

**GENERAL DYNAMICS**

TRANSPARENCY.  
TRUST.  
ALIGNMENT.  
HONESTY.

2023 | Corporate Sustainability Report



TRANSPARENCY.  
TRUST.  
ALIGNMENT.  
HONESTY.

## OUR ETHOS

**Our Ethos is our defining moral character.**

It is what sets General Dynamics apart. Our Ethos ensures that each of us behaves according to our shared values and uses those values to guide every endeavor. Dedicated to transparency, trust, alignment and honesty, we are unified in our commitment to act as good stewards of the investments our shareholders, customers, employees and communities make in us — now and in the future.



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## From Our CEO

Our company is committed to the principles of trust, transparency, honesty and alignment that are foundational to our Ethos. This Ethos drives our decisions and is the standard to which we hold ourselves. It is also the basis for the decisions and programs discussed in this report.

We have long been committed to stewarding our resources in a way that ensures their sustainability. This report chronicles the progress we have made in the last year. You will read that we continue to improve in protecting the environment, diversifying our workforce and adopting best practices for corporate governance. We will continue to act on our commitments to our shareholders, customers, employees, communities and environment.

Sincerely,

Phebe N. Novakovic  
Chairman and Chief Executive Officer

# HIGHLIGHTS

## GOVERNANCE

- We have a **Sustainability Committee** on our board of directors to oversee **sustainability efforts** across the company.
- We have a **lead director** to provide **independent oversight** of the company.
- We have a comprehensive ethics program to **align business practices** across the company with **our Ethos**.

## ENVIRONMENTAL

- We have **reduced Scope 1 and 2 emissions by 11%** since 2019, consistent with our target to cut greenhouse gas emissions by 40% by 2034.
- We have **reduced CO<sub>2</sub>e emissions per million dollars of revenue by 25%** since 2008, or 44% per dollar of revenue.
- We continue to lead the business aviation industry in the adoption and availability of **sustainable aviation fuel**, flying more than 2 million nautical miles on **SAF** blends and uplifting more than 10 million gallons to customers.



## SOCIAL

- We continue to expand the diversity of our workforce, **growing the percentage of people of color** in both our total workforce and management positions.
- We employ **veterans** at a rate **three times** that of the total U.S. civilian labor force.
- We operate more than **60 sites** under ISO 45001, widely regarded as the **world's highest occupational health and safety standard**.
- We have extensive pipeline programs for high school students and partnerships with **Historically Black Colleges and Universities** and **Hispanic-Serving Institutions**.



# ABOUT US

General Dynamics is a publicly traded global aerospace and defense company. We offer a broad portfolio of products and services in business aviation; ship construction and repair; land combat vehicles, weapons systems and munitions; and technology products and services.

Our core competency is the design, engineering and manufacturing of complex and differentiated products and services for aerospace and defense customers. We understand the importance of the solutions we deliver and work to ensure quality and safety in all things we create.

## Our Business Units

### AEROSPACE

#### Gulfstream®

Gulfstream produces the world's most technologically advanced business jets and offers unmatched customer support.



Jet Aviation provides comprehensive business aviation services, custom completions, and a global network of facilities for aircraft owners and operators.

### MARINE SYSTEMS

#### GENERAL DYNAMICS

Bath Iron Works

Bath Iron Works designs and builds guided missile destroyers for the U.S. Navy, and provides and provides lifecycle support services for multiple ship classes.

#### GENERAL DYNAMICS

Electric Boat

Electric Boat is the premier designer and builder of nuclear-powered submarines for the U.S. Navy.

#### GENERAL DYNAMICS

NASSCO

NASSCO specializes in the design and construction of auxiliary and support ships, oil tankers, and dry cargo carriers, and is a major provider of repair services for the U.S. Navy.

### COMBAT SYSTEMS

#### GENERAL DYNAMICS

European Land Systems

European Land Systems is a global leader in the design and manufacture of wheeled and tracked combat vehicles and bridge systems.

#### GENERAL DYNAMICS

Land Systems

Land Systems produces highly capable military vehicles, including the Abrams tank, Stryker combat vehicle and Light Armored Vehicle.

#### GENERAL DYNAMICS

Ordnance and Tactical Systems

Ordnance and Tactical Systems is a leading designer, developer and manufacturer of munitions, weapons and tactical systems.

### TECHNOLOGIES

#### GDIT

Information Technology (GDIT) designs, builds and operates large-scale enterprise information systems for the U.S. government and other customers to deliver a broad range of technical, professional and training services.

#### GENERAL DYNAMICS

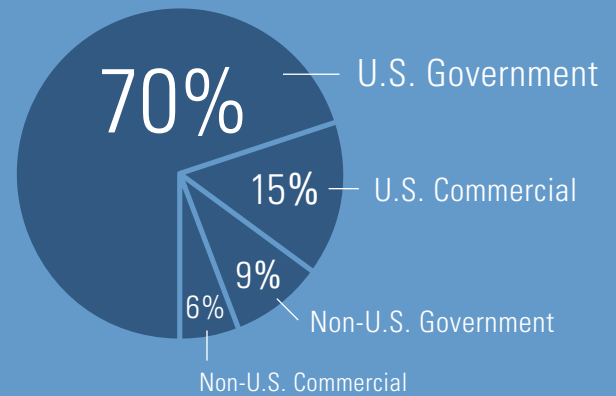
Mission Systems

Mission Systems is a leading C5ISR integrator of secure communications and of command and control systems, sensors, and cyber products.

## 2022 FINANCIAL HIGHLIGHTS

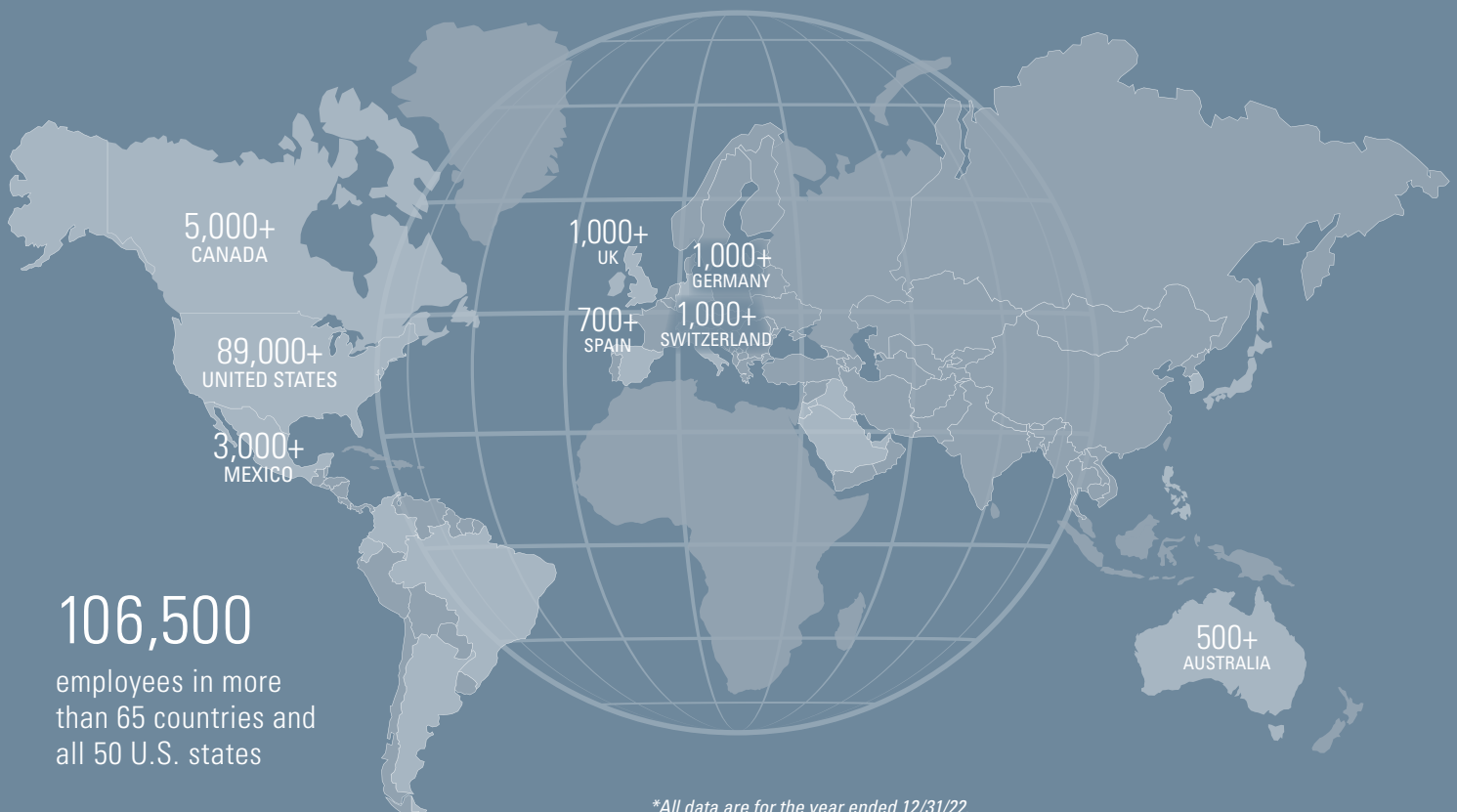
- Total Revenue: **\$39.4 billion**
- Operating Earnings: **\$4.2 billion**
- Capital Expenditures and Company-Sponsored R&D: **\$1.6 billion**
- Net Income Tax Paid: **\$1.25 billion**

## CUSTOMERS (% of consolidated revenue)\*



We take seriously our responsibility to return value to our shareholders while at the same time investing for the future. In 2022, we **returned \$2.6 billion to our investors** through dividends and share repurchases, **while investing \$1.6 billion** in capital expenditures and company-sponsored research and development.

## OUR WORKFORCE



**106,500**  
employees in more than 65 countries and all 50 U.S. states

*\*All data are for the year ended 12/31/22. Please refer to General Dynamics' Annual Report on Form 10-K for additional information.*





*Electric Boat employees*

## Our Ethos at Work

### TRANSPARENCY, TRUST, ALIGNMENT, HONESTY:

**Drive** how we operate our business. We pursue operating excellence by anticipating customer needs; driving innovation; improving processes; and reducing waste, emissions and energy consumption. We believe in being wise stewards of capital and resources.

**Govern** how we engage with our employees, customers, partners and suppliers. We must be forthright and open to change. We seek employees, partners and suppliers that adhere to these values in their businesses and expect them to meet the same high standards as we hold ourselves.

**Guide** our interactions with each other. As a community of people, we are dedicated to our company's purpose and to promoting the health, welfare and safety of our employees. We treat each other with dignity and respect, celebrating our similarities as well as our differences, and making an effort to understand and support one another.

**Ensure** fair compensation and equal employment opportunity in a principled and productive work environment. Our values motivate us to promote strong workplace practices with diversity, training and opportunities for scholarship. We stand behind basic universal human rights, including that all employment must be voluntary. We unequivocally oppose human trafficking in all forms.

**Connect** us with our communities. Fulfilling our obligation to be a good corporate citizen means that we engage in actions that further the well-being of our communities. We do this by supporting participation in social welfare organizations; promoting volunteerism; and undertaking initiatives to mitigate climate change, drive out hazardous waste from our processes and protect water resources.

# GOVERNANCE



## Board of Directors

Our board of directors is committed to the principle that good corporate governance enhances shareholder value. Through strong market-leading corporate governance practices, we promote a culture of ethics and integrity, empowering leaders at all levels to do what is right for our customers, suppliers, employees and communities.

Our deeply engaged and experienced board is central to our company's culture of accountability and continuous improvement. It reflects a diverse and well-qualified group of business leaders and aerospace and defense industry experts, as well as financial and strategic advisers.

