



# Data Center

This Data Center is limited to GM's automotive operations conducted through certain of its consolidated subsidiaries. Unless otherwise stated, data related to GM Financial, our automotive financing services provider, and GM Cruise Holdings LLC, our majority-owned subsidiary responsible for the development and commercialization of autonomous vehicle technology, is not included in the Data Center. In some instances, data has been included for operations in which GM's interest is through joint ventures (JVs), including our automotive China JVs. In these instances, the inclusion of that data is noted. In some instances, certain data from an earlier period that was previously published in other locations has been updated, where appropriate. Certain amounts may not add due to rounding.

\*Reporting is in reference to the GHG Protocol and includes facilities under GM operational control. In 2023, we updated our organizational boundaries in emissions reporting to include GM Financial and Cruise to better align with GHG Protocol. Emissions from our China JVs are classified as Scope 3—Investments. In addition, we updated certain calculations within our GHG Intensity and Scope 3—Use of Sold Products reporting to reflect changes in assumptions and increased available data (e.g., lifetime vehicle usage is now estimated at 200,000 kilometers per vehicle). China JV activity has also been removed from our globally reported energy, water and waste data. Baselines, targets and prior-year comparatives for the affected metrics were updated to reflect these changes. Global vehicle volumes reported include vehicles sold by our China JVs, where applicable.

Environmental*			
	2021	2022	2023
<b>Global Emissions (metric tons CO2e)</b>			
<b>Direct (Scope 1) GHG Emissions (gross direct)<sup>1,2</sup></b>			
Direct (Scope 1) GHG Emissions	1,094,747	1,312,309	1,304,570
<b>Indirect (Scope 2) GHG Emissions (gross indirect)<sup>1,3</sup></b>			
Indirect (Scope 2) Location-Based GHG Emissions	2,050,054	2,268,964	2,341,276
Indirect (Scope 2) Market-Based GHG Emissions	1,449,159	1,338,298	1,410,047
<b>Other Indirect (Scope 3) GHG Emissions (gross indirect)<sup>4</sup></b>			
Total Other Indirect (Scope 3) GHG Emissions	318,716,034	327,269,768	347,272,911
Other Indirect (Scope 3) GHG Emissions Use of Sold Products	211,671,727	223,279,481	240,773,794
Other Indirect (Scope 3) GHG Emissions Investments	56,838,731	42,066,537	38,059,248
Other Indirect (Scope 3) GHG Emissions Purchased Goods and Services	38,440,493	49,388,347	55,183,666
Other Indirect (Scope 3) GHG Emissions Other	11,765,084	12,535,402	13,256,203

<sup>1</sup> Calculation includes CO2, CH4 and N2O. Source of emission factors is regulatory or IPCC Good Practice Guidelines.

<sup>2</sup> GM's Scope 1 emissions are generated from use of fossil fuels, mostly natural gas for process.

<sup>3</sup> GM's Scope 2 emissions are mostly from electricity used in our operations for process and building with some purchased steam.

<sup>4</sup> GM's Scope 3—Use of Sold Products emissions are calculated using the well-to-wheel method (from fuel production to vehicle driving) for vehicle intensity, consistent with Science Based Targets initiative requirements.



Environmental*			
	2021	2022	2023
<b>Global Emissions (metric tons CO2e) (continued)</b>			
<b>Other Emissions<sup>1</sup></b>			
NOX (nitrogen oxide emissions)	857	994	906
SOX (sulfur oxide emissions)	42	34	41
VOC (volatile organic compounds emissions) <sup>2</sup>	7,690	9,161	9,399
<b>Global Volume (thousands of units)</b>			
Total Number of Vehicles Manufactured (including China)	5,596	6,094	5,886
Total Number of Vehicles Sold	6,296	5,941	6,188
<b>Sales by Region (thousands of units)</b>			
Sales by Region (North America)	2,574	2,680	3,055
Sales by Region (South America)	394	451	456
Sales by Region (Asia Pacific, Middle East, Africa)	3,326	2,808	2,675
Sales by Region (Europe)	2	2	2
China Sales (included within Asia Pacific, Middle East, Africa)	2,892	2,303	2,099
<b>U.S. Sales as a Percentage of Industry</b>			
U.S. Sales as a Percentage of Industry—Trucks	55%	55%	50%
U.S. Sales as a Percentage of Industry—Cars	6%	9%	9%
U.S. Sales as a Percentage of Industry—Crossovers	39%	36%	41%
<b>Global EV Portfolio</b>			
Total Global Electric Portfolio <sup>3</sup>	493,343	554,998	640,435
ZEV	479,963	542,299	622,616
Plug-in Hybrid	13,365	12,361	17,518
Hybrid	15	338	301

<sup>1</sup> Emissions from on-site stationary sources within reporting footprint boundaries, based on AP 42 factors or site-specific measured emission factors.

<sup>2</sup> VOC emissions from ELPO, primer, topcoat, final repair and cleaning solvents at our assembly plants within our footprint boundaries, which are considered the major sources of VOC emissions.

<sup>3</sup> Sales volume for total EVs and hybrids.



Environmental*			
	2021	2022	2023
<b>U.S. EV Portfolio</b>			
Total U.S. Electric Portfolio <sup>1</sup>	24,862	39,242	75,883
ZEV	24,834	39,242	75,883
Plug-in Hybrid	16	–	–
Hybrid	12	–	–
<b>Advanced Powertrain Technologies (Percentage of Total U.S. Volume)</b>			
Stop-Start Technology	74%	76%	85%
Aero-Shutters	83%	93%	96%
Engine/Transmission Management	56%	65%	67%
High Efficiency Alternators (72%+)	88%	85%	98%
Downsized-Turbo Engines	32%	45%	46%
Advanced Transmissions	82%	81%	90%
<b>Global Well-to-Wheel CO<sub>2</sub>e Emissions Intensity, Light- and Heavy-Duty Vehicle (gCO<sub>2</sub>e/km)<sup>2</sup></b>			
Total Sales-Weighted Average	311	307	294
United States	301	290	284
Canada	317	296	277
Brazil	195	199	209
Other Regions	232	238	234
Heavy Duty	540	549	543
China <sup>3</sup>	207	190	192
<b>Global Energy</b>			
<b>Global Energy Consumption Within the Organization (MWh)</b>			
<b>Total Energy Consumption</b>	10,455,433	12,100,772	11,643,527
Electricity Consumption (including cooling)	4,719,878	5,364,991	5,458,002
Fuel Consumption from Nonrenewable Sources	5,104,076	6,223,628	5,742,126
Fuel Consumption from Renewable Sources	476,029	342,584	280,572

<sup>1</sup> Sales volume for total EVs and hybrids.

