General Motors Global Candidate Privacy Statement

Last Revised: October 2026

Scope

Your privacy is important to General Motors Holdings, LLC (**GM** or **we/our**) as is your trust. We want you to know that the information you share with us will be treated with care. This Candidate Privacy Statement (**Privacy Statement**) addresses the personal information we collect and how we use and disclose it during the General Motors recruitment and hiring process. When we say **Personal Information**, we mean information that identifies, relates to, or could reasonably be linked to you, including the Personal Information we obtain from and about **Candidates**, individuals who apply for a job, register in our talent community, attend a recruitment event, complete an assessment, or otherwise participate in other recruitment processes with GM. Candidates also include individuals who interact with GM recruiting technologies, such as candidate recruitment management tools, talent communities, interview scheduling platforms, recruitment communications platforms, skills assessments, or future opportunities programs.

This Privacy Statement was developed pursuant to laws and regulations relating to the processing or protection of Personal Information applicable to GM in the jurisdictions where this Privacy Statement applies (**Data Privacy Laws**). Where Data Privacy Law requires special handling of Personal Information or otherwise conflicts with this Privacy Statement, the applicable Data Privacy Law controls.

Candidates may also be consumers of GM products and Personal Information may also be collected in that relationship. This consumer Personal Information will be handled as explained in the applicable consumer privacy statement.

Please take a moment to review our Privacy Statement and contact us if you have any questions.

- View and print our entire Candidate Privacy Statement (PDF)

The Privacy Statement can be viewed by clicking each section's plus (+) sign.

Personal Information collected

The GM recruiting and hiring processes consist of multiple steps designed to evaluate your skills and qualifications for a particular position and, if selected, onboard you into GM processes and systems before your first day of employment. If you choose to apply, you will be asked to provide GM with Personal Information. In many cases, this Personal Information is required to complete the GM recruiting and hiring processes, but we will do our best to tell you about optional Personal Information when we collect it.

GM may collect the following Personal Information:

- **Identifiers** including name, address, email address, phone number, citizen identification numbers issued by government bodies or agencies (e.g., depending on the country you are from, social security, citizen service or Personal Public Service number or national insurance number, passport number, tax identification number, driver's license number), and work permit(s)
- **Demographic or protected classification information** including date and place of birth, gender, marital status and marital status date, race/ethnicity, citizenship status, nationality, military or veteran status, and status as a person with a disability
- **Education and training related information** including academic degrees and certificates, training or apprentice records, and curriculum vitae/resume information
- **Employment experience information** including employment history, job title and role information, work location, professional certifications, references, or other information you provide
- **Interview and assessment information** including appraisals, assessments, feedback, and information you provide during phone screenings and interviews
- **Photos & videos** including identification photos, recordings of interviews and assessments of video interviews
- **Background screening information** including, where applicable, the results of pre-hire background screenings of any kind such as credit and criminal background checks, educational and credential verification, background and reference checks, motor vehicle record checks, drug and alcohol testing, and other pre-employment screenings
- **Recruitment platform data** relating to your use of recruiting platforms and talent communities, including profile information, preferences, communication history, application status, event participation, and interactions with recruiting content
- **Technical and usage information** including internet or network activity information, device identifiers, log data, IP address, browser information, and interactions with recruiting content
- **AI-Assisted recruiting data** that is inferences derived from your personal data or outputs, which are used to support candidate matching, skills identification, job recommendations, talent pipeline management, workforce planning, and recruiting analytics

We may also collect or receive information about you from third parties, such as when you engage a third party to complete your application for you or from information you or others have posted publicly to job boards or other places. We will handle Personal Information the same regardless of whether we collect it or receive it from a third party.

