



GENERAL MOTORS

DIVERSITY & INCLUSION REPORT





General Motors is creating a future of zero crashes, zero emissions and zero congestion with a diverse, inclusive team that brings wide-ranging perspectives and experiences to solving transportation challenges. We understand that we win together, as one team. Just like the global community we share, diversity makes GM a stronger, better company.

MARY BARRA
GM Chairman & CEO



At GM, we appreciate what each individual brings to our team, and I am proud to be part of a culture that is strengthened by diversity and inclusion. From recruiting and retaining diverse talent to engaging in employee resource groups, we are enabling better employee and customer connections. The power of diverse and unique perspectives will enable us to offer products that will continue to meet and exceed our customers' expectations. This will ultimately strengthen our standing in the marketplace and reinforce our position to win.

KIM BRYCZ
Senior Vice President
GM Global Human Resources



A STRONG LEGACY OF FIRSTS

1968

1st minority supplier program in the auto industry

1971

1st Fortune 500 company to have an African American director on its Board

1972

1st minority dealer program in the auto industry

1972

1st company to sign a letter of support for the National Guard and Reserve



BUILDING A **WINNING** CULTURE

A pioneer in building a diverse and inclusive business, General Motors has long understood that unique perspectives are key to success in the marketplace and being on the cutting edge of technological innovation in the fast-paced automotive industry. General Motors is determined to be at the forefront of change, leveraging our creativity and different perspectives to define the new era of mobility. Today, these perspectives are more important than ever, empowering us to press onward through an era of unprecedented industry change and supporting our transformation from an automotive manufacturer into a global mobility services provider.

2001

1st and only auto company to have a women's dealer program

2005

1st and only auto company to have an African American lead its Global Design Team

2014

1st woman CEO in the auto industry

2016

1st woman chairman in the auto industry

WHO WE ARE TODAY



180,000
EMPLOYEES

WE SERVE
CONTINENTS | **5**

ACROSS
TIME ZONES | **23**

AND WE SPEAK
LANGUAGES | **70**

What We Value

CUSTOMERS

We put the customer at the center of everything we do. We listen intently to our customers' needs. Each interaction matters. Safety and quality are foundational commitments, never compromised.

EXCELLENCE

We act with integrity. We are driven by ingenuity and innovation. We have the courage to do and say what's difficult. Each of us takes accountability for results, drives for continued efficiencies and has the tenacity to win.

RELATIONSHIPS

Our success depends on our relationships inside and outside the company. We encourage diverse thinking and collaboration from the world to create great customer experiences.

How We Behave



THINK CUSTOMER

I consider the customer's needs in everything I do.



INNOVATE NOW

I see things not as they are but as they could be.



LOOK AHEAD

I make decisions now with the long-term view in mind, and I anticipate what lies ahead.



ONE TEAM

I collaborate cross-functionally to achieve enterprise-wide results.



BE BOLD

I respectfully speak up, exchange feedback and boldly share ideas without fear.



IT'S ON ME

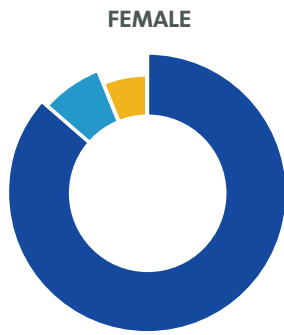
I take accountability for safety and my own actions, behaviors and results.



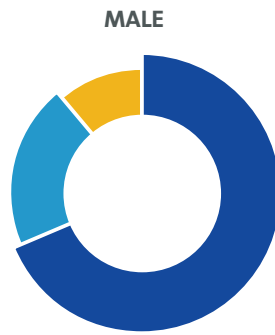
WIN WITH INTEGRITY

I have a relentless desire to win and do it with integrity.

REGIONAL WORKFORCE BY GENDER



- North America 86.5%
- International (GMIO) 7.3%
- South America 6.2%



- North America 68.7%
- International (GMIO) 18.2%
- South America 13.1%

Women comprise

45%

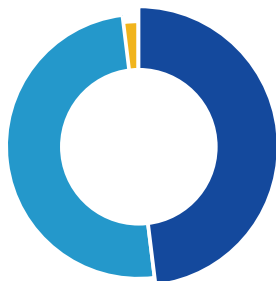
of GM's Board of Directors, making us a leader among the Fortune 100 for board diversity.

