

General Motors

Employee Appreciation Certificate Program

Terms and Conditions

At the sole discretion of General Motors (GM), GM may issue Employee Appreciation Certificate(s) to eligible GM and GM Financial employees as described below through the GM Employee Appreciation Program (The Program).

These GM Employee Appreciation Certificate Terms and Conditions (Program T&C) serve as a supplement to the General Motors Vehicle Purchase Programs Rules and Guidelines. All Program T&C and General Motors Vehicle Purchase Programs Rules and Guidelines apply to any transaction made through The Program. Further, by initiating use of The Program (i.e., obtaining an authorization number for The Program), the employee acknowledges, and agrees to abide by, The Program T&C.

Eligibility

The Program is only available to active GM salaried employees, levels 2 through 7, and GM Financial salaried employees, levels 1 through 3. Temporary employees, interns and co-op employees are NOT eligible.

The employee must be an active GM or GM Financial employee from the date the purchasing process is started through the date of vehicle delivery. Qualifying GM or GM Financial employees get one Employee Appreciation Certificate that is valid for eligible, new retail vehicle delivery from January 3, 2026 through January 3, 2028.

Program Value

The amount of the Employee Appreciation Certificates is non-negotiable. The Certificate must be used toward the purchase or lease of an eligible vehicle and cannot be redeemed for cash.

The value of the Employee Appreciation Certificates will be based on the vehicle make and model on the date he/she takes delivery of the vehicle. If a GM employee is promoted to a level 8 or above or a GM Financial employee is promoted above a level 3, he/she will no longer receive a certificate.

Sponsored Purchasers and Transferability

An Employee Appreciation Certificate may only be used by the employee to whom it was granted. Employee Appreciation Certificates are nontransferable and cannot be transferred to any other individual.

No other purchaser may be sponsored through The Program.

Program Rules

The Program may be used by the employee to purchase/lease one new and unused eligible vehicle OR one Company-Owned Vehicle. Vehicle eligibility may be found at www.gmfamilyfirst.com/vehicles/. Only one Employee Appreciation Certificate may be used per eligible transaction, and an Employee Appreciation Certificate may only be used once.

Each Employee Appreciation Certificate will include a "valid through" date after which the Employee Appreciation Certificate will expire. Employee must complete the purchase/lease transaction on or before the valid-through date.

The Program must be used in conjunction with the GM Employee Discount Program OR the GM Company-Owned Vehicle Discount. In order to use The Program, an authorization number must be obtained for The Program AND for either the GM Employee Discount Program OR the Company-Owned Vehicle Discount. Both authorization numbers must be presented to the participating dealer at the time of purchase/lease.



Required Documentation

In addition to a valid authorization number, Purchasers must present the following document to a participating GM dealer in order to purchase or lease under the Program: A copy of the eligible Purchaser's driver's license, with the driver's license number redacted, showing the ZIP Code and Date of Birth that was used to obtain the authorization number. The eligible Purchaser's Date of Birth and ZIP Code must match the eligible Purchaser's driver's license.

Titling Restrictions

A vehicle purchased/leased under The Program must be used for the **personal, noncommercial use**/transportation of the Participant. Vehicles purchased under the Program must be registered, licensed, titled, insured and owned by the Participant. The Participant must be the person named as the Purchaser on the CDA form. Vehicles may also be titled in the name of a living trust that bears the Participant's name.

Vehicles may be titled with a co-buyer provided the Participant, who is named as the Purchaser on the Customer Dealer Agreement, is listed as a co-buyer on the:

- Title
- Registration
- Financing documents
- Insurance documents

Participants and Sponsored Purchasers who enter into financing agreements (i.e., a loan or lease) are obligated to repay all amounts whether they are an individual buyer/lessee or a co-buyer/co-lessee.

Dealer Participation

Dealer participation is voluntary. Dealers are not required to participate in The Program. If the dealer you visit is not willing to sell you a vehicle through The Program, you may visit another GM Dealer. To determine a specific dealer's willingness to sell vehicles under The Program, you must contact the dealer directly.

General Motors may unilaterally modify, change or withdraw The Program at any time.

Compliance with Applicable Laws

If any law or regulation is adopted or interpreted which, in GM's opinion, prohibits or penalizes the implementation of The Program, GM may, in its sole discretion, cancel The Program or any order submitted pursuant to The Program without any further obligation and without any liability to either the dealer or The Participant.

GENERAL MOTORS TERMS AND CONDITIONS CANNOT BE MODIFIED BY ANYONE OTHER THAN GENERAL MOTORS.

(Rev. 1/2/26)