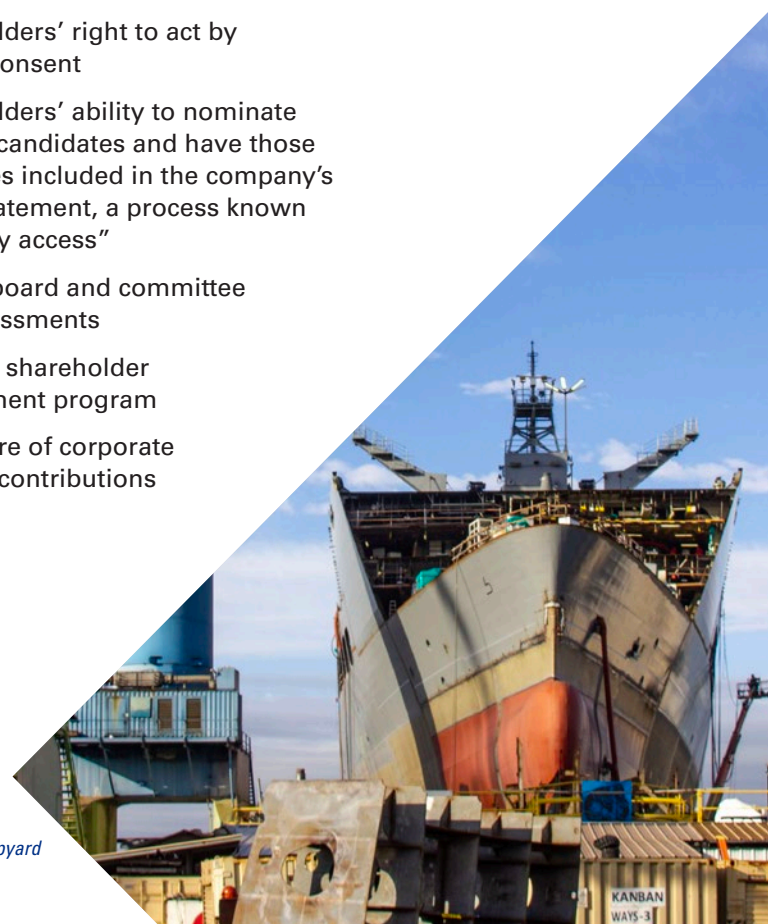
Other than our CEO, all of our directors are independent. Each of our board committees is chaired by an independent director.

The General Dynamics corporate governance guidelines provide a framework for effective governance of the board and the company. The board's commitment is demonstrated by key corporate governance practices, including:

- Strong board independence
- An independent lead director

- A majority voting standard for the election of directors, coupled with a director resignation policy
- Shareholders' right to call a special meeting
- Shareholders' right to act by written consent
- Shareholders' ability to nominate director candidates and have those nominees included in the company's proxy statement, a process known as "proxy access"
- Annual board and committee self-assessments
- A robust shareholder engagement program
- Disclosure of corporate political contributions

*NASSCO shipyard  
in San Diego*



## BALANCED BOARD WITH UNIQUE PERSPECTIVES

Our board includes directors who are or have:

- ✓ Significant financial backgrounds or expertise
- ✓ Experience in leading complex operating and manufacturing organizations
- ✓ Prior top leadership posts in the military or U.S. Department of Defense
- ✓ Women or other underrepresented groups
- ✓ Current or former public company directors
- ✓ Current or past CEOs of complex, global and/or public companies
- ✓ Experience in corporate sustainability matters and reporting
- ✓ Technology and cybersecurity knowledge and expertise

## Board Oversight of Risk

Our comprehensive risk management program is conducted by senior management and overseen by the board of directors. In particular, the board oversees management's identification and prioritization of risk, focusing on the most significant current and emerging risks facing the company that could have a substantive financial or strategic impact. Each year, the full board reviews and approves a corporate policy addressing the delegation of authority and assignment of management responsibility, allocating the most significant risks and decisions to senior management.

The following summarizes the key elements of the roles of the board, senior management and external advisers in our risk management program:

- The board oversees risk management, focusing on the most significant risks facing the company, including strategic, operational, financial, legal, environmental, cybersecurity and reputational risks.
- Each board committee is integral to risk management and reports specific risk management matters as necessary to the full board.
- The board's Sustainability Committee oversees corporate sustainability practices and management, including those relating to environmental, health and safety, human rights, and social matters.
- Senior management is responsible for day-to-day risk management and conducts thorough assessments through internal management processes and controls.

- The CEO and senior management team provide the board with a dedicated and comprehensive briefing of significant risks at least twice per year, and the board is briefed as needed throughout the year on specific risks as they arise, allowing the board to adjust its oversight strategy on a case-by-case basis as risk environments evolve.
- External advisers provide independent advice about specific risks and review and comment on risk management processes and procedures as necessary.



*G600 in Gulfstream's service facility at Phoenix-Mesa Gateway Airport*

## Board Oversight of Sustainability

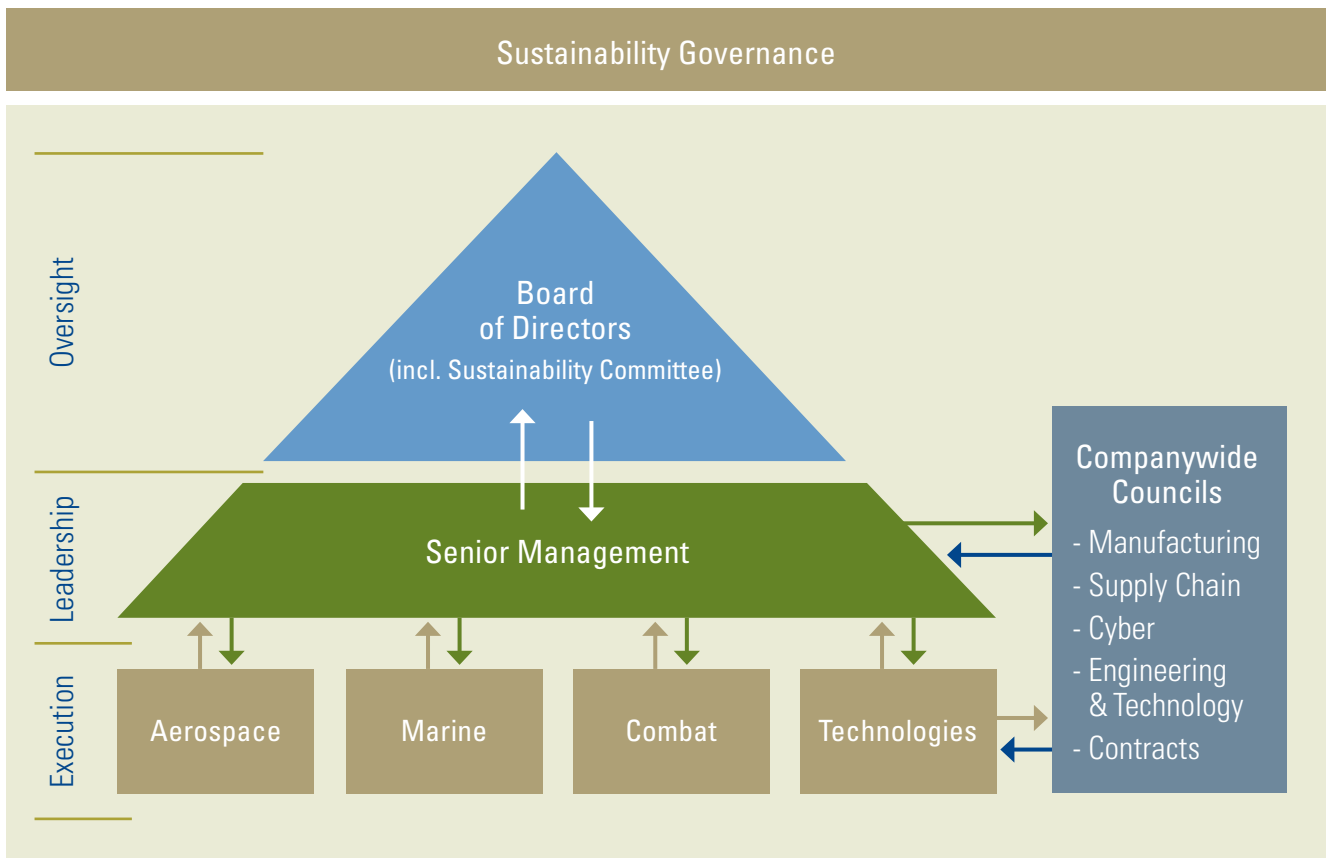
The board maintains oversight of risks and opportunities, including those related to sustainability matters. It takes these risks and opportunities into account as it exercises its duties.

The fully independent Sustainability Committee is responsible for assisting the board in fulfilling its oversight duties. The Sustainability Committee provides oversight of corporate sustainability management and practices, including those related to environmental, health and safety, human rights, and social matters. It is chaired by an independent director with expertise and

unique experience in the environmental, social and governance (ESG) field. Currently, the committee is chaired by a former board co-chair of the Value Reporting Foundation, now part of the International Financial Reporting Standards (IFRS) Foundation.

Climate-related risks and opportunities are addressed at the board and committee levels. The Sustainability Committee receives briefings on the company's approach and progress on greenhouse gas emissions. Business unit presidents also address specific climate-related risks or opportunities.

**We focus our sustainability efforts on the areas that present the most significant risks and opportunities.**



## Management

Accountable to the board, our management ensures the company's business decisions recognize the economic, environmental and social considerations in our operational strategy.

Our corporate headquarters is responsible for setting the overall strategic direction and governance of the company; allocating and deploying capital; and ensuring a culture of ethics and integrity that defines how we engage with our employees, communities, customers and suppliers. Our operating processes and activities incorporate initiatives to improve diversity, promote inclusion, reduce emissions and waste, and adhere to standards that lower risk and drive a healthier and safer workforce and community.

Each of our 10 business units (BUs) closely adheres to our corporate vision while maintaining individual responsibility for executing its operating plan. This model empowers our businesses to stay close to their customers while having the agility to make wise decisions quickly. It also allows our businesses to anticipate, adapt and react to our customers' rapidly changing needs.

**In 2022, General Dynamics invested more than \$1.6 billion in capital expenditures and company-sponsored R&D.**

### Companywide Councils

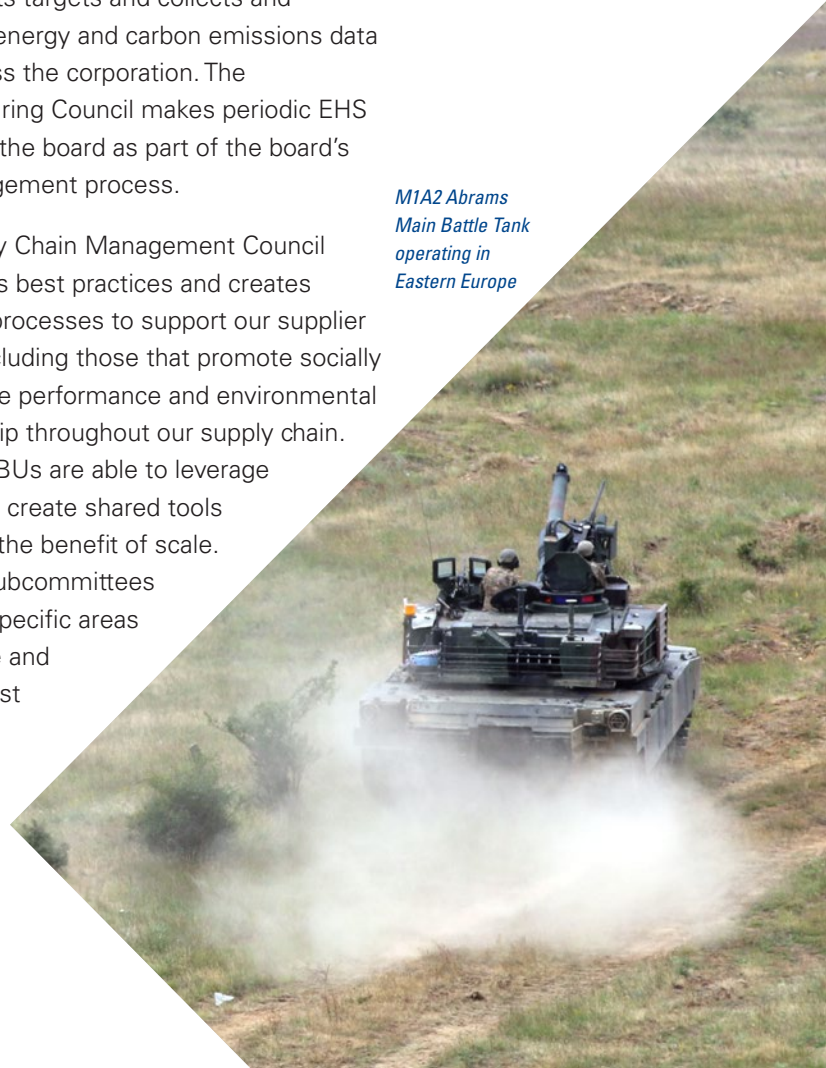
General Dynamics has companywide councils that share information and best practices throughout the enterprise. These councils are made up of senior operational

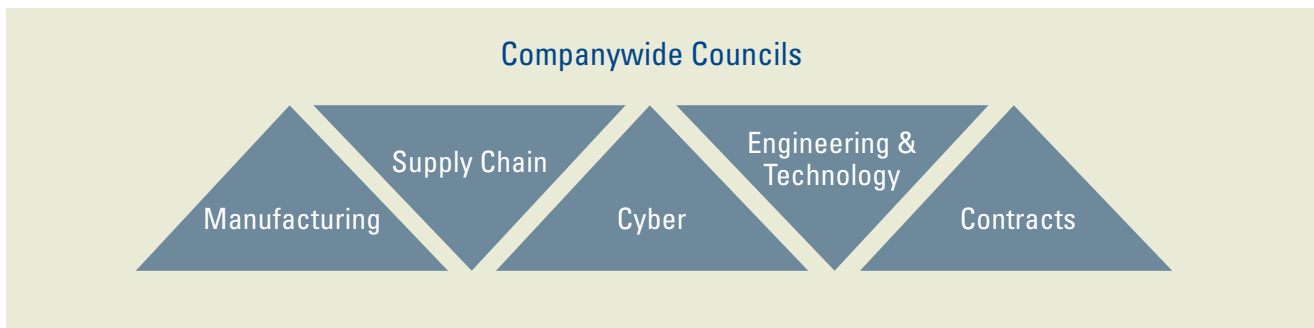
executives from our BUs. Many are considered experts in their fields and, within their council duties, help address issues of shared importance, including those relating to climate. The chair of each council reports directly to the CEO on council matters, with mentorship from an assigned executive vice president.