<sup>2</sup> GM's Scope 3 emissions are calculated in reference to the GHG Protocol. Use of Sold Products is calculated using the well-to-wheel method (from fuel production to vehicle driving) for vehicle intensity, consistent with Science Based Targets initiative requirements.

<sup>3</sup> Data includes China JV volumes.



Environmental*			
	2021	2022	2023
<b>Global Energy (continued)</b>			
Steam Consumption	155,185	169,289	162,080
Cooling Consumption	265	281	745
Heating Consumption	–	–	–
Energy Intensity (MWh/vehicle)	3.93	3.56	3.30
Renewable Electricity as a Percentage of our Global Electricity Use <sup>1,2</sup>	31%	36%	39%
Global Renewable Electricity	1,501,150	1,976,256	2,167,353
Renewable Electricity as a Percentage of our U.S. Electricity Use <sup>1,2</sup>	45%	55%	59%
<b>Global Water<sup>3</sup></b>			
<b>Total Water Withdrawal by Source (megaliters)</b>			
Surface Water	●	●	●
Groundwater	2,649	3,193	2,620
Seawater	●	●	●
Produced Water	N/A	N/A	N/A
Third-Party Water	13,372	15,471	15,104
<b>Total Water Withdrawal from All Areas with Water Stress, by Source (megaliters)</b>			
Surface Water	●	●	●
Groundwater	1,334	1,479	1,435
Seawater	●	●	●
Produced Water	N/A	N/A	N/A
Third-Party Water	–	–	–
<b>Total Water Withdrawal by Source</b>			
Freshwater (≤1,000 mg/L total dissolved solids)	13,372	15,471	15,104
Other Water (>1,000 mg/L total dissolved solids)	2,649	3,193	2,620

<sup>1</sup> GM's renewable electricity progress is in alignment with RE100 technical criteria.

<sup>2</sup> Includes generation and consumption of electricity from landfill gas.

<sup>3</sup> Water data, other than municipal and well water, is collected from global facilities. Global water calculations include our automotive operational and manufacturing facilities. In 2023, we updated our organizational boundaries in our water performance reporting. Water performance data from our China JVs is not included in our globally reported data. Baselines, targets and prior-year comparatives for the affected metrics were updated to reflect these changes.



Environmental*			
	2021	2022	2023
<b>Global Water (continued)</b>			
<b>Water Discharge by Destination (megaliters)</b>			
Surface Water	2,682	3,130	3,446
Groundwater	317	1,076	849
Seawater	●	●	●
Third-Party Water	8,217	9,294	9,228
<b>Total Water Discharge by Category</b>			
Freshwater (≤1,000 mg/L total dissolved solids)	11,216	13,500	13,523
Other Water (>1,000 mg/L total dissolved solids)	●	●	●
<b>Total Water Discharge to All Areas with Water Stress, by Category</b>			
Total (megaliters)	498	1,281	1,115
<b>Water Discharge by Quality and Destination (million m3)</b>			
Direct Discharge (to surface water body)	2.68	3.13	3.45
Indirect Discharge (to treatment facility)	8.22	9.29	9.23
Discharge to Groundwater	0.32	1.08	0.85
Total Water Consumption from All Areas (megaliters)	4,805	5,165	4,201
Total Water Consumption from All Areas with Water Stress (megaliters)	836	198	320
Total Water Consumption—Municipal	83%	83%	85%
Total Water Consumption—Well Water	17%	17%	15%
Water Intensity (m3/vehicle)	6.02	5.49	5.02



Environmental*			
	2021	2022	2023
<b>Global Waste<sup>1</sup></b>			
Total Waste Generated (metric tons)	1,125,012	1,195,018	1,277,702
Metals & Metal Scrap	661,850	716,615	783,434
Foundry	198,386	157,370	171,860
Corrugated & Cardboard	53,218	67,420	71,189
Wood	62,237	79,160	77,635
Trash, Non-Hazardous from Plant	27,276	31,893	32,803
Grinding Swarf	22,136	25,307	26,167
Oils & Greases, Lubricating	22,111	28,992	26,805
Sludges, Other	13,931	15,151	15,697
Sludges, Paint	8,258	7,495	8,719
Painting & Coating Wastes	2,339	2,962	3,368
Other	53,271	62,653	60,025
Total Waste Diverted from Disposal (metric tons)	906,768	1,074,022	1,194,596
Metals & Metal Scrap	661,777	716,501	783,372
Foundry	49,513	116,429	166,849
Corrugated & Cardboard	53,119	67,420	71,189
Wood	56,085	73,164	72,362
Trash, Non-Hazardous from Plant	634	694	444
Grinding Swarf	22,025	25,140	26,010
Oils & Greases, Lubricating	21,292	28,139	25,965
Sludges, Other	2,099	3,720	3,758
Sludges, Paint	93	122	94
Painting & Coating Wastes	1,286	1,902	1,996
Other	38,845	40,793	42,557

<sup>1</sup> In 2023, we updated our organizational boundaries in our Zero Waste performance reporting. Waste performance data from our China JVs is not included in our globally reported data. In addition, we updated our baseline to align with our reporting of emissions. Baselines, targets and prior-year comparatives for the affected metrics were updated to reflect these changes. Zero Waste data does not include construction, demolition or remediation waste. Hazardous and non-hazardous waste characterizations are determined by local country's laws and regulations.