Women and minorities represent

25%

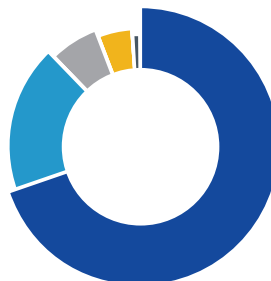
of GM corporate officers.

TOTAL U.S. WORKFORCE BY AGE GROUP



- Over 50 Years 44.6%
- 30-49 Years 42.8%
- Under 30 Years 12.6%

TOTAL U.S. WORKFORCE BY ETHNICITY



- White 69.9%
- Black 17.1%
- Asian 6.9%
- Latino 5.1%
- NtHw/Pclsl/American Indian/Two or More Races 1.0%

We enjoy leading market shares in many regions of the world:

#1 North America

#1 South America

#2 China

#3 Asia, Middle East and Africa



Chevrolet



Buick



GMC



Cadillac



Holden



Baojun



Wuling



Jiefang



WINNING With a Diverse & Inclusive Workforce



Some of our best, participating in the #ILookLikeAnEngineer campaign.

In 2017,

36%

of all U.S. hires were minorities, and

33%

of all global hires were women.

GM views diversity and inclusion as a strength, based on our ability as an organization to recognize, value and draw upon unique perspectives to help drive innovation.

We appreciate what each individual brings to our team, including background, education, gender, race, ethnicity, working and thinking styles, sexual orientation, gender identity, veteran status, religious background, age, generation, disability, cultural expertise, technical skill, and importantly, diversity of thought. We believe that our ability to meet the needs and expectations of an increasingly diverse and global customer base is tied to innovation, and innovation is best driven through workplace diversity and inclusion. To this end, we are focused on:

- Finding and growing the best and brightest talent from around the world.
- Capitalizing on new and emerging markets.
- Leveraging the different traits and attributes inherent in our workforce.

Today, GM continues to be among the most diverse automotive employers globally, from the board room to the plant floor. It's what makes our global culture an exciting one. We're constantly pushing technological innovation to meet our customers around the world with a portfolio of industry-leading cars and trucks and a growing portfolio of cutting-edge mobility solutions such as ride- and car-sharing programs.

If you're made for more, then you're made for GM.



GM listed 31 on DiversityInc's Top Companies for Diversity.

How We Manage Diversity

The GM Senior Leadership Team, chaired by our Chairman and CEO, serves as the company's senior diversity council. Other diversity-focused councils within our organization include: Supplier Diversity Council, Employee Resource Group Leader Council, Disabilities Advisory Council, Minority Dealer Advisory Council, Women Dealer Advisory Council and the ERG Executive Champions Roundtable. Further, our Global Chief Diversity Officer chairs the Strategic Diversity Working Group which aligns all D&I efforts across functional areas. Additionally, GM's diversity initiatives are routinely reviewed with the executive leadership team and the Board of Directors.

Recruiting the Best and the Brightest

GM is focused on expanding the diverse pool of talent we attract globally. This includes building key relationships and strong strategic partners with organizations that include:

- American Indian Science and Engineering Society
- Black Engineer of the Year
- Great Minds in STEM
- National Black MBA
- National Society of Black Engineers
- Out in STEM
- Prospanica
- Society of Hispanic Professional Engineers
- Society of Women Engineers
- United Negro College Fund
- U.S. Hispanic Leadership Institute
- Women of Color in Technology

Additionally, we have partnerships at 20 universities, including Howard University, North Carolina A&T, University of Puerto Rico and University of Texas El-Paso.

Training

All new employees are exposed to GM's diversity initiatives, and have an understanding of its business imperative to the organization. Further, all employees complete required anti-harassment computer based training, and recruiters receive unconscious bias training. In addition, unconscious bias training is being developed to support leadership teams and hiring managers.



At GM, we recognize the power of diversity and the role it plays in sparking ingenuity and creativity. As we continue to face new challenges and innovate new solutions, we know the diversity among us will give GM a competitive advantage in the global marketplace.