Our Manufacturing Council includes an Environment, Health and Safety (EHS) Committee that directly addresses sustainability, energy and environmental issues. Each GD BU is represented by a senior EHS professional assigned by the business unit (BU) president. This subcommittee supports companywide efforts regarding sustainability matters. For example, the subcommittee helps each BU establish its targets and collects and assesses energy and carbon emissions data from across the corporation. The Manufacturing Council makes periodic EHS reports to the board as part of the board's risk management process.

Our Supply Chain Management Council also shares best practices and creates common processes to support our supplier efforts, including those that promote socially responsible performance and environmental stewardship throughout our supply chain. Individual BUs are able to leverage resources, create shared tools and enjoy the benefit of scale. Multiple subcommittees focus on specific areas to improve and achieve cost

*M1A2 Abrams  
Main Battle Tank  
operating in  
Eastern Europe*





and time savings, such as travel and transportation and use of e-tools.

Our Engineering and Technology Council identifies best practices and emerging technologies to aid in improving overall engineering performance, including areas related to sustainability. The council has a continuous improvement working group that is specifically focused on process efficiencies.

Our Contracts Council monitors emerging regulations, including those related to climate and human capital disclosure requirements, and provides advice to BUs regarding government and commercial contracting.

More details regarding our Cyber Council can be found in the [Cybersecurity and Data Privacy](#) section of this report.

### Business Model Resilience

Our businesses maintain and exercise plans to ensure continuity of operations in the event of a natural disaster, accident, cyber incident or other crisis. Our decentralized business model aims to minimize single points of failure, with decision-making authority delegated to the lowest competent level. We conduct drills and tabletop exercises with leaders to ensure we are able to respond quickly to crises.

### Executive Compensation

Our compensation program, which covers named executive officers, BU presidents and other key executives, can include strategic and operating goals that specifically encompass sustainability topics where appropriate for the executive's role. For example, each of our named executive officers has sustainability efforts included in the goals used to assess their performance. The sustainability goals vary depending on the officer's role and responsibilities, but encompass efforts to reduce greenhouse gas emissions, initiatives to promote environmental conservation and programs targeted to bring new technologies to market.

Our executive compensation program is rooted in a longstanding pay-for-performance philosophy. To incentivize this focus on creating long-term value, our executive compensation is tied to defined financial and nonfinancial performance metrics that align with creating shareholder value. These metrics also include a stakeholder-centric strategic and operational component, which incorporates environmental, human and social capital sustainability objectives.

More information about executive compensation is available in our [proxy statement](#).

## Ethics

The foundation of our culture is our Ethos, which shapes how General Dynamics employees act according to our shared values of transparency, trust, alignment and honesty.



With approximately 70% of our revenue from the U.S. government, and with our Aerospace segment subject to rigorous FAA oversight, we operate in a highly regulated environment. We are subject to regular audit and review by multiple U.S. government agencies to assess our compliance with applicable laws, regulations and standards.

The U.S. government also reviews the adequacy of, and compliance with, internal control systems and policies, including our purchasing, property estimating, material, earned value management and accounting systems.

Every employee is expected to uphold our high standards. Each employee hears this message from their first day on the job and throughout their career with GD. Not only do we foster an ethical work environment, we work to create an environment where employees feel safe, empowered and equipped to speak up and do the right thing.



*Gulfstream G600 flight deck*

Our board and our key financial professionals are required to follow ethics codes specific to their roles, which they commit to annually. These codes have been carefully crafted by leadership to align with our Ethos. With their signature, our chairman, board members and financial leaders promise to manage our business in accordance with the highest standards of ethical conduct.

### Tools and Resources

Our commitment to ethics is highly visible, readily available and continually reinforced. We equip our employees with the tools and resources they need to do the right thing.

One such step is to require new employees to acknowledge receipt of, understanding of and compliance with our Ethos and [Our Standards of Business Ethics and Conduct](#). Available in 18 languages, the code of conduct establishes our standard that



all employees conduct business in accordance with our Ethos, applicable law and our company policies.


Our management and leadership teams and the ethics, human resources and legal departments are equipped to assist and provide guidance as needed for our employees who raise questions, seek advice or express concerns. They strive to foster an open and safe environment and embed our Ethos and commitment to ethics in ongoing communications.

Each GD facility is equipped with prominent awareness centers that reinforce our Ethos, outline tools available to employees, and list the Ethics Help Line website and toll-free number. A message from our CEO is included in each awareness center to further demonstrate our position. The GD Business Ethics Help Line is a 24-hour help line, accessible by phone or the web, and available to employees in 13 languages. Questions or concerns can be raised through the help line, anonymously or otherwise.

All reported concerns are investigated promptly and in confidence. If we find that our standards have been violated, we take action, including involuntary termination or disciplinary action; implementing system-wide changes; and/or notifying governmental offices or agencies, customers and/or suppliers.

We strictly prohibit retaliation against anyone who raises an ethics or compliance issue in good faith, and we take action against those who are found to have retaliated.

Our expectations to operate with integrity go beyond our employees. Suppliers, vendors, contractors and joint-venture partners are expected to develop effective ethics and compliance programs as well.



*Virginia-class submarine section being moved at Electric Boat's shipyard in Groton, Connecticut*

In 2022, 80% of fraud, waste and abuse concerns submitted were made through named reporting rather than anonymous reporting, reflecting a **high degree of trust in the integrity and effectiveness of our program.**

## Global Network of Ethics Officers

Each business has one senior ethics officer (EO) who has direct access to leadership to discuss trends, opportunities and communication strategies. These senior EOs also meet regularly as a group to discuss best practices that can be shared across our portfolio. In addition, they work with other EOs in the defense industry through the Defense Industry Initiative to share best practices, which helps us continuously improve our programs.

In support of the EOs, we have nearly 100 part-time local ethics officers (LEOs). Our LEOs, selected by their leadership based on proven character, are embedded in locations with our largest employee populations. Working side by side with other employees, LEOs are accessible resources who answer questions, provide communications and training, conduct investigations, and further ingrain ethics into the everyday activities within our work environment.


## Ethical Business Around the World

We provide services and products to governments around the world. The laws and regulations relating to doing business with government customers and public officials are complex. As such, we provide our employees with the appropriate resources to comply with applicable laws and regulations.

We also abide by the laws and regulations regarding the import and export of our products, information and technical data, including the U.S. International Traffic in Arms Regulations (ITAR) and Export Administration Regulations (EAR). Nearly every country has laws and regulations that control the international movement (e.g.,

imports, exports, re-exports and technology transfers) of specified product information and services, and we ensure that we remain current with these laws and regulations.

Our robust anti-corruption compliance program is rooted in our Ethos and tailored to potential risks faced in our business. Designated anti-corruption officers and other compliance professionals at each BU help carry out the program and serve as a resource. Elements of the program include written policies and procedures, training, risk-based management and third-party due diligence, multiple reporting systems, and compliance audits.



**Our robust anti-corruption compliance program is rooted in our Ethos.**

*HOOK3 Combat Survival  
Radio made by  
Mission Systems*





*Employee welding at NASSCO*

In addition, to promote and advance ethical cultures in companies that provide products and services to the U.S. government, General Dynamics is a founding member of the nonprofit, volunteer organization, the Defense Industry Initiative (DII). Partnering with 16 other working group members, we deliver an annual, in-person Best Practices Forum, offer quarterly webinars to assist ethics officers with their ethics and compliance programs, and host an online community to enable real-time discussions and field questions relating to ethics. We also launched an initiative sponsoring multiple small and medium-sized companies, offering them access to a model supplier code of conduct, a small-business tool kit and the opportunity to network with others in the DII.



*Defense Industry Initiative Best Practices Forum*

ENVIRONMENTAL



We promote the long-term sustainability of our company for our customers, employees and shareholders by identifying ways to reduce our environmental impact while continuing to deliver quality services and products. This commitment is shared at all levels of our business.

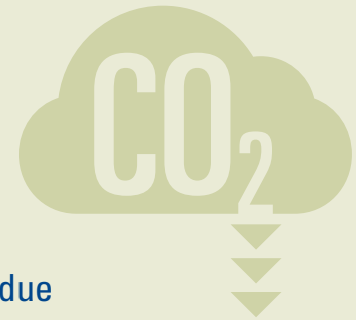


Gulfstream  
G600

## PROGRESS HIGHLIGHTS

We continue to work toward our companywide goal of reducing greenhouse gas emissions by 40% from our 2019 baseline by 2034.

- ▼ **11%** Scope 1 and Scope 2 emissions since 2019
- ▼ **44%** CO<sub>2</sub>e emissions per dollar of revenue since 2008
- ▼ **27,565** MtCO<sub>2</sub>e emissions avoided in 2022 due to 35 emission reduction initiatives



We regularly evaluate how our business strategy comports with our goal of maintaining sustainable environmental practices over the long term. We seek to protect the environment by improving operating efficiency, lowering costs, minimizing waste and emissions, reducing the use of fossil fuels, and ensuring that we remain compliant with applicable environmental laws and regulations in a way that enhances long-term shareholder value.

As part of our commitment to environmental management, more than 60 of our sites operate under ISO 14001, a voluntary certification of international standards that specifies requirements for an effective environmental management system (EMS).

Our approach to protecting the environment is built around these objectives:

- Operate our facilities in compliance with applicable laws and regulations in order to protect the health and safety of our employees, surrounding communities and the environment;
- Reduce carbon emissions in order to reach our companywide goal;
- Reuse, recycle and minimize the use of natural resources;
- Drive out solid waste from our manufacturing processes;
- Integrate environmental considerations into business planning and decisions, including design, procurement, production, facilities management and product support;

- Promote a workplace in which employees carry a sense of personal responsibility for protecting the environment;
- Work with our customers to meet their environmental needs and goals, and manage suppliers consistent with our environmental compliance and management programs; and
- Maintain a management system for environmental matters at each business unit that is designed to voluntarily meet internationally accepted standards.

## Collaboration

Each of our businesses has professional Environment, Health and Safety (EHS) programs to ensure our facilities operate safely and comply with company programs and practices to minimize environmental impacts. Each business identifies risks and opportunities and develops annual objectives to drive continuous improvement in EHS performance.

We have an active EHS committee that includes experts from each business unit to promote best practices and develop shared strategies. This group is dedicated to promoting a safety- and environment-conscious culture across the company, monitoring and continuously ensuring compliance with laws, regulations and corporate policies.

## Climate Resiliency and Reduction of Greenhouse Gas Emissions

**Strategy.** We recognize the importance of addressing climate change. As a result, we identify and mitigate climate-related risks within our existing risk management framework and promote continuous improvement across our global operations.

We look for opportunities to create efficiencies, develop sustainable products and services, and invest in technologies that reduce the carbon footprint of our business and our customers. Our decentralized business model and diverse lines of business across multiple states and countries enable each business to develop its own set of operating objectives to reduce GHG emissions.

We strive to offer transparency about our environmental impact, as well as our actions to lessen those impacts. We participate in the CDP (formerly known as the Climate Disclosure Project) Climate Change questionnaire, a disclosure mechanism for companies to provide information to their stakeholders regarding sustainability performance, governance, and management of climate risks and opportunities.

