



2025 Classified Compensation Summary

Tarek Alaaddin

GMIN: 806855164

Performance Rating: Partially Meets Expectations (results in 50% Individual Performance)

Currency: USD

Current Grade: 7A

Salary Range Midpoint: 181,700

Target Compensation

| | <u>2024</u> | <u>% increase</u> | <u>2025</u> |
|----------------------------------|-------------|-------------------|----------------|
| Total Target Compensation | 175,418 | | 175,418 |
| Salary | 155,237 | | 155,237 |
| teamGM Target % | 13% | | 13% |
| teamGM Target | 20,181 | | 20,181 |

2024 teamGM Payout Details

| | |
|---------------------------------|---------------|
| teamGM Target | 20,181 |
| Individual Performance | 50% |
| Company Performance | <u>144%</u> |
| Total Performance | <u>72%</u> |
| Final 2024 teamGM Payout | 14,530 |

Total Performance = Individual Performance multiplied by Company Performance

By continuing your employment with General Motors LLC ("GM"), you are accepting the changes to your compensation noted above and confirming that you have no claim for additional pay or compensation for your work and that you have been paid in full all compensation due to you.

You also affirm that all terms of your executed Employment Agreement with GM remain unchanged and in effect and you agree to continue to honor the commitments to GM as set forth in that Employment Agreement.