KEN BARRETT
Global Chief Diversity Officer

STRATEGIC DIVERSITY PARTNERSHIPS

- 100 Black Men of America, Inc. (The 100)
- Advancing Minorities' Interest in Engineering (AMIE)
- Asian Pacific American Institute for Congressional Studies (APAICS)
- Catalyst
- Congressional Black Caucus Foundation (CBCF)
- Congressional Hispanic Caucus Institute (CHCI)
- Executive Leadership Council (ELC)
- Global Colloquium for Women
- Hispanic Association of Colleges and Universities (HACU)
- Hispanic Association on Corporate Responsibility (HACR)
- Human Rights Campaign (HRC)
- Leadership Education for Asian Pacifics, Inc. (LEAP)
- League of United Latin American Citizens (LULAC)
- National Association for the Advancement of Colored People (NAACP)
- National LGBT Chamber of Commerce (NGLCC)
- National Newspapers Publishers Association (NNPA)
- National Organization on Disability (NOD)
- National Urban League
- OCA-Asian Pacific American Advocates
- Out & Equal Workplace Advocates (Out & Equal)
- Parents, Families and Friends of Lesbians and Gays (PFLAG)
- Rainbow PUSH Coalition (RPC)
- Smithsonian Institute of African American History and Culture
- UnidosUS
- U.S. Business Leadership Network (USBLN)
- U.S. Chamber of Commerce "Hiring Our Heroes"
- U.S. Hispanic Leadership Institute (USHLI)
- U.S. Naval Academy (USNA) STEM Summer Program
- Veterans Job Mission Coalition
- Working Mother

You Can Find “You” at General Motors

1 out of 3

GM employees is involved in an ERG or Chapter.

Our employee resource groups (ERGs) play a key role in fostering an inclusive place to work. These groups provide a forum for employees to share common concerns and experiences, gain professional development support and engage in local communities.

All ERGs are working toward our corporate effort to make GM a Workplace of Choice. ERGs provide us with insights that help us better understand diverse and emerging consumer markets, while offering a platform for our employees to contribute to diversity initiatives within our community. Each GM ERG also has a business plan tied to talent acquisition, talent development, community outreach and business support.

GM Able is focused on building a culture of inclusion that serves customers, employees and community through innovation, talent enrichment, awareness and outreach for people with disabilities and their allies. They provide valuable perspectives to the company regarding autonomous vehicle design, facility design and recruiting talent with disabilities.

GM African Ancestry Network (GMAAN) has a mission to provide GM a competitive advantage in attracting, developing and retaining African Ancestry employees while engaging our communities to drive GM business priorities/performance.

GM Asian Connections (GMAC) ERG provides opportunities to create a sense of community and belonging among employees by attracting, recruiting, and retaining the best talent and giving back to the community in which we live and work.

GM European Connections drives awareness and excitement for GM products and services in our European communities, and establishes a European professional network in order to foster a safer, more efficient workplace of choice workforce.

GM Latino Network (GMLN) has a mission to attract, develop and retain Latino employees; grow our relationships with the Latino community; and promote growth of our Latino market share.

GM PLUS is the ERG for lesbian, gay, bisexual, transgender, queer or questioning (LGBTQ) employees and their allies, with a vision that all GM employees feel safe, respected, valued and supported in their workplace.

GM Veterans Group creates positive, lasting relations with veteran communities, union partners and organizations, while striving to make us a workplace of choice by recruiting talented military veterans and empowering and engaging current veteran and military employees.

GM WOMEN assists women with professional development resources, establishing GM as a workplace of choice, creating leadership opportunities for women and impacting GM's ability to connect with the female consumer.

JumpStart is an ERG focused on connecting, engaging, developing and retaining the newest employees at GM. Our goal is to create lifelong ambassadors for GM. With operations ranging globally, JumpStart provides opportunities for networking, professional development, leadership leading exposure and community service.

Middle-East & North Africa (MENA) MENA is a group of GM employees with roots and interests in the rich cultures of the Middle East and North Africa. MENA's goal is to create a partnership between GM and the MENA communities in North America and Globally, and make GM the workplace of choice for people of the Middle East and North Africa background.

Native American Cultural Network (NACN) seeks to educate, inform and create a greater awareness among our employees, customers and the general public about Native American Indian culture, beliefs and values. NACN strives to grow Native American youths' interest in STEM, especially engineering, through involvement in the American Indian Science and Engineering Society (AISES).





In 2018, GM Women Executive Champion, Alicia Boler Davis, was named Black Engineer of the Year.



Latino Network employees celebrate their Mexican heritage with Cinco de Mayo festivities.



Middle East North Africa (MENA) ERG President Dalila Bendali-Amor hosts employees as they celebrate the arrival of spring and the Persian New Year, Nowruz.