Use

GM will use the Personal Information we collect about you as required to carry out our recruiting and hiring processes, as necessary to comply with legal obligations applicable to GM, for our own legitimate interests or the legitimate interests of third parties we are engaged with,

or, for separate optional processing, with your consent where required by Data Privacy Laws. As such, we may use your Personal Information for the following purposes: purposes:

- match your skills and interest to GM job requirements throughout the application, recruiting and hiring process
- support recruiting operations, talent relationship management, candidate engagement, interview scheduling, workforce planning, and succession pipeline
- identify opportunities at GM that we think may be of interest to you
- communicate with you
- improve recruiting processes through analytics, trend analysis, and operational reporting
- inform our recruitment and outreach strategies
- comply with legal, regulatory, or contractual requirements
- protect our rights, such as investigating, establishing, exercising, preparing for, or defending legal claims
- prevent, detect, protect against, or respond to security incidents, identity theft, harassment, malicious or deceptive activities, or any illegal activity; preserve the integrity or security of systems; or investigate, report, or prosecute those responsible for any such action
- support responsible use of AI-enabled tools that assist recruiters in identifying, organizing, summarizing, or evaluating candidate information, subject to human review, oversight, and decision-making

Where we rely on your consent for separate optional processing, you have the right to withdraw your consent at any time. Any withdrawal will not affect the lawfulness of processing based on consent before its withdrawal, and GM may continue to retain information where allowed or required by applicable law.

Use of Artificial Intelligence Tools

For purposes of this Privacy Statement, "Artificial Intelligence (AI)" refers to technologies that perform tasks that typically require human intelligence.

- GM may use artificial intelligence and machine learning technologies to support recruiting and candidate-related processes and workflows. These tools may be used in connection with job advertising and sourcing, application and candidate screening, interview scheduling and coordination, candidate communications, skills and experience assessment, recruiting analytics, workforce planning, onboarding, fraud detection, compliance activities, and other activities related to evaluating and managing candidates and prospective employees where artificial intelligence tools support GM's business goals.
- GM may use these technologies to analyze information relevant to your candidacy and to generate recommendations, scores, or alerts that support [human] recruiting and hiring decision-making [activities]. Outputs are reviewed by appropriate personnel and considered together with other relevant information and are never the sole basis for

significant candidacy or employment decisions. Where required by applicable law, GM will provide additional disclosures and rights, including to request human review.

Disclosures

We may disclose Personal Information within GM, including to GM affiliates. We also may disclose Personal Information to the following categories of third parties:

- to our service providers who work on our behalf and who do not have an independent right to use the Personal Information for the purposes described in "Use" above, such as companies that administer our contests and promotions, host or operate our websites, recruiting technology providers, talent management platforms, applicant tracking systems, send communications, assessment providers, perform data analytics, or assist with background screening providers, and information verification
- AI platform and productivity tool service providers who work on GM's behalf to provide recruiting, candidate relationship management, productivity, or enterprise AI tools that may process limited categories of candidate Personal Information to deliver and improve those services; these providers do not have an independent right to use such information for their own purposes and are bound by GM's data protection requirements
- to third parties such as research partners, if you are represented by a trade union, your trade union, or where you have chosen to receive a service from them or authorized them to request data from GM (for example, supplemental benefit providers)
- in connection with the sale, transfer or financing of a GM business or its assets, including any such activities associated with a bankruptcy proceeding
- as required or permitted by law, such as to comply with a civil, criminal, or regulatory inquiry, investigation, subpoena, or summons by federal, state, local, or other governmental authorities
- as permitted by law, such as (a) when we believe in good faith that disclosure is necessary to protect our rights, your safety, or the safety of others, (b) to prevent, detect, protect against, or respond to security incidents, identity theft, fraud, harassment, malicious or deceptive activities, or other illegal activity, or preserve the integrity or security of systems, (c) to investigate, establish, exercise, prepare for, or defend legal claims, or (d) to conduct screening to ensure you are not on any government list of restricted parties

Apart from the purposes listed above, GM will not disclose information about you with other third parties for their independent use without your permission, or where required by Data Privacy Laws, without your consent.