Environmental*			
	2021	2022	2023
<b>Global Waste (continued)</b>			
Total Waste Directed to Disposal (metric tons)	218,245	120,995	83,106
Metals & Metal Scrap	73	114	62
Foundry	148,873	40,941	5,011
Corrugated & Cardboard	99	–	–
Wood	6,152	5,997	5,274
Trash, Non-Hazardous from Plant	26,642	31,199	32,359
Grinding Swarf	111	168	157
Oils & Greases, Lubricating	819	853	840
Sludges, Other	11,832	11,431	11,939
Sludges, Paint	8,165	7,373	8,625
Painting & Coating Wastes	1,053	1,060	1,372
Other	14,426	21,860	17,468
<b>Hazardous Waste by Type and Disposal Method (metric tons)</b>			
Hazardous Total	23,765	27,328	27,828
Reuse	573	325	580
Recycling	5,303	8,003	8,215
Composting	–	–	90
Recovery, Including Energy Recovery	15,401	16,656	16,190
Incinerating (mass burn)	747	334	202
Landfill	136	122	643
Other Treatment	1,605	1,889	1,910



Environmental*			
	2021	2022	2023
<b>Global Waste (continued)</b>			
<b>Non-Hazardous Waste by Type and Disposal Method (metric tons)</b>			
Non-Hazardous Total	1,101,247	1,167,689	1,249,874
Reuse	51,439	135,395	177,755
Recycling	833,521	914,510	997,314
Composting	931	1,165	1,339
Recovery, Including Energy Recovery	15,370	15,771	14,828
Incinerating (mass burn)	102	100	185
Landfill	186,488	88,012	51,059
Other Treatment	13,396	12,735	7,394
<b>Hazardous Waste Diverted from Disposal (metric tons)</b>			
Onsite			
Composting	●	●	–
Other Treatment	●	●	–
Recycled	●	●	–
Reused	●	●	1
Offsite			
Composting	●	●	90
Other Treatment	●	●	1,910
Recycled	●	●	8,215
Reused	●	●	579





Environmental*			
	2021	2022	2023
<b>Global Waste (continued)</b>			
<b>Non-Hazardous Waste Diverted from Disposal (metric tons)</b>			
Onsite			
Composting	●	●	–
Other Treatment	●	●	22
Recycled	●	●	20
Reused	●	●	119,426
Offsite			
Composting	●	●	1,339
Other Treatment	●	●	7,371
Recycled	●	●	997,294
Reused	●	●	58,330
<b>Hazardous Waste Directed to Disposal (metric tons)</b>			
Onsite			
Energy Recovery	●	●	–
Incineration	●	●	–
Landfill	●	●	–
Offsite			
Energy Recovery	●	●	16,190
Incineration	●	●	202
Landfill	●	●	643

● Not Reported



Environmental*			
	2021	2022	2023
<b>Global Waste (continued)</b>			
<b>Non-Hazardous Waste Directed to Disposal (metric tons)</b>			
Onsite			
Energy Recovery	●	●	–
Incineration	●	●	–
Landfill	●	●	–
Offsite			
Energy Recovery	●	●	14,828
Incineration	●	●	185
Landfill	●	●	51,059
<b>Total Waste by Type and Disposal Method (metric tons)</b>			
Total Waste Generated	1,125,012	1,195,018	1,277,702
Reuse	52,012	135,720	178,335
Recycling	838,824	922,513	1,005,529
Composting	931	1,165	1,429
Recovery, Including Energy Recovery	30,771	32,427	31,018
Incinerating (mass burn)	849	435	386
Landfill	186,625	88,134	51,702
Other Treatment	15,001	14,624	9,303
GM's Zero Waste Performance <sup>1</sup>	85.8%	92.2%	94.6%
Average Recyclability of Export Vehicles <sup>2</sup>	85%	85%	85%
Significant Spills <sup>3</sup>	1	1	–

<sup>1</sup> GM's Zero Waste performance represents the percentage of waste diverted from landfill, incinerators and energy recovery facilities compared to a 2018 baseline of total operational waste generated. Our waste management program was designed with a focus on the Zero Waste International Alliance's (ZWIA) definition of zero waste and is based on the ZWIA's standard diversion threshold of 90%.

<sup>2</sup> We enable, by mass, more than 85% reuse or recycling of our export vehicles at the end of their life. Uses ISO 22628 (Road Vehicles—Recyclability and Recoverability—Calculation Method).

<sup>3</sup> GM defines significant spill as a spill that impacts environmental reserves.



Safety			
	2021	2022	2023
<b>Global Workplace Safety<sup>1</sup></b>			
Lost Workday Case Rate (GM Employees and Contracted Workers) <sup>2</sup>	0.46	0.39	0.35
Lost Workday Case Rate (Contractors) <sup>2</sup>	0.07	0.07	0.07
Number of Work-Related Incidents Resulting in Death (GM Employees, Contracted Workers and Contractors)	2	–	–
Recordable Incident Rate (GM Employees, Contracted Workers and Contractors) <sup>3</sup>	1.37	1.33	1.36
<b>Occupational Illness Frequency Rate</b>			
Employees (number/200,000 work hours)	0.43	0.26	0.31
Data coverage (Percentage of employees)	98%	100%	100%
<b>Global Vehicle Safety</b>			
Vehicle Volume for GM Safety & Noncompliance Recalls: Global (vehicle volume in millions) <sup>4</sup>	9.67	4.91	2.54
Vehicle Volume for GM Safety & Noncompliance Recalls: North America (vehicle volume in millions) <sup>4</sup>	9.34	4.32	2.32
Number of Recalls (with fewer than 10,000 vehicles)	34	30	23
Number of GM Safety & Noncompliance Recalls: Global	60	44	36
Number of GM Safety & Noncompliance Recalls: North America	47	36	31
Number of Speak Up For Safety Submissions (SUFS) Since Program Inception	35,842	38,937	42,583
<b>Percentage of Vehicle Models Rated by NCAP Programs With an Overall 5-Star Safety Rating, by Region</b>			
United States	54%	53%	66%
China	100%	100%	33%
South Korea	83%	83%	60%
Latin America	36%	38%	57%
Australasia	●	●	●
ASEAN (Association of Southeast Asian Nations)	●	●	●

<sup>1</sup> Data includes information from joint venture (JV) operations.

