	Notes
Scope 3 Category 1 Purchased Goods & Services	38,359,951	tCO_2e	
Scope 3 Category 2 Capital Goods	2,438,131	tCO_2e	
Scope 3 Category 4 Upstream Transportation	2,704,814	tCO_2e	
Scope 3 Category 6 Business Travel	9,897	tCO_2e	Air travel only
Scope 3 Category 9 Downstream Transportation	1,298,332	tCO_2e	
Scope 3 Category 11 Use of Sold Product	248,218,958	tCO_2e	Includes emissions from produced vehicle travel and air conditioning systems
GRI 305-1 Total Scope 3 GHG Emissions	Category 1: 38,359,951 Category 2: 2,438,131 Category 4: 2,704,814 Category 6: 9,897 Category 9: 1,298,332 Category 11: 248,218,958	tCO_2e	Category 6 is air travel only Category 11 Includes emissions from produced vehicle travel and air conditioning systems

Verification Criteria

Stantec has conducted sufficient and appropriate procedures to express a ***limited level of assurance*** opinion as to whether the GHG and sustainability data assertions for 2020 as quantified by GM satisfy the requirements of the following criteria:

- ISO 14064 Greenhouses Gases – Part 1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals, 2006
- World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD), *The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard* (Revised Edition), March 2004
- WRI/WBCSD, Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard
- CDP Guidance for the 2020 reporting year
- GRI Sustainability Reporting Guidelines (various guidelines, updated from time to time)

2020 VERIFICATION STATEMENT - GENERAL MOTORS COMPANY

Verification Standards

The verification is being conducted in accordance with ISO14064:3, the AA1000 AccountAbility Principles Standard (2008) and Stantec's Standard Operating Procedures developed for accreditation to ISO 14065.

Verification Opinion

Based on the processes and procedures completed, there is no evidence that GM's stated GHG and sustainability data assertions for the 2020 calendar year are not, in all material respects, fairly stated in accordance with the criteria noted herein.

Verifier's Independence, Impartiality, and Competence

Stantec provides this conclusion as an independent verifier. Prior to entering into an assurance agreement Stantec assesses for any real, potential, or perceived conflict. Stantec continues to monitor for compromised impartiality throughout the engagement. No real, potential or perceived conflicts of interest were identified throughout the course of this verification.

Stantec provides this report to GM in accordance with our terms of agreement. We consent to its public release. Because of the inherent limitations in any verification, Stantec accepts no responsibility by use of a third party. Stantec has undertaken all assignments in its role as an independent verification body using professional effort consistent with ISO 14064:3. Stantec has assessed the 2020 GHG and sustainability data assertions for GM Global Facilities using reasonably ascertainable information. The assessment represents the conditions in the subject area at the time of the assessment. Stantec did not conduct direct GHG emissions monitoring or other environmental sampling and analysis in conjunction with this verification report. Stantec will retain all verification documents for a minimum of seven (7) years.

STANTEC CONSULTING LTD.

Gizem Gunal-Akgol, P.Eng
Lead Verifier
Environmental Services
Tel: (519) 569-8126

Daniel Hegg, M.Sc., CEM
Independent Peer Reviewer
Environmental Services
Tel: (250) 217-9729

Issued March 10, 2022 in Waterloo, Ontario, Canada