In 2017, GM Latino Network member Sigal Cordeiro, was named among the Top 10 Corporate Latinas of the Year.



Employees take part in GM Asian Connections to recognize the 2018 Lunar New Year.

GMAAN partnered with Detroit's Charles H. Wright Museum of African American History and the Michigan Science Center to introduce STEM learning to more than 100 5th- and 6th-grade students.



GM Native American Cultural Network member William Tiger was named 2017 AISES Professional of the Year from the American Indian Science & Engineering Society.



GM Asian Connections member, Dr. Mei Cai, was named as one of the 2018 Asian American Engineers of the Year by the Chinese Institute of Engineers – USA.



General Motors Company



#1 Council in the Nation



A Winning Culture for Women

Top 60

Company for
Executive Women
*National Association for
Female Executives*



Women and men around the globe celebrate International Women's Day.



Chairman & CEO Mary Barra pictured with the first Take 2 cohort.

Top 25

Company for
Multicultural Women

Women comprise nearly half of our Board of Directors, and we are the first and only automotive company to be led by a woman CEO. We also are proud to employ the highest-ranking African American and Asian-Indian American women in the auto industry.

Women's Leadership Development

Our Executive Leadership Program in the U.S. focuses on developing the leadership capabilities of executive-potential women and building a support network of women leaders. The program targets "ready now" female leaders, already in executive positions, with five to 12 years of managerial experience. The training and development sessions – hosted by female executives from different areas of the business – include a combination of lectures, group activities and self-reflections.

Global Women's Councils

GM has more than 20 women's councils around the world. The mission of the councils is to attract, engage, retain and develop great women to drive GM's business results and culture to win. In addition, GM WOMEN programming focuses on three strategic pillars: Earning Customers for Life Through Strong Brands and Products, Personal and Professional Development, and positively impacting Communities and Cultures to establish GM as a workplace of choice.

Take 2 Internships

One of the biggest obstacles facing women's careers in the U.S. is the difficulty in taking time off work to raise children or care for family members, only to try to break back into the workforce several years later while facing an experience disadvantage. That's why GM launched our groundbreaking Take 2 career reentry program in partnership with the Society of Women Engineers and iRelaunch. This 12-week internship is for women, as well as men, with technical backgrounds in vehicle engineering, manufacturing engineering, manufacturing operations, finance and IT. The program targets applicants that have taken career breaks for two or more years. Interns receive training, professional development and networking opportunities while working on GM engineering programs. The program, which has a high intern placement rate, continues to expand, and its success continues to grow.

Far-Reaching LGBTQ Support Pride

Our commitment to the LGBTQ (lesbian, gay, bisexual, transgender, queer or questioning) and allied community starts at the core of the company's policies and extends out to the community. GM has a strong antidiscrimination policy that protects LGBTQ employees.

We are the first and only automaker to be a member of the National Gay and Lesbian Chamber of Commerce (NGLCC). For more than a decade, GM offered same-sex domestic partner benefits and we extended same-sex spousal benefits to married LGBTQ couples in 2012, as laws recognizing same-sex marriage began to change. LGBTQ outreach efforts extend to our brands and include groundbreaking LGBTQ-inclusive advertising, sponsorships and promotional events, internal employee training and innovative employee development programs.

GM PLUS is the ERG for LGBTQ employees and their allies, with a vision that all GM employees feel safe, respected, valued and supported in their workplace. In 2015, GM PLUS launched a mentor program for LGBTQ and ally employees in order to provide our rising talent with targeted support for achieving their individual and professional development goals. Beyond its core in southeast Michigan, GM Plus now boasts chapters in Australia, Philippines, Canada, Mercosur, Mexico, Arizona and Texas.

BUILDING A WINNING CULTURE

GM facilities around the world fly the rainbow LGBTQ Pride Flag in June in observance of LGBTQ Pride Month. GM is committed to building a global culture of diversity and inclusion, and has been a leader in its support of LGBTQ equality in the workplace.



100%
11 out of 12 years

Cadillac adorned its New York based "Cadillac House" in rainbow colors in recognition of LGBTQ Pride Month.



For pride month, the GM PLUS ERG sported a new Buick Cascada wrapped in rainbow colors at Motor City Pride.



GM Mexico's "Different, But Equal" social media campaign to celebrate LGBTQ Pride Month.