<sup>2</sup> Number of lost workday cases due to injuries and illnesses per 200,000 work hours. Lost workday case rate is defined as an incident that resulted in an injury or illness that required a worker to be away from work for one full work day or more after the date of injury.

<sup>3</sup> Number of incidents that resulted in injuries or illnesses that required medical treatment beyond simple first aid treatment per 200,000 work hours. This metric helps to identify hazards, eliminate risks and drive reporting for all incidents so that we can identify and assess areas for improvement.

<sup>4</sup> 2021 data includes 7M Takata airbag-related recalls.



Workforce <sup>1,2</sup>						
	2021		2022		2023	
	Number	Percentage	Number	Percentage	Number	Percentage
<b>Global Employees by Region</b>						
Total	146,059		154,113		150,808	
North America	112,717	77.2%	119,925	77.8%	119,244	79.1%
South America	17,451	11.9%	17,986	11.7%	16,104	10.7%
International	15,891	10.9%	16,202	10.5%	15,460	10.3%
<b>Global Employees by Type and Region<sup>3</sup></b>						
<b>Regular</b>						
Total	142,580	●	148,722		148,507	
North America	●	●	114,934	77.3%	117,184	78.9%
South America	●	●	17,721	11.9%	15,916	10.7%
International	●	●	16,067	10.8%	15,407	10.4%
<b>Temporary</b>						
Total	3,477	●	5,391		2,301	
North America	●	●	4,991	92.6%	2,060	89.5%
South America	●	●	265	4.9%	188	8.2%
International	●	●	135	2.5%	53	2.3%
<b>Global Employees by Employment Type and Region</b>						
<b>Full-time</b>						
Total	143,914	●	151,385		148,839	
North America	●	●	117,453	77.6%	117,368	78.9%
South America	●	●	17,783	11.7%	16,061	10.8%
International	●	●	16,149	10.7%	15,410	10.4%

<sup>1</sup> All data presented in the workforce section excludes employees of DMAX Ltd, which was founded in 1999 as a joint venture (JV) and became a wholly owned subsidiary of GM in May 2022.

<sup>2</sup> All 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. As of 2023 reporting, there were two blank genders and birthdays,

<sup>3</sup> Beginning in reporting year 2022, there was a change in methodology for classifying Regular and Temporary employees. Regular includes "Employee Type"—Regular, Apprentice, Fixed Term and Permanently International Mobile Staff (PIMS). Temporary includes "Employee Type"—Temporary (primarily U.S. hourly represented, non-seniority employees), Casual, Seasonal, Intern and Co-Op.



Workforce						
	2021		2022		2023	
	Number	Percentage	Number	Percentage	Number	Percentage
<b>Global Employees by Employment Type and Region (continued)</b>						
<b>Part-time</b>						
Total	2,143	●	2,728		1,969	
North America	●	●	2,472	90.6%	1,876	95.3%
South America	●	●	203	7.4%	43	2.2%
International	●	●	53	1.9%	50	2.5%
<b>Global Employees Non-Guaranteed Hours by Region<sup>1</sup></b>						
Total	●	●	603		408	
North America	●	●	602	99.8%	408	100.0%
South America	●	●	1	0.2%	–	–%
International	●	●	–	–%	–	–%
<b>Global Employees Non-Guaranteed Hours by Gender<sup>1</sup></b>						
Total	●	●	603		408	
Male	●	●	399	66.2%	269	65.9%
Female	●	●	204	33.8%	139	34.1%
<b>Global Workforce by Type and Gender<sup>2</sup></b>						
<b>Regular Employees</b>						
Total	142,580		148,722		148,506	
Male	109,327	76.7%	112,897	75.9%	111,255	74.9%
Female	33,253	23.3%	35,825	24.1%	37,251	25.1%
<b>Temporary Employees</b>						
Total	3,477		5,391		2,301	
Male	2,093	60.2%	3,264	60.5%	1,385	60.2%
Female	1,384	39.8%	2,127	39.5%	916	39.8%

<sup>1</sup> Non-guaranteed hours includes casual and seasonal employees.

<sup>2</sup> Beginning in reporting year 2022, there was a change in methodology for classifying Regular and Temporary employees. Regular includes “Employee Type”—Regular, Apprentice, Fixed Term and Permanently International Mobile Staff (PIMS). Temporary includes “Employee Type”—Temporary (primarily U.S. hourly represented, non-seniority employees), Casual, Seasonal, Intern and Co-op.