Sensitive Personal Information

GM may collect and process Personal Information of a more sensitive nature (known in some jurisdictions as special categories of Personal Data or **Sensitive Personal Information**) when you voluntarily provide this information to GM, when we receive it from a third party with your consent, when relevant for a particular position to carry out our obligations under employment

laws, or as Data Privacy Laws otherwise permit. Examples of Sensitive Personal Information include information concerning religion, race/ethnicity, ethnic origin, political opinions or other beliefs, union affiliation or activities, health, sexuality, or criminal administrative proceedings or sanctions.

Within the GM hiring process, we may process the following Sensitive Personal Information:

- Physical or mental health condition, drug, or disability status to determine appropriate workplace accommodations and evaluate fitness for a particular position
- Race/ethnicity, gender, citizenship status, immigration status, nationality, or trade union membership to comply with statutory obligations
- Previous criminal charges or convictions where relevant for the position

Where we have a legitimate need to process this Sensitive Personal Information about you for purposes not identified above, we will only do so after providing you with notice and, if required by Data Privacy Laws, obtaining your prior, express consent.

International data transfers

GM is a global company and therefore may need to transfer your data to a country outside of where it was collected. Typically, data is transferred to the United States for processing, although Personal Information may be transferred to any location where GM, our subsidiaries or our service providers operate worldwide. By engaging with the GM hiring process or visiting the GM careers site you acknowledge and agree to the transfer of your Personal Information to countries outside of your country of residence that may not have the same data privacy laws as those in your home country. Where applicable, GM will adopt additional safeguards to manage material risks posed by these differences in laws.

When GM and its affiliates in the United States, including OnStar, (GM U.S.), receive Personal Information from GM and affiliates outside the United States, (Non-U.S. Companies), we comply with applicable legal requirements providing adequate protection for the transfer of Personal Information to third countries.

We may store Personal Information in the United States, the European Economic Area (EEA), and other locations where we or our service providers maintain servers. With respect to such transfers from the EEA to the United States and other non-EEA jurisdictions, we implement standard contractual clauses and other mechanisms to protect such data. See “How to contact us” below for questions or, where applicable, to request a copy of these standard contractual clauses or to inquire for any requests to access Personal Information or exercise other privacy rights.

Cookies and other tracking technologies

GM may use tracking technologies, such as cookies and pixel tags, on our websites, applications, email messages, and advertisements, sometimes across devices, to gather information about your visit, such as your activity on GM recruiting websites or applications, browser type, IP address, pages visited, activities conducted on the page, and the day and time

of your visit. The tracking technologies we place in our emails help measure the effectiveness of our email campaigns by identifying the individuals who open or act upon an email message, when an email message is opened, how many times an email message is forwarded, the type of software, device, operating system and browser used to deliver the email, and any URL accessed through our email message. We use and disclose the information collected by these tracking technologies, in some cases together with other information that we collect online and offline about you, for the purposes described in this Privacy Statement, including to help us reach you on third party advertising networks. The third party advertising networks and other businesses who operate some of these tracking technologies may also compile information about you that is used to personalize ads delivered to you on third party websites. Details for how we use cookies and tracking technologies as well as any choices you may have to consent to loading cookies are described in our Cookie Policy.

At this time, we do not honor "Do Not Track" signals from a website browser. However, you may refuse or delete cookies. Please refer to your browser Help instructions to learn more about cookies and other technologies and how to manage their use. If you elect to refuse or delete cookies, you will need to repeat this process if you use another computer or change browsers. If you choose to decline cookies, some of the functionality of a website may be impaired.

Communications

We may communicate with you about the GM hiring process via mail, telephone, e-mail, text message, social media, and other electronic messages via our websites and applications.

By consenting in your GM job application to receive text messages with information about the GM hiring process, such as invitations to schedule a telephone screen or an interview, you authorize GM or those acting on our behalf to send text messages using an automatic telephone dialing system to the mobile telephone number provided to us. Message and data rates may apply, and message frequency may vary.