In Step With Our Vets



BUILDING A WINNING CULTURE

Beyond supporting veteran and spousal hiring, equally important is the onboarding and retention of new employees. GM Veterans Group plays a key role with eight chapters in four states that provide ongoing mentoring that helps veterans transition successfully into civilian life.

For more than 100 years, GM has been a proud supporter of the U.S. military and has a deep appreciation for the sacrifices made by the men and women of our armed forces and their families. Today, GM’s support and advocacy continues with over 6,200 employees and over 45,000 retirees who have proudly served in the military.

A strong Veterans ERG network is an active component at GM to promote and advocate for active and former military. Externally, GM provides financial and resource support for various military advocacy programs, philanthropy and employment initiatives, including:

- GM is a proud corporate sponsor of the U.S. Chamber of Commerce Foundation’s “Hiring Our Heroes Program,” a national grassroots effort to advocate for employment for returning veterans and their spouses.
- GM is also partner to the “Veteran Jobs Mission,” a coalition of private-sector businesses originally dedicated to hiring 100,000 veterans by 2020. This mission’s goal has already been exceeded, helping over 436,000 veterans and spouses find employment by the end of 2017.
- GM’s Service Technical College and GM Automotive Service Educational Programs provide employment and free technical training for veterans and returning service members to prepare them for both technical and nontechnical entry-level roles in a dealership.
- GMC partnered with The Stephen Siller “Tunnel to Towers” Foundation, which designs smart homes for catastrophically injured veterans. Over the past 8 years, GM/GMC has raised over \$9 Million.

Able to Do More

Driving a Culture of Inclusion for People With Disabilities, Caregivers and Their Allies

The GM Able ERG promotes awareness of the capabilities for those with a disability and serves as a resource to our disabled employees or who care for a person with a disability. The ERG also provides valuable input to the company relative to the accessible design of our products and facilities.

In 2015, GM formed a Disability Advisory Council of cross-functional senior leaders to identify opportunities and processes that promote an inclusive environment for employees with disabilities. Among their first priorities: captioned broadcasts, providing an escalation process for reasonable accommodation requests and adding accessible campus shuttles to GM's fleet.

Having a diverse workforce that mirrors our customer base is important for any business, but especially a global business such as GM. In 2017, in partnership with the Autism Alliance of Michigan, General Motors launched the DEMAND (Driving Employment to Meet Automotive Needs through Diversity) program. The program is a focused effort to hire employees with Autism for salary positions. The DEMAND program has been very successful in gaining talented new employees, and General Motors is committed to actively seeking ways to expand the program.

GM Able employees from around the company are participating in self-driving vehicle design workshops with engineers to provide valuable perspectives on behalf of the disability community. Leveraging GM's internal network creates a unique opportunity for engineers to partner closely with fellow employees who are very passionate about transforming GM into an inclusive transportation company for all.

Our support of persons with disabilities extends to our customers. GM is one of only a few automotive OEMs that has a program to reimburse customers a portion of the cost to adapt their qualified new GM vehicle to accommodate the needs of its customers with disabilities or those customers with caretaking responsibilities for people with disabilities. Learn more about our GM Mobility Incentive Program here at www.gmfleet.com/overview/mobility-vehicles.html.



BUILDING A WINNING CULTURE

"I never imagined myself working for a company like GM because of my disability," said Adan Salinas, a team member of the headliner trim shop at the General Motors San Luis Potosi plant in Mexico. The plant opened in 2008 and produces Chevrolet Aveo and Trax as well as the GMC Terrain.

When he was 17, Adan was involved in a serious automobile accident resulting in paralysis from the waist down. After the accident, he enrolled in a workshop in partnership with a local nonprofit organization that helps people with disabilities develop the necessary skills to work in manufacturing and then find job placement in the local community.

After finishing the training, Adan met with GM labor relations leadership at the San Luis Potosi plant and soon after received an offer for employment. He hopes to grow his career with GM and work in different shops throughout the plant in the future.

"When you are a person with a disability, it can be difficult to find a job," said Adan. "Working at GM has given me the feeling of independence, and I am confident that I can grow within the company."

Building A Winning Culture

The success and sustainability of any cultural shift is driven by its people. And how people connect both inside and outside of the organization provides the cultural bridge.

The Business Familia of Choice

The GM Latino Network (GMLN) seeks to be the “Business Familia of Choice” for Latinos, serving GM and our community by attracting, engaging and developing Latino employees in support of GM’s strategic priorities.