**Governance.** Our board focuses its oversight on material risks and opportunities, including those related to sustainability matters as described in the [Governance section](#) of this report. The Sustainability Committee provides oversight of corporate sustainability management and practices, including those related to environmental impact and climate change. Management is accountable to the board, and incorporates economic, environmental and social considerations in its decision-making to support the company's operational strategy.

**Managing Climate Risk.** We manage risks associated with climate change within our comprehensive risk management process, led by senior management that is conducted by senior management and overseen by the board. The board focuses on the most significant current and emerging risks facing the company, including environmental risks that could have a substantive financial or strategic impact.



*Jet Aviation employee working with SAF fuel truck, Van Nuys facility*

Senior management, including business unit leadership, is responsible for day-to-day risk management since they are best positioned to understand their local climate and environmental risks. They conduct thorough assessments through internal management processes and controls. The CEO and senior management team keep the board and its committees informed throughout the year as needed on specific risks facing the company, including environmental risks.

We consider potential climate change hazards, such as coastal flooding and sea level rise, to build climate-resilient infrastructure. For example, as a shipyard on a major coastal river in Maine, Bath Iron Works monitors the threats of tidal flooding and rising sea levels. Select climate risks and opportunities are discussed in our [CDP response](#).

As part of its strategic facility planning process, **Bath Iron Works** incorporated predicted flood levels in its future facility plans and layouts. When new buildings are constructed, its **adaptation strategy** sets heights of building foundations at or above the **anticipated 2050 FEMA 100-year floodplain levels** to account for future sea-level rise. This **strategic planning** work enables infrastructure to withstand stresses while sustaining minimal damage that could occur as a result of climate change impacts.

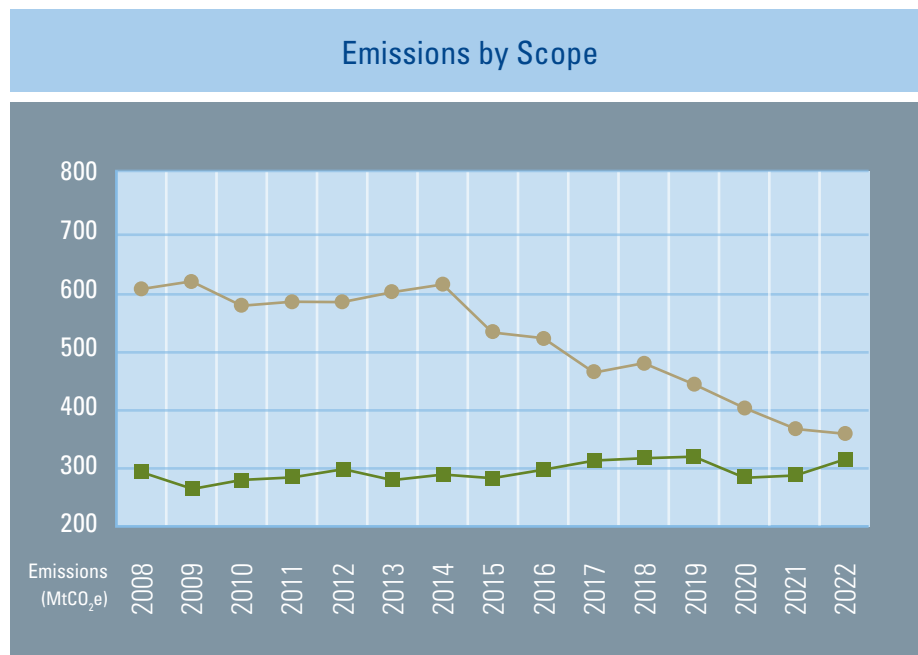
**Progress Toward Our Target.** We have committed to a companywide target of reducing Scope 1 and Scope 2 GHG emissions by 40% by 2034, from a 2019 base year. The target was developed using standards articulated by the Greenhouse

Gas Protocol and the Science Based Targets Initiative and is aligned with efforts to limit global temperature increase to well below 2 degrees Celsius.

In order to achieve this goal, each business unit has its own road map to align with the overall companywide target. These pathways consist of initiatives like energy efficiency projects, procuring renewable energy and fuel switching where applicable.

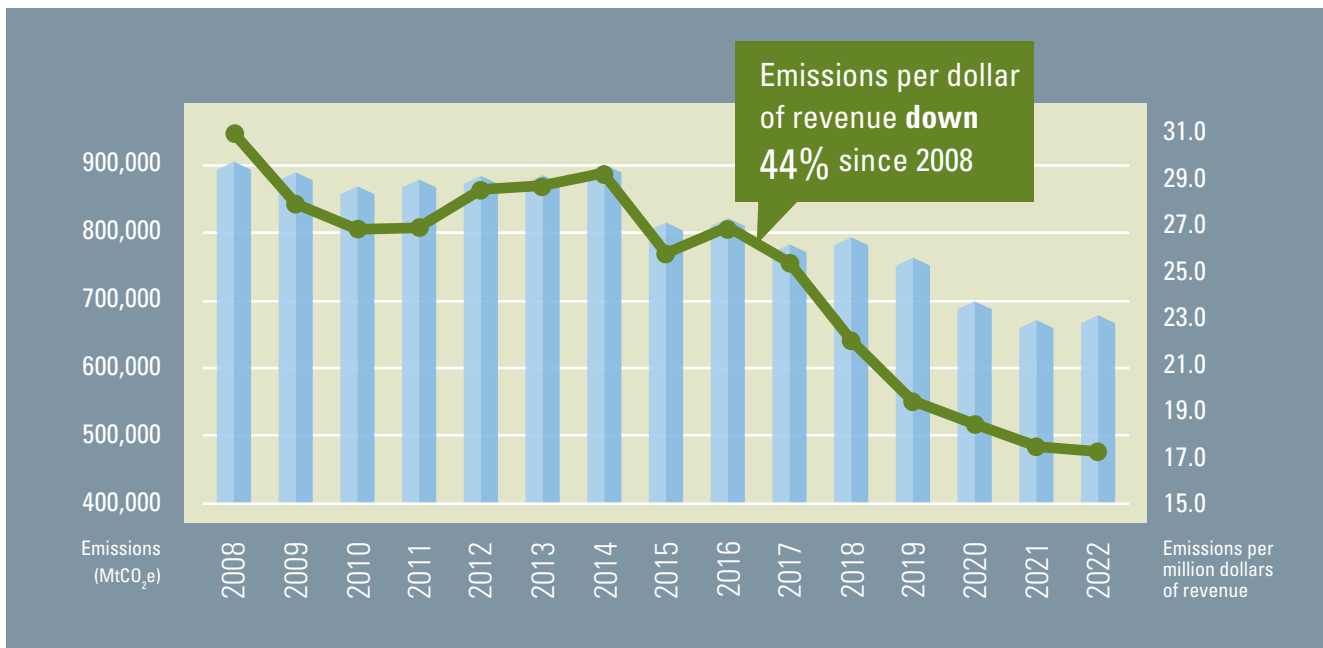
We continue to make progress toward our goal, having already reduced Scope 1 and Scope 2 emissions by 11% from our 2019 baseline.

2022 Emissions (Metric Tons CO <sub>2</sub> e)	
Scope 1	307,359
Scope 2 (market-based)	370,828
<b>Total Emissions</b>	<b>678,187</b>



■ Scope 1      ● Scope 2

## GHG Emissions (MtCO<sub>2</sub>e)



■ Emissions

● Emissions per million dollars of revenue

Since 2008, our GHG emissions have declined by 25%, even as our company has grown and increased revenue by 35%. As a result, we have reduced total GHG emissions per dollar of revenue by 44%.

As a government contractor, our ability to meet our emissions targets depends in part on our customers' conduct and direction. For example, some of our contracts specify the manner, means or place of performance in ways that constrain our ability to reduce GHG emissions associated with contract performance. In other instances, we perform work at government-owned facilities, where emissions may be attributable to us under disclosure protocols but where we have limited or no ability to change relevant aspects of the facility.



*USS John Basilone Arleigh Burke-class destroyer*

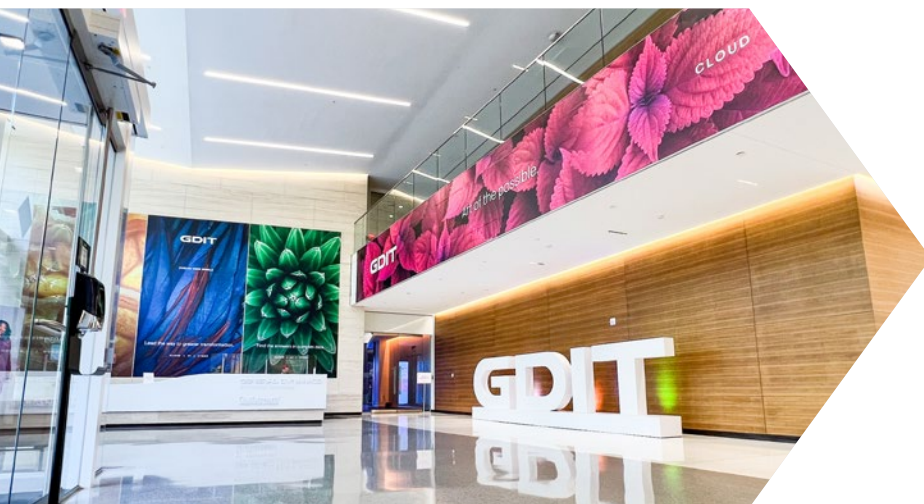




**Land Systems** purchased **100% of the power** at its manufacturing plants in Sterling Heights, Michigan, and Scranton, Pennsylvania, from **renewable sources** in 2022. In total, it purchased more than 16 million kWh of electricity generated by wind farms, resulting in a **reduction of its Scope 2 GHG emissions by 7,350 Mt** — with contracts in place to continue its purchase of renewable energy for these sites.



In 2022, **NASSCO** implemented a program to use renewable diesel fuel in the shipyard that **lowered diesel particulate emissions by 30%** while also **reducing GHG emissions by more than 80%** when compared with traditional diesel fuel. In 2023, NASSCO initiated a policy that requires subcontractors to use electric or EPA Tier 4 air compressors for shipyard work.



**GDIT** is implementing a multi-year project to reduce facility square footage without affecting business performance. In 2022, GDIT had **GHG emission reductions of more than 2,300 MtCO<sub>2</sub>e**, directly attributable to square footage reductions.

## Scope 3 Emissions

Because we are a government contractor, many Scope 3 emissions attributable to our company under relevant protocols, both upstream and downstream, are driven by policy choices made by our government customers. For example, armored fighting vehicles, which are built to specifications meant to ensure they function as intended on the battlefield, have emission consequences that are outside of our control. Similarly, government procurement requirements often prescribe specific attributes for the supply chain — such as participation of small business, country of origin and other requirements — that have consequences for GHG emissions from our supply base. For reasons such as these, we are currently unable to accurately measure or set a target for indirect emissions across our entire value chain.

Where feasible, we apply our established continuous improvement process to reducing Scope 3 emissions. Most notable are our efforts to reduce emissions throughout the lifecycle of the business jets we manufacture, with five clean-sheet aircraft models introduced over the past six years. We do this by focusing our research and development efforts on achieving better efficiency and fuel performance, ensuring our aircraft can seamlessly use sustainable aviation fuel (SAF) in their operations, and making carbon offsets and book-and-claim services available to our customers. Gulfstream has the most fuel-efficient fleet in the industry, producing the lowest carbon emissions per passenger mile of any aircraft we have previously delivered.

At multiple sites across the company, employees are offered the opportunity to participate in alternative transportation



*NASSCO employees accepting SANDAG award*

incentive programs that offer public transportation pass discounts and fuel cost subsidies for vanpool participants.

For example, NASSCO offers vanpool subsidies, discounted Metropolitan Transit System passes and bike parking accommodations. Bath Iron Works also provides a ride-sharing service and has established a commuter bus program for employees. In 2022, both NASSCO and Bath Iron Works were recognized for their sustainable commuting programs.

**In 2022, NASSCO received a Platinum Diamond Award from the San Diego Association of Governments (SANDAG) for their leadership in sustainable commuting. In the same year, Bath Iron Works won GO MAINE's October Commuter Challenge. During that month, more than 280 employees recorded 6,975 shared trips and prevented more than 80 MtCO<sub>2</sub>e emissions.**

Many of our BUs have codes of conduct for suppliers that specify environmental standards, among other criteria. For example, Gulfstream's supplier code of conduct requires suppliers to have an EHS system to actively manage risk while protecting the environment and conserving natural resources.