You may **opt-out** of receiving these text messages at any time by replying **STOP** to **37274.** For further assistance, reply **HELP** to **37274** and a Global Talent Acquisition team member will reach out to assist.

If you are not the primary account holder for the mobile telephone that you are using to enroll for GM initiated text messages, you confirm that you are authorized to, and do, consent on behalf of the account holder to receive these messages.

We reserve the right to change and consolidate our telephone numbers, including any short codes. If you do not agree to receive text messages from new telephone numbers, including short codes, your sole remedy is to opt out.

If you no longer wish to receive communications from our Talent Community, you may unsubscribe using a link in one of our Talent Community email notifications. If you would like to

remove yourself completely from our Talent Community, you can opt out by contacting your Talent Acquisition contact.

How we safeguard your information

GM maintains reasonable technical, administrative, and physical security and confidentiality measures designed to help protect Personal Information from unauthorized access or use. We also require (other than in certain emergency situations) third party service providers acting on our behalf or with whom we disclose Personal Information to provide similar security and confidentiality measures. Learn more about cybersecurity at GM by visiting https://www.gm.com/cybersecurity.

How long we keep your Personal Information

We may keep the Personal Information we collect for as long as necessary for the purposes described in this Privacy Statement taking into account applicable country-specific legal and regulatory requirements. Where required, we will de-identify or dispose of the Personal Information we collect when we no longer need it for the uses described in this Privacy Statement. We are required to maintain certain information to comply with laws or if necessary to establish, exercise or defend a legal claim. To the extent possible, we will restrict the processing of your Personal Information for the limited purposes that require its retention.

Privacy Rights

The privacy rights available to you may vary based on local Data Privacy Laws. These rights may include:

- Access my Personal Information
  Obtain a copy of my Personal Information
- Correct my Personal Information
- Delete my Personal Information
- Opt out of selling my Personal Information
- Opt out of processing my Personal Information for targeting advertising (in California, this is called “Do Not Share My Personal Information”)
- Object to or restrict certain processing where applicable; request human review of decisions based solely on automated processing that produce legal or similarly significant effects.

We do not discriminate against candidates who exercise these rights. We take reasonable steps to respond to all requests and will work to process your request in accordance with the laws that apply where you reside. Our processing time varies by country, in the US we typically require up to 45 days to process your request. These timeframes may be extended subject to applicable Data Privacy Laws. We may retain the Personal Information you submit with your request for as long as required or permitted by applicable law.

Exercise these rights by contacting your recruiter or by contacting our privacy officer at the following email address: privacy@gm.com. California residents should follow the instructions in "California" below. We will process your request as soon as practicable, however we may need to retain certain information for recordkeeping purposes, to complete any transactions that you began prior to your request, or for other purposes as required or permitted by Data Privacy Laws. The data controller for candidate Personal Information is the General Motors entity that you applied to, typically General Motors Company in the United States.

You also have a right to lodge a complaint with the applicable data protection authority if you believe that your Personal Information has been processed in violation of the applicable Data Privacy Law.

California

California residents have the right to submit privacy requests to access, review, correct, or delete the Personal Information GM collects and uses or to request to opt out of Personal Information sale, sharing, automated decision making, or profiling. For more information and instructions for making a request, please review the Additional Information for California Consumers.

Changes to this Privacy Statement

We may amend this Privacy Statement from time to time. In some cases, we will notify you of this change by posting a new effective date at the top of this Privacy Statement. When there is a material change to this Privacy Statement, then we will notify you as required by law, such as by email or through a notice on the applicable website.

No contract

This Privacy Statement does not constitute a contract between General Motors and any candidate, job applicant or other individual.

How to contact us

If you have any questions or comments about this Privacy Statement, the ways in which we collect, use, and disclose your Personal Information, or your choices and rights regarding such uses and disclosures, please do not hesitate to contact us at privacy@gm.com.