Workforce						
	2021		2022		2023	
	Number	Percentage	Number	Percentage	Number	Percentage
<b>Global Workforce by Type and Gender (continued)</b>						
<b>Managers<sup>1</sup></b>						
Total	12,696		13,945		13,326	
Male	9,818	77.3%	10,622	76.2%	10,024	75.2%
Female	2,878	22.7%	3,323	23.8%	3,302	24.8%
<b>Non-Managers<sup>2</sup></b>						
Total	133,361		140,168		137,481	
Male	101,602	76.2%	105,539	75.3%	102,616	74.6%
Female	31,759	23.8%	34,629	24.7%	34,865	25.4%
<b>Global Employees by Employment Type and Gender</b>						
<b>Full-time</b>						
Total	143,914		151,385		148,838	
Male	110,260	76.6%	114,586	75.7%	111,517	74.9%
Female	33,654	23.4%	36,799	24.3%	37,321	25.1%
<b>Part-time</b>						
Total	2,143		2,728		1,969	
Male	1,160	54.1%	1,575	57.7%	1,123	57.0%
Female	983	45.9%	1,153	42.3%	846	43.0%
<b>U.S. Workforce by Hourly/Salaried Employees</b>						
Total	88,435		93,234		88,382	
Hourly	44,405	50.2%	45,441	48.7%	45,207	51.1%
Salary	44,030	49.8%	47,793	51.3%	43,175	48.9%
<b>U.S. Hourly Employees by Gender</b>						
Total	44,405		45,441		45,207	
Male	31,517	71.0%	32,204	70.9%	32,103	71.0%
Female	12,888	29.0%	13,237	29.1%	13,104	29.0%

<sup>1</sup> Manager is defined as salaried employees with either salaried or hourly direct reports.

<sup>2</sup> Non-managers include salaried employees without salary or hourly direct reports plus total hourly population.



Workforce						
	2021		2022		2023	
	Number	Percentage	Number	Percentage	Number	Percentage
<b>Global Technology Positions by Gender<sup>1</sup></b>						
Total	37,793		40,880		35,985	
Male	30,486	80.7%	32,614	79.8%	28,816	80.1%
Female	7,307	19.3%	8,266	20.2%	7,169	19.9%
<b>Global Promotions by Gender<sup>2</sup></b>						
Total	10,229		11,079		9,628	
Male	7,195	70.3%	7,949	71.7%	6,991	72.6%
Female	3,034	29.7%	3,130	28.3%	2,637	27.4%
<b>Global Open Positions Filled Internally<sup>3,4</sup></b>						
Total	29,257		37,604		26,004	
Internally (out of total positions filled)	7,591	26.0%	7,223	19.2%	5,254	20.2%
<b>Global Hires by Region and Gender<sup>3,5</sup></b>						
<b>Male</b>						
Total	11,800		14,086		10,985	
North America	10,003	84.8%	11,660	82.8%	9,435	85.9%
South America	1,337	11.3%	1,473	10.5%	760	6.9%
International	460	3.9%	953	6.8%	790	7.2%
<b>Female</b>						
Total	5,709		7,072		6,261	
North America	4,770	83.6%	5,965	84.3%	5,609	89.6%
South America	741	13.0%	795	11.2%	406	6.5%
International	198	3.5%	312	4.4%	246	3.9%

<sup>1</sup> Includes Engineering Product Development (EPD), Research and Development (RSD), Information Technology (INF), Manufacturing Engineering (MFE), Electric Vehicle and Autonomous (EVA), Digital Business Team Technology (DTT) (added in 2022) and Software and Services (SFT) (added in 2023) functions.

<sup>2</sup> Global promotions include any grade or level change of salaried employees only.

<sup>3</sup> For 2021, all hire data excludes Temporary and Student population (Interns, Co-Ops). For 2022 and 2023, all hire data excludes Temporary, Student (Interns, Co-Ops), Casual and Seasonal populations.

<sup>4</sup> The 2021 and 2022 values have been updated compared to the values previously reported.

<sup>5</sup> Excludes two new hires with blank gender.



Workforce						
	2021		2022		2023	
	Number	Percentage	Number	Percentage	Number	Percentage
<b>Global Hires by Gender<sup>1,2</sup></b>						
Total	17,509		21,158		17,246	
Male	11,800	67.4%	14,086	66.6%	10,985	63.7%
Female	5,709	32.6%	7,072	33.4%	6,261	36.3%
<b>Global Hires by Age and Gender<sup>2,3</sup></b>						
<b>Male</b>						
Total	11,800		14,086		10,985	
Under 30	5,432	46.0%	7,325	52.0%	5,986	54.5%
30–49	5,146	43.6%	5,568	39.5%	4,116	37.5%
50 and Over	1,222	10.4%	1,193	8.5%	883	8.0%
<b>Female</b>						
Total	5,709		7,072		6,261	
Under 30	2,475	43.4%	3,764	53.2%	3,271	52.2%
30–49	2,641	46.3%	2,848	40.3%	2,615	41.8%
50 and Over	593	10.4%	460	6.5%	375	6.0%
<b>Global Attrition by Gender<sup>4</sup></b>						
Total	12,452		13,627		19,064	
Male	9,521	76.5%	9,595	70.4%	13,680	71.8%
Female	2,931	23.5%	4,032	29.6%	5,384	28.2%

<sup>1</sup> Excludes two new hires with blank gender.

<sup>2</sup> For 2021, all hire data excludes Temporary and Student population (Interns, Co-Ops). For 2022 and 2023, all hire data excludes Temporary, Student (Interns, Co-Ops), Casual and Seasonal populations.

<sup>3</sup> Excludes two new hires with blank gender and birthdate.

<sup>4</sup> Attrition is defined as count of employees separated from the company. For 2021, all attrition data excludes Temporary and Student population (Interns, Co-Ops). For 2022 and 2023, all attrition data excludes Temporary, Student (Intern, Co-Ops), Casual and Seasonal populations.





Workforce						
	2021		2022		2023	
	Number	Percentage	Number	Percentage	Number	Percentage
<b>Global Attrition by Age and Gender<sup>1</sup></b>						
<b>Male</b>						
Under 30		26.3%		32.4%		26.5%
30–49		43.6%		35.3%		34.8%
50 and Over		30.1%		32.3%		38.7%
<b>Female</b>						
Under 30		35.2%		38.2%		33.6%
30–49		40.2%		40.5%		38.7%
50 and Over		24.6%		21.2%		27.7%
<b>Global Turnover Rate by Age<sup>2</sup></b>						
Total	●	●	13,627		19,064	
Under 30	●	●	4,650	22.4%	5,432	23.2%
30–49	●	●	5,025	7.0%	6,841	9.2%
50 and Over	●	●	3,952	8.0%	6,791	13.3%
<b>Global Turnover Rate by Gender<sup>2</sup></b>						
Total	●	●	13,627		19,064	
Male	●	●	9,595	8.8%	13,680	12.1%
Female	●	●	4,032	12.2%	5,384	15.0%
<b>Global Turnover Rate by Region<sup>2</sup></b>						
Total	●	●	13,627		19,065	
North America	●	●	11,258	10.3%	14,863	12.9%
South America	●	●	1,681	9.8%	2,901	16.4%
International	●	●	688	4.4%	1,301	8.1%

<sup>1</sup> Attrition is defined as count of employees separated from the company. For 2021, all attrition data excludes Temporary and Student population (Interns, Co-Ops). For 2022 and 2023, all attrition data excludes Temporary, Student (Intern, Co-Ops), Casual and Seasonal populations.