Within the larger community, GMLN is active in a number of initiatives across the country to promote STEM learning among youth. Some activities include STEM workshops, coding events, and FIRST Robotics team engagement. For the GMLN, it’s about making sure the future talent pipeline is inclusive of Latino talent, which not only helps GM, but also contributes to the economic growth and sustainability of the community. In 2017, the Latino Network was influential in helping to secure internships for alumni part of the Robotics Engineering Center of Detroit. As with many other ERGs, the strategic focus and priority is to attract, develop and retain top talent.



Robotics students display their awards at a competition in 2017.

Building Strong Leaders For The Company and Community

The General Motors African Ancestry Network (GMAAN) is one of GM’s first and largest ERGs. The group mobilized itself in the early 1980s with a need to network, mentor and develop talent and resolve workplace challenges. While the mission hasn’t changed, the approach has evolved to be more strategic and aligned with the company’s values. GMAAN places a sharp focus on Employee Development, Community Outreach, Product Awareness and Advocacy.

One of GMAAN’s most notable initiatives is its mentoring program, which is highly regarded as an effective model for employee development. The program consists of three elements that GMAAN refers to as 1-1-1 mentoring. Participants are broken into small group mentoring cohorts, which is led by an experienced GM professional. Each group is required to read and discuss a leadership book, engage with other leaders on career development, and complete at least one community service team activity.



In 2018, GMAAN had more than 400 participants in its Small Group Mentoring (SGM) – a jump of about 200% in the last five years. With a keen focus on staying true to GMAAN’s key pillars, the SGM teams are engaged and urged to Reach out through *vehicle advocacy*, reach back with *community activism* and reach in with *self-development* and branding.



Executing on GMAAN’s pillar of community outreach and the company’s value on relationships, GMAAN, along with the UAW-GM, raised more than \$376,000 in 2018 to support scholarships for students who are part of the United Negro College Fund.



WINNING Through Diverse & Inclusive Public Policies

The business case and reputational benefits of a diverse company are well established. However, policies that promote fairness and strengthen opportunities for a more diverse and inclusive workforce are still needed.



GM's leadership has taken a bold stance to promote fair and equitable policies over the years. Empowering unique and diverse perspectives keeps GM on the cutting edge of technological innovation in the fast-paced automotive industry.

GM's public policy team plays an integral role in advancing matters that affect the company's bottom line and reputation. They engage stakeholders across the federal, state and local levels, as well as across the globe. Many of these stakeholders are seeking accountability and commitments from corporations to diversify their boards of directors, executive leadership teams, suppliers and policy advocates. Given our longstanding legacy of firsts and our commitment to embracing a corporate culture that reflects our customers, we aim to serve as a model for diversity and inclusion.

Our team creates opportunities to showcase the work of our diverse corporate leaders and representative programming. Domestically, from Washington, D.C. to Detroit, Michigan, to Fort Worth, Texas and beyond, we are sharing lessons learned and our approach to innovation with core stakeholders from both sides of the aisle. For example, GM's Global Chief Diversity Officer, Ken Barrett, and GM Financial's Vice President for Diversity & Inclusion, Shunda Robinson, participated in roundtable discussions in 2017 with a bipartisan group of Senate Chiefs of Staff and other senior hiring professionals to share best practices around recruitment and retention of diverse staff.

To learn more about GM Public Policy efforts, please visit GM Engage, our new grassroots site. (<https://gmengage.gm.com/>)

Equal Pay

GM supports equal pay for equal work. GM has supported policy pledges that reflect our shared belief that employees' gender should not factor into compensation decisions. We believe that fair and equitable pay should be an essential element of any successful business model and are proud to stand with other companies that share the same value.

DACA



GM stands with the Dreamers we employ and the hundreds of thousands of Dreamers employed by multiple companies across the U.S. Protecting American companies' access to talented workers from outside the U.S. is an important component for our global competitiveness and our success in the U.S. GM has employees in the U.S. from around the world who play a critical role in our operations and success.

| MARY BARRA

Race Relations



Recent events...require that we come together as a country and reinforce values and ideals that unite us – tolerance, inclusion and diversity – and speak against those which divide us – racism, bigotry and any politics based on ethnicity.

| MARY BARRA



WINNING Through a Diverse & Inclusive Supply Chain

BUILDING A WINNING CULTURE

GM supports over 20 advocacy groups by sponsoring events, training and participating on committees/voluntary board seats. Based on an external strategic partnership with Dartmouth College's Tuck School of Business, GM funded 30 Executive Education Scholarships in 2017.