# AEROSPACE SUSTAINABILITY

## Gulfstream Has the Most Fuel-Efficient Fleet in the Industry

- Aerodynamic wing design
- Advanced engines
- Up to **33% more fuel-efficient** than predecessor models

## Leading Use and Availability of Sustainable Aviation Fuel

- First business jet OEM to **fly on 100% SAF**
- First business jet OEM to sign a SAF supply agreement
- More than **2 million nautical miles flown** on SAF blends
- More than **10 million gallons of SAF uplifted** to customers
- Purchased **328,761 gallons** of SAF in 2022
- Enabled the purchase of 50,000 mt of SAF, resulting in a **163,057 Mt reduction in CO<sub>2</sub>e emissions** through Jet Aviation's Book & Claim program



## Sustainability Achievements

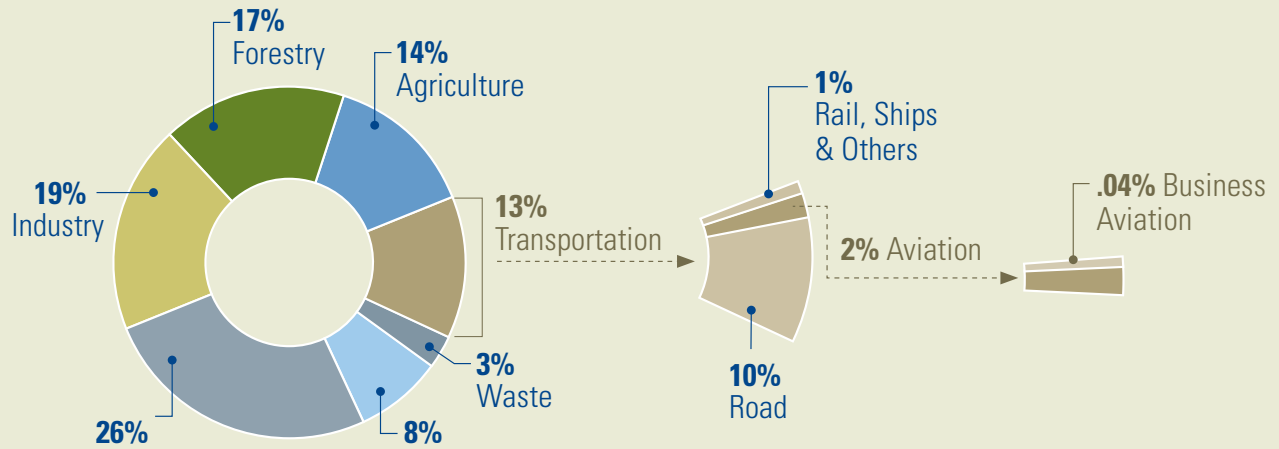
- Business Intelligence Group Sustainability Leadership Award
- NATA Sustainability Standard for Aviation Businesses

## Industry Collaboration

- Signatory of the World Economic Forum's Clean Skies for Tomorrow 2030 Ambition Statement
- Supports industry's goal of achieving net-zero by 2050
- Member of AIA, GAMA, IAEG, IBAC, ICAO, NATA, NBAA, SABA, CAFFI, EBAA, MEBA and ASCENT



Business aviation accounts for **0.04%** of global CO<sub>2</sub>e emissions.



Source: [Business Aviation Commitment on Climate Change](#)

## Sustainable Aviation Fuel

We are a leader in expanding the use and availability of SAF in business aviation.

SAF is a low-carbon fuel blend made from agricultural waste and petroleum-based Jet A fuel, with less sulfur and fewer fine particle pollutants than traditional Jet A. Both Gulfstream and Jet Aviation have made SAF a top priority for their customers. On a gallon-for-gallon basis across the lifecycle, SAF can achieve a more than 80% reduction in GHG emissions relative to petroleum Jet A.

That lifecycle begins when the agricultural source becomes waste, continues through the refining process and ends with the fuel burn. The renewable fuel meets the strict sustainability requirements of both the U.S. EPA and the internationally recognized Roundtable on Sustainable Biomaterials (RSB).

Jet Aviation has led the services market in offering access to sustainable fuel for operators of Gulfstream and other business jets. It was the first supplier to offer SAF via a blended fuel option at Van Nuys Airport in 2019 and the first to offer SAF at the World



Sustainable aviation fuel tank

Economic Forum in Switzerland in 2020. Jet Aviation also provides SAF at its Amsterdam and Singapore facilities. Since 2019, Jet Aviation has uplifted more than 10 million gallons of blended SAF to customers.

Jet Aviation also offers a “Book & Claim” program that broadens access to SAF while avoiding the need to transport it physically. Customers can place orders for SAF, after which the volume is tracked and verified, and a certificate of credit for carbon reduction is issued. This promotes production and future availability of SAF for any customer at any time, even in locations where SAF is not yet available. In 2022, the program enabled the purchase of 50,000 Mt of SAF, resulting in a 163,057 Mt reduction in CO<sub>2</sub>e emissions.



*Jet Aviation supported Diamond Air Services' round-the-world mission flight focused on promoting sustainable aviation with its global Book & Claim service.*

Both Gulfstream and Jet Aviation are signatories to the World Economic Forum's Clean Skies for Tomorrow 2030 Ambition Statement. Among the program's aims are accelerating the supply and availability of SAF so it can reach 10% of the global jet aviation fuel supply by 2030. In 2022, Gulfstream and Jet Aviation purchased a total of 328,761 gallons of SAF.

Gulfstream was the **first** business jet aircraft manufacturer to **use SAF** in daily operations and is supporting new technologies to **help the industry get to 100% SAF**. In 2022, Gulfstream conducted a G650 demonstration flight using 100% SAF in collaboration with engine manufacturer Rolls-Royce. The aircraft reached higher altitudes and speeds than any previous 100% SAF demonstration.

## Carbon Offsets

Both Gulfstream and Jet Aviation offer customers the ability to reduce the impact of their carbon emissions by purchasing offsets.

Gulfstream also offers its customers the ability to pay an annual fee based on aircraft utilization to fund activities that generate an equal reduction in carbon emissions. Based on customers' projected annual flight hours, offsets are invested in environmentally beneficial activities such as wind energy, forest management, farm power and recovery of landfill gas.

Jet Aviation also participates in the Carbon Offsetting and Reduction Scheme for International Aviation (CORSIA), EU Emissions Trading System (EU ETS), and other carbon offset and carbon reduction schemes to lower CO<sub>2</sub>e emissions for international flights to curb the aviation impact on climate change.

## Energy Management


We take steps at each location to mitigate the environmental effects of day-to-day operations and manufacturing processes. This includes making efforts to reduce our energy consumption.

As a large industrial manufacturer, we are able to leverage both our scale and our innovative processes to drive energy efficiency and promote the transition to clean sources of energy. In 2022, our businesses consumed 9,791,031 GJ of energy, 2% percent of which from renewable sources and 44% from grid electricity. The remaining 54% came from other forms of energy, such as natural gas and fuel.

In 2022, **9%** of the electricity we consumed came from **zero-emission or low-carbon sources** — **3%** of which came from **renewable energy**, such as solar, and **6%** from **nuclear power**.

Many of our BUs have upgraded facilities to replace traditional incandescent lighting with more energy-efficient LED lights. In addition to LED lighting, European Land Systems-Mowag has implemented green roofs and energy-efficient heating systems as part of its coordinated efforts with local governments to reduce environmental impact.

Ordnance and Tactical Systems' facility in Garland, Texas, is also in the process of upgrading its lighting to LED throughout the facility, which is estimated to result in a total of 1560 MtCO<sub>2</sub>e emissions savings. In addition, the business continues to partner with Today's Power, Inc., on renewable energy projects in Calhoun County, Arkansas. In 2022, the solar project supplied 88% of the overall electricity usage for the site, resulting in an annual reduction of 1,271 MtCO<sub>2</sub>e emissions.



In 2022, Bath Iron Works' main shipyard entered a power purchase agreement to procure nuclear energy equating to over 79 million kWh. The agreement has **reduced its Scope 2 emissions by 19,600 tons**.

## Water and Wastewater Management

We are committed to responsible and sustainable use of water by endeavoring to obtain freshwater and discharge treated wastewater without negatively affecting aquatic ecosystems. For example, Electric Boat captures all industrial wastewater from its facility in Quonset Point, Rhode Island, for offsite treatment and disposal rather than releasing it into the sanitary sewer system. Each year, more than 100,000 gallons of industrial wastewater are treated before being released back into the sewer system or sea.

To safeguard precious groundwater sources, we rigorously ensure compliance with federal and state regulations, including the EPA's Resource Conservation and Recovery Act (RCRA) Corrective Action Program. Since the inception of this program in 1985, we have sampled, monitored and remediated impacted soil and groundwater at facilities throughout the United States, resulting in the remediation of tens of thousands of tons of impacted soils and millions of gallons of impacted groundwater.

## Solid Waste Management

We seek to minimize the generation of solid waste by recovering and recycling raw materials where feasible and disposing of unrecyclable waste in a sustainable manner and in accordance with the strictest waste disposal standards.



In April 2023, **GDIT** established its **first permanent electronics recycling center** at its headquarters, where employees can drop off personal electronics for recycling throughout the year.

They recycled:

more than **12,000**  
hard drives, phones and tapes

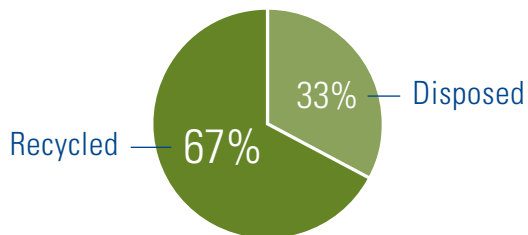
**33,349**  
pounds of metal

**27,292**  
pounds of plastic

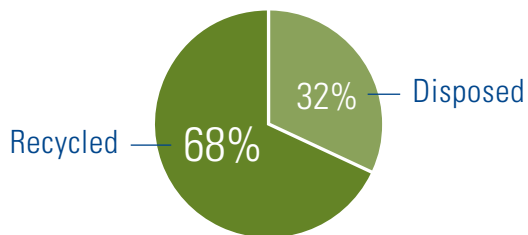
**4,291**  
laptops and desktops

**2,601**  
monitors and TVs

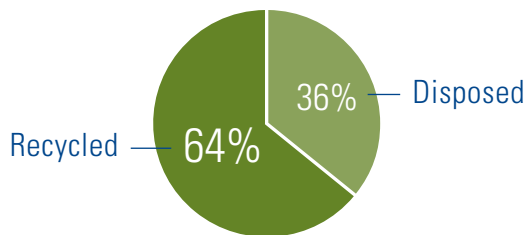
**1,951**  
network equipment items



**Total Waste**  
(111,356 Mt)



**Non-Hazardous Waste**  
(97,509 Mt)



**Hazardous Waste**  
(13,848 Mt)

## Sustainability Products and Services

Many of the products and services we deliver directly enable our government customers to better understand and manage the environment.

For instance, Mission Systems provides climate-related product and service offerings to the Department of the Interior's U.S. Geological Survey, the National Aeronautics and Space Agency (NASA), and the National Oceanic and Atmospheric Administration (NOAA). These include specially engineered instruments and communications devices for observation satellites, including the Landsat constellation, which collects data on forests, farms, urban areas and freshwater on the planet. Leaders from across the globe use freely available Landsat data to better understand environmental change, manage agricultural practices, allocate scarce water resources, respond to natural disasters and more.

GDIT's federal portfolio includes programs supporting the EPA and other environmentally focused organizations. These services include consulting in environmental sciences and public health and support of the Western Climate Initiative, the Regional Greenhouse Gas Initiative and other EPA initiatives, including its flagship energy-efficiency ENERGY STAR program.



*Image from the Landsat 8 satellite, which Mission Systems supports for NASA and the U.S. Geological Survey*

**Mission Systems** provides ground stations, communications links and mission operations centers for **NASA's Earth Observing System (EOS)**, a series of polar-orbiting and low-inclination satellites for long-term global observations of the land surface, biosphere, solid Earth, atmosphere and oceans.





# HYBRID-ELECTRIC COMBAT VEHICLES


General Dynamics Land Systems is investing in research and development of **hybrid-electric-drive** combat vehicle concepts that support the U.S. Army's climate and electrification strategies. The **AbramsX**, **StrykerX** and **TRX** robotic combat vehicle technology demonstrators, debuted at the AUSA 2022 trade show, feature all or some of the following potential capability enhancements:

- *Better mobility and transportability via reduced weight*
- *Extended silent watch*
- *Silent mobility*
- *Reduced fuel consumption — 50% less for the same tactical range*
- *Electric-only turret operation*
- *Exportable electric power*
- *Improved acceleration*


Land Systems is continuing its **electrification innovation** by investing in hybrid-electric technology that could be retrofitted to the existing fleets of armed forces around the world. Land Systems' growing **family of robotic vehicles**, including the **TRX** and **S-MET**, also rely on electric propulsion.