<sup>2</sup> Turnover rate is defined as attrition divided by count of employees as of 12/31 of the previous year.

● Not Reported



Workforce						
	2021		2022		2023	
	Number	Percentage	Number	Percentage	Number	Percentage
<b>U.S. Turnover Rate<sup>1,2</sup></b>						
Total <sup>3</sup>	5,697	7.2%	6,793	8.0%	10,185	11.4%
Voluntary	4,439	5.6%	5,301	6.2%	7,449	8.4%
Involuntary	1,258	1.6%	1,492	1.8%	2,736	3.1%
Retirements (Out of Voluntary)	1,865		1,797		457	
<b>Global Workforce by Gender and Region</b>						
<b>Male</b>						
Total	111,420		116,161		112,640	
North America	82,365	73.9%	86,884	74.8%	85,824	76.2%
South America	14,819	13.3%	14,931	12.9%	13,271	11.8%
International	14,236	12.8%	14,346	12.4%	13,545	12.0%
<b>Female</b>						
Total	34,637		37,952		38,167	
North America	30,352	87.6%	33,041	87.1%	33,420	87.6%
South America	2,632	7.6%	3,055	8.0%	2,832	7.4%
International	1,653	4.8%	1,856	4.9%	1,915	5.0%
<b>U.S. Workforce by Gender</b>						
Total	88,435		93,234		88,382	
Male	64,366	72.8%	67,542	72.4%	63,969	72.4%
Female	24,069	27.2%	25,692	27.6%	24,413	27.6%

<sup>1</sup> Attrition is defined as count of employees separated from the company. For 2021, all attrition data excludes Temporary and Student population (Interns, Co-Ops). For 2022 and 2023, all attrition data excludes Temporary, Student (Intern, Co-Ops), Casual and Seasonal populations.

<sup>2</sup> Turnover rate is defined as attrition divided by count of employees as of 12/31 of the previous year.

<sup>3</sup> Total includes voluntary and involuntary, excluding retirements.



Workforce						
	2021		2022		2023	
	Number	Percentage	Number	Percentage	Number	Percentage
<b>U.S. Workforce by Race, Ethnicity and Gender</b>						
<b>Total</b>						
Total	88,435		93,234		88,382	
White	57,636	65.2%	59,226	63.5%	55,432	62.7%
Black/African American	16,249	18.4%	17,702	19.0%	17,461	19.8%
Asian	7,510	8.5%	8,565	9.2%	7,959	9.0%
Hispanic/Latino	5,406	6.1%	6,118	6.6%	5,963	6.7%
American Indian or Alaskan Native	393	0.4%	381	0.4%	375	0.4%
Native Hawaiian or Pacific Islander	55	0.1%	64	0.1%	55	0.1%
Two or More Races	738	0.8%	958	1.0%	978	1.1%
Do Not Wish to Identify	448	0.5%	220	0.2%	159	0.2%
<b>Male</b>						
Total	64,366		67,542		63,969	
White	44,010	68.4%	45,126	66.8%	42,287	66.1%
Black/African American	9,793	15.2%	10,654	15.8%	10,510	16.4%
Asian	5,414	8.4%	6,102	9.0%	5,656	8.8%
Hispanic/Latino	3,966	6.2%	4,504	6.7%	4,386	6.9%
American Indian or Alaskan Native	292	0.5%	287	0.4%	284	0.4%
Native Hawaiian or Pacific Islander	37	0.1%	39	0.1%	35	0.1%
Two or More Races	518	0.8%	659	1.0%	678	1.1%
Do Not Wish to Identify	336	0.5%	171	0.3%	133	0.2%
<b>Female</b>						
Total	24,069		25,692		24,413	
White	13,626	56.6%	14,100	54.9%	13,145	53.8%
Black/African American	6,456	26.8%	7,048	27.4%	6,951	28.5%



Workforce						
	2021		2022		2023	
	Number	Percentage	Number	Percentage	Number	Percentage
<b>U.S. Workforce by Race, Ethnicity and Gender (continued)</b>						
Asian	2,096	8.7%	2,463	9.6%	2,303	9.4%
Hispanic/Latino	1,440	6.0%	1,614	6.3%	1,577	6.5%
American Indian or Alaskan Native	101	0.4%	94	0.4%	91	0.4%
Native Hawaiian or Pacific Islander	18	0.1%	25	0.1%	20	0.1%
Two or More Races	220	0.9%	299	1.2%	300	1.2%
Do Not Wish to Identify	112	0.5%	49	0.2%	26	0.1%
<b>Global Workforce by Gender and Age Group<sup>1</sup></b>						
<b>Total</b>						
Total	146,059		154,113		150,807	
Under 30	22,728	15.6%	26,080	16.9%	25,597	17.0%
30-49	73,425	50.3%	76,456	49.6%	75,664	50.2%
50 and over	49,904	34.2%	51,577	33.5%	49,546	32.9%
<b>Male</b>						
Total	111,420		116,161		112,640	
Under 30	16,110	14.5%	18,125	15.6%	17,512	15.5%
30-49	55,368	49.7%	56,995	49.1%	55,728	49.5%
50 and over	39,942	35.8%	41,041	35.3%	39,400	35.0%
<b>Female</b>						
Total	34,637		37,952		38,167	
Under 30	6,618	19.1%	7,955	21.0%	8,085	21.2%
30-49	18,057	52.1%	19,461	51.3%	19,936	52.2%
50 and over	9,962	28.8%	10,536	27.8%	10,146	26.6%

<sup>1</sup> 2021 reporting includes two new hires with blank gender and birthdate. 2023 reporting includes one new hire with blank birthdate.