Since 1968, the GM Supplier Diversity Program has promoted the development and growth of a diverse supply base that consistently delivers the industry-leading level of quality and innovation our valued customers both expect and deserve.

Celebrating its 50th anniversary, the GM Supplier Diversity program continues its unwavering commitment to the development and growth of diverse suppliers. GM was the first automotive company to establish a formal Supplier Diversity program in 1968, and since then we've garnered numerous accolades for our record of setting industry standards in collaboration with diverse suppliers.

Over the past few decades, GM has spent more than \$100 billion with diverse suppliers. We are a charter member of the Billion Dollar Roundtable (BDR) – an organization created in 2001 to recognize and celebrate corporations that achieve spending of at least \$1 billion annually with diverse suppliers, promoting and sharing best practices in global supply chain excellence.

GM advances the cultivation of diverse suppliers by sharing industry-best practices in the procurement process, thereby enhancing our suppliers' ability to grow into Tier I or Tier II suppliers. Fostering stronger relationships with diverse suppliers is a top priority.

A core element of GM's Supplier Diversity program is our development strategy, focusing on two key areas – mentoring and training. Additionally, GM supports the development of diverse suppliers through a variety of initiatives such as:

2017 Corporation of the Year

- National Minority Supplier Development Council (NMSDC) Top Performer: Development
- National Business League
- Michigan Hispanic Chamber of Commerce (MHCC)
- Great Lakes Women's Business Council (Great Lakes WBC)

- **5 Point Development Curriculum** – Training sessions that focus on the GM process, talent acquisition, operational excellence, financial acumen, and Tier II inclusion.
- **Diverse Supplier Development Program (DSDP 3.0)** – Third-generation mentoring program where targeted diverse suppliers are mentored by a GM executive over a two-year period, with quarterly meetings and defined deliverables.
- **Supplier Diversity Council** – A quarterly meeting forum for diverse suppliers and executive purchasing team members to share supply chain information, best practices, and new initiatives.

\$6 Billion

2017 Tier I spend
\$3.4 billion
2017 Tier II spend
\$2.6 billion



Paris Pavlou (left), executive director of Indirect Material, Machinery and Equipment, and the GM Supplier Diversity team at the 2018 Michigan Minority Procurement Conference (MMPC). The MMPC is a three-day event, held annually in Detroit at COBO Center, featuring national and local corporations focused on connecting with the top minority business enterprises (MBE) in Michigan.

WINNING Through a Diverse & Inclusive Marketplace

With more than 12,450 dealers worldwide, our dealerships are integral to the distribution of our products and serve as the local face of GM in communities around the world.

The GM Dealer Development organization is responsible for managing diversity in our dealer network. Its mission is to create a profitable dealer network across all GM brands that reflects consumer diversity in the U.S. The GM Dealer Development organization supports three specific programs:

- **Minority Dealer Development (MDD)**, launched in 1972, was the first program of its kind. MDD focuses on developing, building and retaining a profitable minority dealer network. The Minority Dealer Advisory Council (MDAC) gives GM insights into the concerns of the dealer network. Learn more at www.gmdealerdevelopment.com.
- **Women's Retail Network (WRN)**, launched in 2001, is the first and only structured program in the industry developed exclusively to attract and develop women dealers. WRN expanded its reach in 2013 to represent the interests of GM women dealers and management staff in the U.S. and Canada. Under WRN, GM Women's Dealer Advisory Council (WDAC) aims to grow GM's purchase consideration and market share among women buyers. WDAC includes women dealers, women in automotive retail management and other key stakeholders. Learn more at www.gmwomensretailnetwork.com.
- **The National Candidate Program** is the training and development arm of the Dealer Development program. Its mission is to help prepare minority and women candidates to become GM dealer operators/owners. One component of this is our longstanding Motors Holding investment group which provides qualified dealer candidates financial resources with a means to own dealerships through structured investment partnerships and buyout plans. Learn more at www.gminoritydealer.com.



Chairman and CEO Mary Barra pictured with members of the Minority Dealer Advisory Council (MDAC).

GM has more minority-owned dealerships than any other car company in the U.S. Today, ethnic minority and women dealerships represent more than 12 percent of GM's U.S. dealer network. GM's dealer diversity programs, along with partnerships such as with the National Association of Minority Automobile Dealers in the U.S., are critical for our commitment to grow a dealer portfolio that more closely reflects the diversity of GM's customer base.