Environmental



The engines powering **Gulfstream** aircraft are the most **modern, efficient** and **environmentally responsible** in their class. Coupled with the advanced aerodynamics of the Gulfstream wing design, the G500 and G600 offer as much as **32% improvement in fuel efficiency** over predecessor models.



**GDIT** is the largest contractor to the EPA and has supported the nation's environmental and climate missions for more than 40 years. GDIT employs **more than 500 scientists, technologists and researchers** who work on programs from cleaning up contaminated Superfund sites to analyzing data to help protect and restore the Great Lakes. GDIT also uses high-performance computing models to help the EPA understand how air quality affects human health and secure the nation's critical water infrastructure and utilities with advanced cybersecurity services.



**At Jet Aviation**, a certified **Green Project Manager** works behind the scenes to integrate more sustainable products in Jet Aviation’s daily activities and implement processes for a reduced long-term environmental impact. For example, Jet Aviation has started using **bio-based resin** in production composite parts for certain aircraft cabin interiors. In addition, the company offers **HoloLens** and augmented reality to assist customers in the decision-making process and avoid the need for them to travel to check in at every stage of the process.

**Land Systems** created a mobile app to digitally view Army Technical Manuals. The digital manuals replace millions of pages of paper that traditionally were printed to supply with every vehicle. With 5,000 tablets fielded across all eight Stryker Brigade Combat Teams, approximately 22 million pages of paper — equivalent to **2,640 trees** — **have been saved**.



**NASSCO** and Navantia Seanergies, an offshore wind energy company, entered into a memorandum of understanding (MOU) to **advance offshore wind energy development** in the United States. Under the MOU, NASSCO will manufacture components and assemble floating foundations for offshore wind projects.



Environmental

SOCIAL



## Human Capital

Our employees are our most important resource. They are what enable us to deliver to our customers and shareholders. In the interest of recruiting and retaining the most qualified talent, we continually enhance our efforts to fulfill our employees' career and educational aspirations, support their personal and family needs, and invest in the communities where they work and live.

**GDIT launched the Career Hub platform to facilitate internal mobility for its employees. The AI-powered platform enables employees to navigate their personalized career journey, providing immediate visibility into potential career opportunities and learning recommendations based on their unique skills, work experience and future interests. In 2022, GDIT facilitated more than 5,500 internal mobility moves, helping employees take the next step in their careers.**

**Engaging and Developing Talent.** We engage and develop employees to prepare our workforce for the future. With our customers, local governments, colleges, technical and trade schools, and internal and external subject matter experts, we create programs that are tailored to our unique needs and offer employees development opportunities that enhance their present and future potential to deliver excellence to our customers.

**Onboarding and Mentoring.** Meaningful, rapid assimilation into our workforce and continued engagement of our new hires are essential to the success of our company

and our customers. Each business tailors onboarding to align new employees with our Ethos and our culture of continuous improvement. Onboarding includes required training and an overview of company policies, to include our commitment to providing a safe and ethical work environment. To further engage and develop employees, we offer mentoring programs across our business. Our development teams use data analytics to match employees with leaders to begin the mentoring relationship.

**More than 1,000 employees across our businesses participate in tuition assistance programs each year to complete formal bachelor's or master's degrees.**

**Skills Training.** We offer a variety of programs that enable our employees to gain additional skills so they can grow their value to the company. These include programs that grant certificates in key technical areas.

At our shipyards, we offer active learning centers that teach more than 200 skills, allowing shipbuilders to prepare for positions and expand their capabilities in areas such as welding or pipefitting in a realistic environment.

**Competency and Leadership Training.** We offer various training programs to equip leaders with skills and competencies needed to engage technical and manufacturing employees. These range from certificate-granting program management courses to leadership development programs that rotate future leaders through different parts of the company.

**Performance and Recognition.** We demand — and reward — actions that embody our Ethos, including ethical leadership, technical innovation, creativity and proven results. Using performance management tools and succession plans, we engage and reward employees, developing future leaders to align with strategic objectives tied to company and customer needs. Wherever possible, compensation is performance-based. Expectations are transparent and are reinforced through ongoing feedback and semi-annual and annual reviews.

In addition to ongoing and formal reviews, we employ recognition tools to encourage innovation, continuous improvement, creativity, teamwork and commitment to our Ethos. Leaders and peers may nominate employees to recognize their achievements.

By fostering a culture that celebrates and rewards excellence, we encourage employees to bring their best to work every day.

**Labor Relations.** Approximately one-fifth of our employees are represented by labor unions. Our employees are free to exercise their rights of freedom of association and collective bargaining. We work to maintain positive relations with our employees' representatives and to engage in good-faith negotiations on issues important to our employees, such as wages, benefits, schedules, job progression, and health and safety.

In 2023, Bath Iron Works and its largest union, **Machinists Union Local S6**, successfully worked together to negotiate a **new three-year contract**. **72%** of the union's members approved the contract, which includes the **biggest pay raises** in the union's 68-year history.

We have a proven track record of strong relationships with collectively bargained employees. As agreements expire or issues arise, we work closely with the bargaining units to seek mutually beneficial outcomes.

**Hiring and Supporting Veterans.** General Dynamics recognizes the value veterans bring to our workforce. We proactively recruit veterans and transitioning military members to join our teams through multiple avenues. We are committed to recognizing the unique contributions of those individuals who have served in defense of our nation by providing tailored professional development opportunities, career pathways and resources to support their transition into civilian life. We offer dedicated Employee Resource Groups (ERGs) and mentoring programs that assist in attracting, transitioning and retaining this critical part of our workforce.

More than **19%** of our U.S. employees are veterans.

We participate in several programs to assist service members in the transition to civilian life by providing training and work experience. These include DoD's SkillBridge program, which allows transitioning service members to gain work experience through specific industry training, apprenticeships or internships during their last 180 days of service. Seventy-five percent of our BUs based in the U.S. are SkillBridge sponsors, and many of the sponsored participants go on to become GD employees.



*Veteran employee at GDIT*

In 2022, we hired **3,571 veterans** of the U.S. armed forces — **18%** of our total new hires.

**Support for National Guard and Reserve Employees.** Many of our employees are military reservists or members of the National Guard, and we proudly support them in their service to our nation. We have been recognized for our strong support to these citizen soldier employees. In 2022, Bath Iron Works received the Above and Beyond Award from the Employer Support of the Guard and Reserve (ESGR) Maine committee. The award recognizes employers at the local level who have gone above and beyond the legal requirements of the Uniformed Services Employment and Reemployment Rights Act (USERRA) by providing their Guard and Reserve employees with additional nonmandated benefits such as differential or full pay to offset lost wages, extended health benefits, and other similar benefits.

General Dynamics has been recognized as a **Forbes Best Employer for Veterans, Military-Friendly Employer and Military Times Best for Vets.**

**Internships, Apprenticeships and Pipeline Programs.** We offer hundreds of internship and apprenticeship opportunities to expose students to real-world projects through hands-on experience, and our program has been named in WAYUP's Top 100 Internship Programs for the past five consecutive years. We partner with local colleges, high schools, trade schools and universities to recruit a diverse set of talent and provide training opportunities. In many

cases, we also provide input on curricula to help schools design their programs to meet the skills students will need in the workplace.

In 2022, we partnered with nearly 200 colleges and universities, including Historically Black Colleges and Universities (HBCUs) and Hispanic-serving Institutions (HISs), to offer internships, information sessions and on-campus recruiting events.

In 2022, General Dynamics offered nearly **1,200 internship opportunities** across the company, as well as another **600 traditional apprenticeships** in manufacturing or design competencies.

During their time at General Dynamics, interns are also provided opportunities to participate in professional development sessions, mentoring and volunteering events.



*Mission Systems interns in Bloomington, Minnesota, volunteered at Feed My Starving Children, collectively packing 84 boxes to supply 18,144 meals, enough to give 49 children a daily meal for a year.*



*Electric Boat hosted signing day ceremonies for students hired in Connecticut and Rhode Island.*

We have increased our focus on developing technical pipeline programs for high school students. Electric Boat has partnered with Connecticut, Rhode Island and Massachusetts to develop such programs with local high schools, many in underserved districts. Between 2022 and 2023, Electric Boat quadrupled the number of high school seniors joining the company immediately after graduation.

Gulfstream participates in the Student Leadership Program (SLP) in Savannah, Georgia, and Appleton, Wisconsin. The program equips high school students with skills to explore career paths that also help meet local workforce needs. Four hundred and fifty students are selected from schools in the Savannah Chatham County Public School System (SCCPSS), which has a minority enrollment of roughly 80%. Gulfstream will participate in an SLP program in St. Louis this fall.



*Participants in the Student Leadership Program (SLP)*

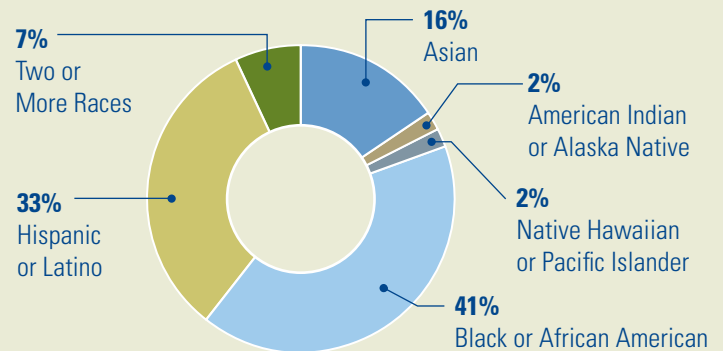
## Diversity, Equity and Inclusion

Our people are the competitive advantage in driving the innovation and productivity that strengthens the solutions we deliver to our customers, and we celebrate the uniqueness of the individuals that make up our diverse workforce. We proudly support, promote and encourage a work environment that respects diverse backgrounds, values individual skills and celebrates the exceptional experiences our employees bring to the workplace.

Our Ethos — rooted in respect — guides how we engage with each other, and our workplaces reflect policies, procedures and practices that cultivate diversity, equity and inclusion at their core.

We work to continually improve representation of diverse talent at all levels of the company so that our workforce reflects the communities in which we operate. Our ongoing efforts include developing ways to attract, develop and retain diverse talent.

In 2022, **40%** of our new hires in the U.S. were people of color.



*\* Total is more than 100% due to rounding.*



## Who We Are

The following chart provides the composition of our U.S. workforce, as self-reported by our employees. We disclose our EEO-1 data on [our website](#).

Gender						
Men			Women			
76.2%			23.8%			
Race/Ethnicity						
Asian	Black	Hispanic	Native American	Pacific Islander	White	Two or More
5.7%	10.9%	9.8%	0.4%	0.4%	71.1%	1.8%
↑+.1pt	↑+.1pt	↑+.7pt	same	same	↓-1pt	↑+.1pt
Veterans			Disability			
Self-ID as a veteran of the armed forces			Self-ID as having a disability			
19%			7%			

↓↑ Change from previous year

*\*All data are for the year ended 12/31/22.*

**Employee Resource Groups & Diversity Councils.** Across our business units, we cultivate inclusive work environments by supporting ERGs and diversity councils that are sponsored at the highest levels of our company with senior executive sponsors. Their efforts support overall company objectives and involvement in the community and serve as resource for specific segments of the workforce across our corporation. Currently, we have more than 30 ERGs that serve 10 distinct employee segments. Over the past three years, we have seen increased engagement and participation within our established groups and have welcomed several new groups.



**Diversity Partnerships.** We actively engage in partnerships that allow the best access to and development of diverse talent. We partner with several universities and external organizations that target diverse talent for recruiting and development resources.



In addition, we have longstanding partnerships with many organizations and internal initiatives that are dedicated to attracting and developing women in our industry. These partnerships include Girls Who Code, STEM for Her, EmpowerHer, Women+Tech and Women in Aviation, among others.



*ASL interpreter at Bath Iron Works*



*GDIT employees at the Special Olympics plane pull in Virginia*

**Inclusive Work Environments.** Across our company, we have launched key initiatives to cultivate inclusive work environments.

We actively support and sponsor individuals with disabilities. Across our BUs, there are several ERGs that serve as a resource for people with disabilities. At our Bath Iron Works shipyard, we strategically hired a team member to serve as an American Sign Language (ASL) interpreter, improving our ability to support and recruit members of the deaf and hard-of-hearing community. Our Mission Systems business unit expanded its inclusion with the disability community by focusing on neurodiversity hiring for summer internships. In 2022, several GDIT leaders and employees came together to pull an 82-ton jet 12 feet at the Special Olympics Virginia annual plane pull held at Dulles International Airport. In the process, our employees collectively raised almost \$16,000 to benefit Special Olympics athletes.