● Not Reported



Workforce						
	2021		2022		2023	
	Number	Percentage	Number	Percentage	Number	Percentage
<b>U.S. Workforce by Gender and Age Group</b>						
<b>Total</b>						
Total	88,435		93,234		88,382	
Under 30	11,872	13.4%	13,486	14.5%	12,023	13.6%
30-49	40,218	45.5%	42,565	45.7%	41,134	46.5%
50 and Over	36,345	41.1%	37,183	39.9%	35,225	39.9%
<b>Male</b>						
Total	64,366		67,542		63,969	
Under 30	8,552	13.3%	9,653	14.3%	8,563	13.4%
30-49	28,441	44.2%	30,063	44.5%	29,029	45.4%
50 and Over	27,373	42.5%	27,826	41.2%	26,377	41.2%
<b>Female</b>						
Total	24,069		25,692		24,413	
Under 30	3,320	13.8%	3,833	14.9%	3,460	14.2%
30-49	11,777	48.9%	12,502	48.7%	12,105	49.6%
50 and Over	8,972	37.3%	9,357	36.4%	8,848	36.2%
<b>U.S. Hourly Employees by Race and Ethnicity</b>						
Total	44,405		45,441		45,207	
White	27,726	62.4%	27,596	60.7%	27,187	60.1%
Black/African American	12,950	29.2%	13,910	30.6%	14,054	31.1%
Asian	366	0.8%	379	0.8%	384	0.8%
Hispanic/Latino	2,726	6.1%	2,879	6.3%	2,882	6.4%
American Indian or Alaskan Native	305	0.7%	292	0.6%	291	0.6%
Native Hawaiian or Pacific Islander	28	0.1%	34	0.1%	33	0.1%
Two or More Races	203	0.5%	304	0.7%	346	0.8%
Do Not Wish to Identify	101	0.2%	47	0.1%	30	0.1%



Workforce						
	2021		2022		2023	
	Number	Percentage	Number	Percentage	Number	Percentage
<b>U.S. Salaried Employees by Gender</b>						
Total	44,030		47,793		43,175	
Male	32,849	74.6%	35,338	73.9%	31,866	73.8%
Female	11,181	25.4%	12,455	26.1%	11,309	26.2%
<b>U.S. Salaried Employees by Race and Ethnicity</b>						
Total	44,030		47,793		43,175	
White	29,910	67.9%	31,630	66.2%	28,245	65.4%
Black/African American	3,299	7.5%	3,792	7.9%	3,407	7.9%
Asian	7,144	16.2%	8,186	17.1%	7,575	17.5%
Hispanic/Latino	2,680	6.1%	3,239	6.8%	3,081	7.1%
American Indian or Alaskan Native	88	0.2%	89	0.2%	84	0.2%
Native Hawaiian or Pacific Islander	27	0.1%	30	0.1%	22	0.1%
Two or More Races	535	1.2%	654	1.4%	632	1.5%
Do Not Wish to Identify	347	0.8%	173	0.4%	129	0.3%
<b>U.S. Hires by Race and Ethnicity<sup>1</sup></b>						
Total	10,698		10,723		7,958	
White	5,468	51.1%	5,228	48.8%	3,614	45.4%
Black/African American	2,009	18.8%	2,464	23.0%	2,775	34.9%
Asian	1,747	16.3%	1,554	14.5%	507	6.4%
Hispanic/Latino	883	8.3%	952	8.9%	612	7.7%
American Indian or Alaskan Native	26	0.2%	24	0.2%	24	0.3%
Native Hawaiian or Pacific Islander	9	0.1%	10	0.1%	10	0.1%
Two or More Races	200	1.9%	276	2.6%	264	3.3%
Do Not Wish to Identify	356	3.3%	215	2.0%	152	1.9%

<sup>1</sup> For 2021, all hire data excludes Temporary and Student population (Interns, Co-Ops). For 2022 and 2023, all hire data excludes Temporary, Student (Interns, Co-Ops), Casual and Seasonal populations.



Workforce						
	2021		2022		2023	
	Number	Percentage	Number	Percentage	Number	Percentage
<b>U.S. Hires by Self-Identified Status<sup>1</sup></b>						
Disabled	521	4.9%	747	7.0%	610	7.7%
Veteran	399	3.7%	476	4.4%	277	3.5%
Disabled Veteran	107	1.0%	123	1.1%	61	0.8%
<b>U.S. Workforce Self-Identified as Having a Disability<sup>2</sup></b>						
Total		1.5%		2.3%		2.8%
Male		73.2%		68.0%		68.0%
Female		26.8%		32.0%		32.0%
<b>U.S. Workforce Self-Identified Veteran Status and Gender<sup>2</sup></b>						
<b>Veteran</b>						
Total	5,021		5,075		4,682	
Male	4,427	88.2%	4,494	88.6%	4,172	89.1%
Female	594	11.8%	581	11.4%	510	10.9%
<b>Disabled Veteran</b>						
Total	490		578		558	
Male	456	93.1%	532	92.0%	520	93.2%
Female	34	6.9%	46	8.0%	38	6.8%
<b>U.S. Workforce Self-Identified as LGBTQ</b>						
Total Self-Reported Responses	12,787		18,367		19,373	
LGBTQ <sup>3</sup>	521	4.1%	766	4.2%	784	4.0%

<sup>1</sup> For 2021, all hire data excludes Temporary and Student population (Interns, Co-Ops). For 2022 and 2023, all hire data excludes Temporary, Student (Interns, Co-Ops), Casual and Seasonal populations.