Serving a Diverse Marketplace

With vehicles sold in more than 125 countries, our global customer base is, by definition, diverse. In the U.S., we have made a significant effort through our diversity branding and communications to reach out to minority consumers to better understand their needs. We listen to our customers, appreciate their differences and leverage our collective diversity to continually evolve as a company. The Diversity Marketing Center of Excellence provides a centralized team of multicultural experts within GM that is focused on broadening the organization's understanding of today's diverse consumer, while also supporting key diversity brand marketing objectives.



WINNING Through a Diverse & Inclusive Community



Students create code to run their “car” with the help of a GM volunteer during the Black Girls Code Detroit launch.

GM is committed to fostering smart, safe and sustainable communities around the world. Our social investments promote economic growth through STEM (science, technology, engineering and math) Education, Vehicle and Road Safety and Community Development.

STEM Education

We have a strategic interest in the education of our future workforce, particularly in the areas of science, technology, engineering and math (STEM), given the increasing level of advanced technology in the automotive industry. GM’s new STEM Impact Compass is helping us identify partnerships in four emerging areas with the potential to drive transformative solutions:



The GM partnership with Girls Who Code aims to increase young girls’ interest in pursuing technology and engineering degrees.

- **Immersive Learning** – Driving engagement through hands-on experiences that encourage active participation
- **Computational Thinking** – Developing analytical, multidisciplinary and transferable skills like problem-solving and experimentation
- **Artificial Intelligence** – Exploring AI-powered technologies with the potential to facilitate teaching and learning
- **Digitization of Education** – Using online and digital tools and resources to transform how learning is delivered and experienced inside and outside the classroom

We are funding four innovative programs designed to encourage young people to pursue technology and engineering professions, as well as to improve teacher training in STEM-related subjects:

- **International Society for Technology in Education**
- **Black Girls Code**
- **Games for Change**
- **Hack the Hood**

Vehicle and Road Safety

Our second focus area supports global efforts to increase safe practices in and around vehicles. Motor vehicle crashes are the number one cause of unintentional death among children ages 5–19. Further, six teens ages 16–19 die every day from motor vehicle injuries. This is why we focus on parents, grandparents, young drivers and children.

Through education and training, we aim to reduce the number of vehicle-related injuries and deaths by increasing the number of drivers and passengers who use seat belts and restraints, decreasing the number of distracted drivers, raising awareness of road safety issues and improving the knowledge and skills of those behind the wheel. This aligns with GM's vision of moving humanity forward through zero crashes, zero emissions and zero congestion.

Community Development

Our third focus area spotlights holistic efforts to improve neighborhoods and empower residents in select global communities. We are creating opportunities for individuals to be on the move – living, working, learning and playing – while providing access to affordable, reliable and innovative transportation choices.



Mary Barra assists a Detroit student during GM's Grow Cody Rouge STEM Camp.



GM Student Corps participants lead employees during GM2020 event at the Charles H. Wright Museum of African American History.

CORPORATE
GIVING

2017

BY THE NUMBERS



18,501
GM EMPLOYEE
VOLUNTEERS



266
NON-PROFIT PARTNERS
/ ORGANIZATIONS



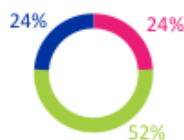
161,508
VOLUNTEER
HOURS



22,421
STUDENTS PARTICIPATING
IN STEM RELATED ACTIVITIES

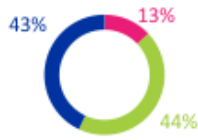
Focus Area Grants

STEM EDUCATION



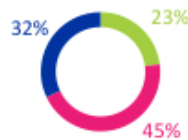
- increase in minorities in STEM fields
- increase in students earning degrees in STEM
- increase in qualified teachers

VEHICLE & ROAD SAFETY



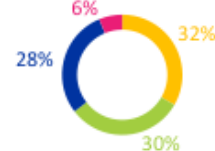
- increase in vehicle & road safety skills
- increase in seat belt usage
- decrease in distracted driving

COMMUNITY DEVELOPMENT



- increase in college readiness
- increase in educational/vocational skills
- neighborhood revitalization

DETROIT



- increase in high school graduates
- increase in 3rd grade literacy
- increase in visitors, businesses & homeowners
- increase in employable workforce



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