For the past three years General Dynamics has been recognized by Disability:IN as one of the “Best Places to Work for Disability Inclusion.”

### Supplier Diversity

We are committed to working with small and diverse businesses. We work with more than 13,500 small businesses, with 5,000 of those recognized as small, disadvantaged

businesses; women-owned small businesses; veteran-owned small businesses; service-disabled veteran-owned small businesses; Small Business Administration-certified HUBZone small businesses; Native American-owned small businesses; minority-owned companies; and Ability One organizations.

These businesses are vital to maintaining our competitiveness in the global marketplace. Our supplier diversity program operates under a framework based on four pillars: compliance, early engagement, small business innovation and community outreach.

**In 2022, more than \$4.4 billion of our supplier contracts were with small and diverse businesses.**

### Support for Small Business

Our small business programs facilitate the process of becoming a General Dynamics supplier.

For our U.S. businesses, our supplier diversity program managers attend more than 50 regional and national events annually to meet with potential suppliers. These include events sponsored by the National 8a Council, APEX Accelerators (formerly known as Procurement Technical Assistance Centers [PTACs]), the National Defense Industrial Association, Women in Defense, the National Veteran Small Business Coalition and the Small Business Administration (SBA).

We provide guidance and support to the thousands of small businesses that work with us. We mentor these businesses through their contract involvement, as well as through our small business and supplier diversity offices. We also sponsor and host events that

allow our BUs to meet with interested small-business suppliers. These initiatives help small businesses expand their solution sets and marketing channels. In addition, since the COVID-19 pandemic, we have hosted virtual training and outreach sessions for small- and diverse-business communities.

### Health, Wellness and Safety

We are committed to providing our employees and their families with the means to lead healthy, productive lives. We invest in their physical, emotional, social and financial well-being to help them achieve their full potential, personally and professionally. Our wellness programs provide resources, information, motivation and support to empower our employees to manage their health and make informed decisions.

**Benefits.** Our benefits offerings include medical, dental, vision and prescription-drug coverage; life, survivor and accidental death and dismemberment insurance; short- and long-term disability benefits; multiple tuition assistance programs; voluntary benefits, such as legal insurance; identity theft protection; critical illness insurance; accident insurance; and coverage for home, auto and pets.

To assist employees with financial wellness, we offer retirement planning counselors and market-competitive 401(k) programs. In addition, we offer members access to tax-free flexible spending accounts and health savings accounts.

Our Employee Assistance Program (EAP) helps employees access childcare and free counseling. Other programs vary by business and location, reflecting the distinct and diverse needs of our employees, and include everything from biometric screenings, mental wellness and fitness programs to

in-person health coaches and a wide variety of online tools that can help employees navigate difficult healthcare decisions and life changes.



*Ordnance and Tactical Systems employees at a Mental Health Awareness event*

Many of our BUs provide resources and sponsor events to promote the **importance of mental health and well-being**. For example, Land Systems hosted former Detroit Lions Quarterback Eric Hipple for a suicide prevention and awareness presentation for its employees. In 2021, GDIT launched its **“How Are You, Really?”** campaign, which provides employees with a robust set of mental health resources and an ongoing speaker series featuring mental health experts. In 2023, GDIT received a **Platinum Bell Seal for Workplace Mental Health** from Mental Health America for its commitment to the cause.

**Family Support.** We recognize the importance that families play in the well-being of our employees. We provide a wealth of resources to assist employees seeking to expand their families with benefits to support adoption and infertility treatment coverage, as well as maternity programs. We also offer paid parental leave programs and provide tools and resources for parenting support. Program availability varies by business unit but may include paid family leave, as well as back-up daycare and support in locating caregivers.

**Safety.** Maintaining a safe work environment for our employees is paramount. Our policies and standards require that we operate in a way that promotes safety and well-being. Across the business, we take measures to prevent workplace hazards, enforce a culture of continuous improvement to ensure our processes help reduce injuries and illnesses, and comply with all applicable health and safety laws.

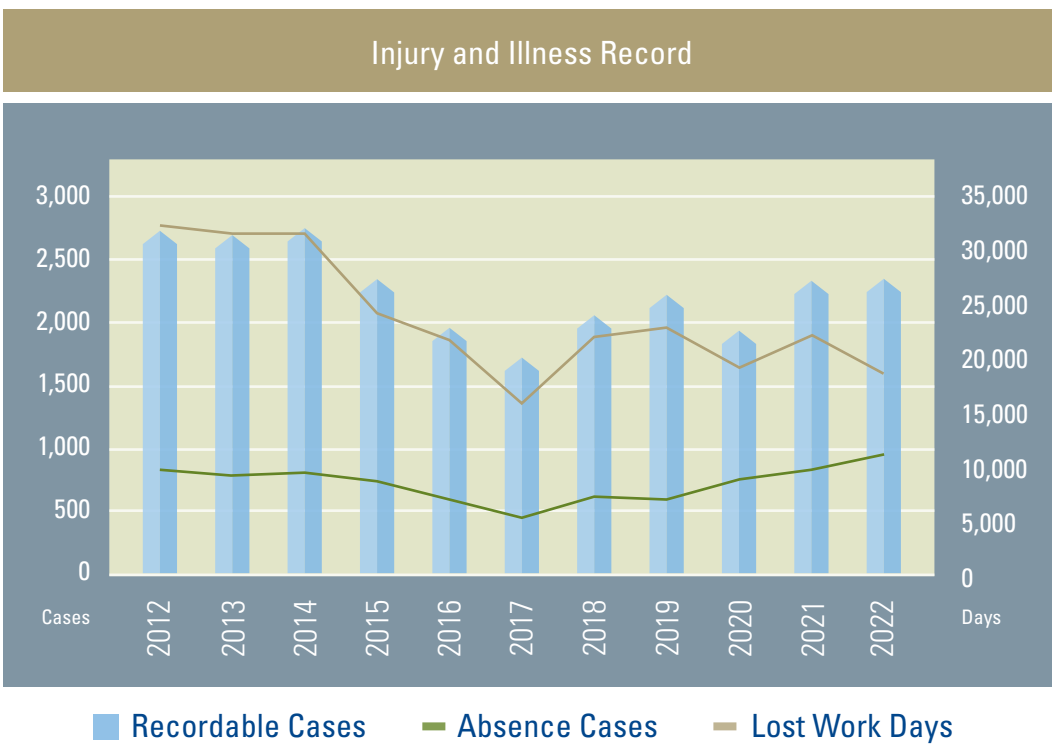
More than 60 of our sites operate under ISO 45001, widely regarded as the world’s highest occupational health and safety standard, and more are in the process of achieving certification. Under ISO 45001, workplace safety is not a stand-alone issue but rather an integral part of the business strategy to maintain a sustainable organization. As a result of our efforts, many of our BUs have been recognized for their success in promoting health and safety among their workers.



*Jet Aviation explored new technologies, such as a wearable exoskeleton, to support workers executing physically demanding tasks and to improve their health and safety at work.*

For the past nine years, General Dynamics' recordable case and absence case rates have been better than industry standards for aircraft manufacturing and shipbuilding and repairing. (Source: U.S. Department of Labor's Bureau of Labor Statistics)

Our safety record is **consistently better** than industry standards.



**Product Safety.** Our customers use our products — from nuclear-powered submarines to high-speed, long-range business jets — to perform no-fail missions. We never compromise on safety. True to our Ethos, we commit to providing our customers with products that raise the bar for safety, performance and quality. Our purposeful investment in research and development propels superior design that incorporates the latest in safety solutions and includes technological advances to create a competitive edge.

### Counterfeit Parts Prevention

We have stringent quality-control processes in place to detect, prevent and mitigate suspected or confirmed counterfeit parts and software from entering the company's supply chain. We promptly disclose any relevant findings to the government and the customer.


Electric Boat participates in the U.S. Navy's SUBSAFE program, which establishes an extremely high level of quality assurance for components used in nuclear-powered submarines. SUBSAFE has rigorous controls on systems that are essential to watertight integrity, requiring that parts have traceable evidence of quality from the point of manufacture to the point of installation, including records of the creation of the product and its source materials.

## Human Rights


We recognize the fundamental human dignity of all people. As a company with operations and suppliers around the world, we appreciate the importance of ensuring that basic human rights are respected in our business activities. This core value is embedded at all levels of our business.

Our corporate Ethos is the single most important element of our culture. It undergirds all of our actions. Through our Ethos, we commit ourselves to transparency, trust, alignment and honesty in all things, at all times: between fellow employees, with our customers and toward anyone with whom we interact. It is our fundamental moral character.

These fundamental values demand responsible and ethical practices, and an unshakable commitment to human rights, as reflected in our [human rights policy](#).



**We respect the dignity of people who perform work on our behalf.**



*Welder at Electric Boat*

## Human Rights Areas of Focus

<p><b>We respect the dignity of the people who perform work on our behalf.</b></p>	<p>Work must be fairly compensated and free from coercion and unnecessary danger. We pay fair wages. We ensure a safe working environment. We never tolerate human trafficking, slavery, child labor or abusive employment practices in our company or at any point in our value supply chain.</p>
<p><b>We do not discriminate.</b></p>	<p>All people must be treated fairly regardless of race, ethnicity, gender, sexual orientation or religious belief. We do not tolerate racism, sexism or invidious discrimination in any form.</p>
<p><b>We value diversity.</b></p>	<p>The diverse backgrounds, experiences and viewpoints of our employees and business partners are a source of strength for our company. The DEI section of this report describes how we strive to promote a diverse and inclusive environment.</p>
<p><b>We respect the rule of law.</b></p>	<p>The restraints of law secure human freedom. Strict adherence to applicable law is expected wherever we operate. We hold U.S. law and policy paramount.</p>
<p><b>We are transparent and accountable about our human rights commitments.</b></p>	<p>We make public disclosures regarding our human rights commitments, consistent with the Sustainability Accounting Standards Board (SASB) framework. As described in the Governance section of this report, our board, directly and through its Sustainability Committee, maintains direct oversight over sustainability risks and opportunities, including those related to human rights. Management maintains day-to-day responsibility for these areas through internal management procedures and internal controls.</p>

We acknowledge the special responsibility associated with being a defense contractor. Some of our products and services include, or otherwise support, lethal capabilities. This imposes a terrific responsibility on us. To meet this call, we rigorously comply with applicable laws and regulations relating to the export and end use of our products and services. We also maintain demanding quality processes to reduce the risk of accidents and product safety injuries.

In carrying out our core commitment to human rights, our North Star is the law and policy of the U.S. government. In our complex and international business, some circumstances may be subject to potentially competing imperatives in how and to whom we provide our products and services. We believe that those questions are best resolved by deferring to the laws and policies of the duly constituted and democratically

elected U.S. government. Given our role as a core supplier to the United States government and military, we are legally, ethically and morally bound to support the foreign and defense policy of the United States.

We further embed these principles in our Code of Conduct and in many of the comprehensive corporate directives and practices adopted by our corporation and individual operating units.

We expect all people associated with General Dynamics to live up to these commitments. We encourage employees who believe that there has been a violation of our policy statement or our core commitments to human rights to report it, including through our Ethics program or Business Ethics Help Line.

## Global Supply Chain

Our suppliers are critical to our ability to deliver high-quality products and services to our customers. We expect them to uphold the same high standards that we uphold ourselves. Our suppliers are expected to act as good corporate citizens with sustainable business practices, to treat employees and customers with respect, and to act with integrity and honesty.

### Materials Sourcing

We are committed to responsible sourcing throughout our global supply chain. We take steps to vet suppliers for their sustainable labor and materials sourcing practices, purchase long-lasting products with low carbon footprints where possible, deal only with non-embargoed countries, and act to prevent counterfeit parts from entering our supply chain.

We have established mechanisms to assess risk and ensure compliance, and we continually look for new ways to reduce risk throughout our supply chain.

### Modern Slavery and Child Labor

As a corporation with operations and suppliers around the world, we recognize the importance of ensuring that respect for human rights and dignity is embedded at all levels of our business. We do not tolerate human trafficking, child labor or forced labor anywhere within our businesses or supply chains.

Most of our supply base is located in the United States, which presents a far lower risk of forced labor or human trafficking.

Wherever their location and whatever their role, we expect our suppliers to uphold the same high standards we uphold ourselves.

More information about our management processes to meet these standards is available on our [website](#).