<sup>2</sup> Includes disabled veterans that have also self-identified as disabled. Disabled employee counts include disabled veterans.

<sup>3</sup> Self-identified as LGBTQ out of total responses from employees.



Workforce						
	2021		2022		2023	
	Number	Percentage	Number	Percentage	Number	Percentage
<b>U.S. Technology Positions by Race and Ethnicity<sup>1</sup></b>						
White		64.3%		62.1%		61.1%
Black/African American		5.8%		6.2%		6.1%
Asian		21.1%		22.4%		23.3%
Hispanic/Latino		6.5%		7.4%		7.7%
American Indian and Alaskan Native		0.2%		0.2%		0.2%
Native Hawaiian and Pacific Islander		0.1%		0.1%		0.1%
Two or More Races		1.2%		1.4%		1.4%
Do Not Wish to Identify		0.8%		0.4%		0.3%
<b>Global Females in Top Management Positions<sup>2</sup></b>						
Female		31.9%		30.2%		35.7%
<b>Global Training</b>						
Average Number of Training Hours Each Employee Invested per Year	20.12		22.00		19.97	
Percentage of Active Salaried Employees Receiving Regular Performance and Career Development Reviews		100%		100%		100%
<b>Global Training Average Hours</b>						
Regular Employees	●		20.77		22.54	
<b>Gender</b>						
Male	●		22.31		20.01	
Female	●		21.07		19.80	
<b>Position</b>						
Managers	●		23.29		20.18	
Non-managers	●		21.87		19.95	

<sup>1</sup> Includes Engineering Product Development (EPD), Research and Development (RSD), Information Technology (INF), Manufacturing Engineering (MFE), Electric Vehicle and Autonomous (EVA), Digital Business Team Technology (DTT) (added in 2022) and Software and Services (SFT) (added in 2023) functions.

<sup>2</sup> Represents total number of top management positions a maximum of two levels away from CEO as a percentage of females in those roles. Does not include administrative assistants.

● Not Reported





Workforce						
	2021		2022		2023	
	Number	Percentage	Number	Percentage	Number	Percentage
<b>Percentage of Women to Men Remuneration<sup>1</sup></b>						
Executive Level (base salary only)		100%		102%		101%
Executive Level (base salary + cash incentives)		100%		102%		100%
Management Level (base salary only)		100%		99%		99%
Management Level (base salary + cash incentives)		100%		99%		99%
Non-management Level		96%		95%		95%
<b>Labor Relations</b>						
Union Representation of Total Global Workforce		56%		55%		57%
Total Number of Represented Workforce (Union)	81,000		84,000		86,000	
Union Representation of Hourly Workforce		99%		99%		99%
Unions GM Works With Globally	28		26		26	
Number of Work Stoppages <sup>2</sup>	2		–		5	
Total Days Idle <sup>2</sup>	9		–		64	
<b>Wellness and Benefits</b>						
Percentage of Participation Rate in the Retirement Savings Plan (RSP) <sup>3</sup>		●		98%		98%
Employees Who Took Paid Family Leave	1,919		2,186		2,337	
Average Number of Days of Paid Family Leave	37		35		38	
Employees Who Took Short-Term Disability Leave	12,587		13,196		14,154	
Percentage of Employees Who Took Short-Term Disability Leave		14%		14%		16%

<sup>1</sup> Remuneration is the ratio of weighted average basic salary of women to men from our significant locations of operations, defined as countries representing 95% of our total salaried headcount. Definitions of management and non-management used for these calculations may differ from definitions of these terms used elsewhere in the report and this Data Center.

<sup>2</sup> 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. Strikes occurred in 2023 in the United States, Canada, GM Korea, GM Technical Center Korea and Brazil that resulted in a total of 64 days idle.

<sup>3</sup> Employees contribute to a defined contribution plan only. All defined benefit plans are closed.



Workforce						
	2021		2022		2023	
	Number	Percentage	Number	Percentage	Number	Percentage
<b>Paid Family Leave by Gender</b>						
<b>Male</b>						
Total Entitled to Paid Family Leave	●		30,915		35,338	
Total That Took Paid Family Leave	●		1,637		1,716	
Total That Returned to Work After Paid Family Leave During Reporting Period	●		524		408	
<b>Female</b>						
Total Entitled to Paid Family Leave	●		10,643		12,455	
Total That Took Paid Family Leave	●		549		621	
Total That Returned to Work After Paid Family Leave During Reporting Period	●		273		259	
<b>Incidents of Discrimination and Harassment</b>						
Types of Allegations Received, Diversity and Workplace Respect		2,036		3,276		4,120
<b>Human Rights</b>						
Human Rights Policy—Number of Languages Available (excluding English)		8		8		8



Governance			
	2021	2022	2023
<b>Environmental Governance</b>			
Number of Notices of Violation (NOV) in the United States <sup>1</sup>	12	23	18
Number of Notices of Violation (NOV) outside of the United States	3	4	1
Penalties of Fines over \$10,000	1	2	3
<b>Global Ethics</b>			
Total Number of Reports to Awareline	4,170	5,715	6,523
Total Number of Allegations	3,048	4,039	4,635
Number of Corporate Required Training (CRT) Languages Available	8	7	7
CRT Completion Rate	100%	100%	100%
Code of Conduct Certification Program Completion Rate	100%	100%	100%
Number of Code of Conduct Training Languages Available	9	9	9
Total Approximate Number of Employees and Contract Workers Who Completed Compliance Training	64,000	70,000	67,000
Total Approximate Online Courses Delivered	364,000	360,000	292,000
Total Approximate In-Person Advanced Compliance Training Modules Delivered With Assistance from the Compliance Group	6,000	23,000	400,000

<sup>1</sup> The 2022 value has been updated compared to the value previously reported in the 2022 Sustainability Report.