### Conflict Minerals

We require our suppliers to trace potential sources of minerals such as tantalum, tin, gold or tungsten, which are known to help finance conflict. In accordance with U.S. Securities and Exchange Commission (SEC) requirements, we submit a Conflict Minerals Specialized Disclosure Report.

More information about our efforts to avoid conflict minerals is available on our [website](#).



*Transport barge Holland at Electric Boat's Quonset Point facility*



## Due Diligence

Risk-based due diligence is an important part of our approach to identifying, assessing and mitigating risk. By taking prudent steps to understand the proposed parties and nature of proposed engagements or transactions, we strive to consider the implications of our business activities before entering into them.

Human rights risks, like other risks associated with any engagement or transaction, are included within this well-established approach to addressing risks. Risks related to human rights may arise in a variety of areas associated with a particular engagement or transaction, from supply chain conduct to environmental implications of operations. Our due diligence accordingly is focused on particular risks rather than human rights generally. We use a variety of tools, techniques and analyses to identify and assess the risk of a proposed engagement or transaction.

Detailed descriptions of our risk-based approach to due diligence, areas of focus, and techniques used to identify and assess risks are included in our [human rights policy](#).

Red flags regarding potential legal, policy, regulatory, reputational, financial, strategic or operational risk are identified and assessed by management. Where appropriate, we conduct further, enhanced due diligence. Risks identified are escalated in accordance with our robust risk management framework as needed.

*URC-300 Transceiver*

## Board Oversight and Reporting

Our board oversees our risk-based approach to due diligence as part of our overall risk management structure. Significant current and emerging risks identified through our due diligence process are escalated to the board if appropriate as part of its oversight of the relevant business operations in which that risk arises.

In addition to oversight of the risk management process, due diligence as it relates to sustainability topics, including human rights, is specifically discussed with and overseen by our board's Sustainability Committee.

## International Sales and End-Use Monitoring

International transactions relating to U.S. defense articles or services are undertaken in compliance with U.S. trade laws and regulations. Such sales must be aligned with and support U.S. national security and foreign policy. We maintain a comprehensive international trade compliance program focusing on risks associated with export, sanctions and anti-corruption compliance.

International sales are subject to risk-based due diligence and include:

- Screening of all parties involved in the transaction
- Assessment of potential for diversion
- Verification of legitimacy of the end user
- Obtaining certification of end use

- **Assessment of anti-corruption or conflict of interest**
- **Obtaining written, prior approval from the U.S. government when appropriate**

In addition to our due diligence, sales of U.S. defense articles to non-U.S. governments are subject to additional U.S. government review and approval. While this government review is not a feature of our internal process, it provides essential context for the human rights risks associated with the end user and the end use of our products and services.

U.S. defense articles sold internationally require authorization before export. This review is coordinated with U.S. government agencies, including the Department of State, Department of Commerce and Department of Defense. Certain significant transactions must also be certified to Congress. By law and policy, the U.S. government expressly takes into account human rights considerations.

The U.S. government also maintains its own end-use monitoring through the State Department’s Blue Lantern End-Use Monitoring Program and the Department of Defense’s Golden Sentry End-Use Monitoring Program.

In addition to U.S. government review, certain international transactions may be subject to review and approval by allied nation governments, which share a similar approach in their consideration of the end users and end-use risks in defense trade, including human rights considerations.

More information regarding authorization of international sales and end-use monitoring is provided in our [human rights policy](#).

## Communities

Although our company spans continents, we never lose sight of the communities where we live and work. Our businesses invest in and promote involvement at the local level to make our communities better — whether through improving education and social services; promoting health, arts and culture; supporting policies to strengthen our national security; helping those in need; or assisting veterans and their families.

**Supporting our communities.** Each business unit participates in community outreach and support efforts that align with local community needs. Employees choose programs and organizations to support based on what is important to them. Then they organize the donation of time, goods and services. Some of our community service partnerships include local chapters of the United Way and the YMCA, or organizations like Jill’s House in the D.C. metro area, which celebrates and provides support for children with special needs and their families.

- **Gulfstream’s cloud-based giving program, called “Gulfstream for Good,” provides a company match for donations made to the charity or nonprofit of employees’ choice. Between pledges and company matches, the program has provided more than \$1.5 million to local charities in 2023.**
- **Our corporate headquarters partners with the Corporate Angel Network to provide free travel on corporate aircraft to cancer patients so they can have access to the best treatment centers. In addition, Jet Aviation collaborates with Hoogvliegers Foundation, a Dutch charity that flies sick and disabled children to medical treatment.**



*European Land Systems provided two civil bridges in the Ahr valley in Germany.*

- After the devastating flood in the Ahr valley in Germany in July 2021, European Land Systems provided two civil bridges until March 2023 to contribute to the restoration of the infrastructure.
- More than 100 employees from GDIT, Mission Systems and GD's corporate headquarters participated in the So Others Might Eat (SOME) 21st Annual Trot for Hunger in Washington, D.C., raising money to benefit thousands of people experiencing homelessness and poverty. GD was the presenting sponsor of the event.
- Mission Systems' Bloomington facility partnered with Twin Cities Habitat for Humanity to help fund and construct a Habitat home in October 2022. Forty-two individual volunteers, made up of employees, family and friends, performed a total of 283 volunteer hours.



*GD employees participate in the SOME Annual Trot for Hunger in Washington, D.C.*

**Our philanthropy and volunteer efforts focus on:**  
 Education & Social Services  
 Arts & Culture Service  
 Member Support

**Educational Outreach.** A key element of our community outreach is support for education, especially in the STEM fields. Our employees volunteer their time, talent and expertise to teach and train future members of the workforce, leading robotics clubs and rocketry competitions and mentoring college students and interns. Facilitating strong knowledge and understanding of STEM concepts, particularly in underserved communities, is crucial to building a pipeline of talent for a productive society and our future workforce.



*Mission Systems' Bloomington facility employee volunteers with Twin Cities Habitat for Humanity.*

- In 2023, NASSCO sponsored X-STEM San Diego, an event for middle and high school students designed to empower and inspire kids about careers in STEM fields. NASSCO engineers hosted a workshop at the event to teach students about the fundamentals of shipbuilding.
- Land Systems partners with multiple universities, including MIT, Texas A&M, the University of Wisconsin and the U.S. Military Academy, among others, to provide mentoring opportunities and fund STEM research and projects that prepare students for careers in the defense industry.
- Jet Aviation facilities in Switzerland and in the U.S. host groups of children annually to participate in National Future Day and other initiatives to introduce them to new professions or career opportunities where they can explore and participate in a variety of interactive workshops.



*Girls Who Code participants*

- Our Technologies businesses partner with Girls Who Code, a nonprofit organization dedicated to supporting and increasing the number of women in computer science. For a third year in a row, GDIT hosted a two-week Summer Immersion Program for 60 students, providing custom workshops and volunteer mentorship and feedback.

**Supporting the Military Community.** We support several organizations and events that honor and provide assistance to those who have served. These include:

- The Association of the United States Army (AUSA) Army Ten-Miler, which raises funds for the Army Family and Morale, Welfare and Recreation program.
- The National Military Family Association, which supports and enhances the quality of life for service members and their families.
- The Semper Fi Fund, which provides urgently needed resources and support for critically wounded, ill and injured service members, veterans and military families.



*In 2023, more than 100 Mission Systems employees participated in the annual Wounded Warrior Project virtual 5K to raise money for a variety of programs, services and events for veterans who have sustained a physical or mental injury, illness, or co-incident during their military service.*

## Political Engagement

General Dynamics Corporation does not make political contributions.

We offer eligible employees in the U.S. the opportunity to make voluntary political contributions through a political action committee (PAC). The General Dynamics Employee PAC is organized and operated on a strictly voluntary, nonpartisan basis and is registered with the Federal Election Commission. The PAC's political contributions are reported to the Federal Election Commission, where they become a matter of public record and are available for review online. PAC contributions are subject to a robust internal review process to ensure they represent the best interests of General Dynamics employees. In addition, internal financial controls exist to ensure compliance with federally mandated contribution limits.


Our employee PAC invests contributions in candidates based on:

- Support for national security and aerospace
- Representation in districts and states where General Dynamics facilities, suppliers or employees are located
- Membership on key committees legislating on issues of importance to General Dynamics
- Leadership positions
- Prior military or aerospace industry experience

As a foundational principle, our employee PAC refrains from partisan politics, remaining focused on national security and advocating for the success of GD and its employees. That means we give to members of both parties, and we delink our support from issues unrelated to our core business.

We do not contribute to presidential campaigns, "super PACs," other 527s not focused on direct candidate support or 501(c)(4) organizations. Our employee PAC will not support Members of Congress who provoke or incite violence or engage in similar unlawful conduct.

To ensure compliance with all applicable laws relating to political activities and effective corporate governance, we follow a strict policy governing lobbying practices. This includes tracking and reporting lobbying costs and expenses as nondeductible for tax purposes and unallowable for purposes of U.S. government contracts.



In 2022, we successfully engaged with Members of Congress in support of both the **blenders tax credit for Sustainable Aviation Fuel** and a DOT grant program aimed at standing up additional SAF production facilities and investing in other innovative technologies to reduce GHG emissions. Both were included in the 2022 Inflation Reduction Act. We are currently advocating for legislation that would direct the EPA and FAA to adopt International Civil Aviation Organization (ICAO) standards to **reduce airplane GHG emissions** in line with what many other nations have adopted.

## Cybersecurity and Data Privacy

We are committed to safeguarding employee, customer, national security and third-party information entrusted to our care. To that end, we have a proactive and robust information security program to protect sensitive information from potential internal and external threats targeting our systems and data. We are committed to disclosing cyber incidents as appropriate and required under applicable law.

The GD Cyber Council, which reports directly to the chairman and CEO, leverages the expertise of our senior cybersecurity leaders, recommends policy updates and addresses strategic cyber matters related to our business.

Our Form 10-K for fiscal year 2023 will include disclosures regarding our cybersecurity program.

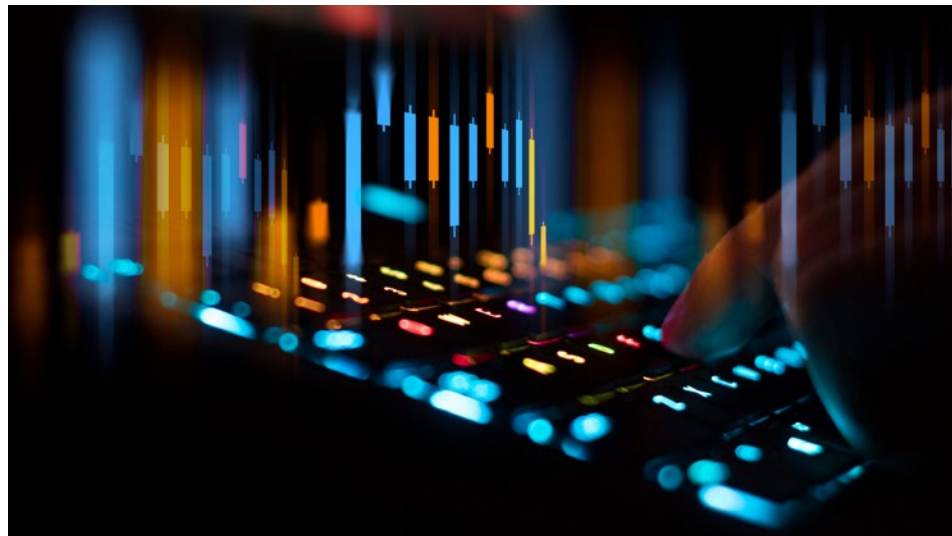
**Data Privacy and Protection.** Like all businesses, we handle data that may include personal and sensitive information about our employees, our customers and third parties. Safeguarding this information is a responsibility we take seriously.

Our data privacy programs are designed to address the challenges of expanding national and global privacy regulation, the growth in volume and sensitivity of privacy data, and the increased use of third-party vendors. Core tenets of our program include collecting minimum amounts of information necessary to meet our business needs and seeking to ensure that the information we have is used exclusively for valid business purposes in accordance with written policies and procedures.



**We collaborate and share intelligence with government, suppliers and industry peers through a central hub that monitors threat activity. We report cyber incidents to our customers and in accordance with regulatory or legal requirements.**

We regularly monitor and update our policies to maintain compliance with national and global data privacy laws and regulations. We also leverage the maturity of our general cybersecurity program with additional targeted privacy controls to protect private information against unauthorized access, use or disclosure.





## HONORS AND AWARDS

- American Council for Technology and Industry Advisory Council (ACT-IAC)
  - *Innovation Impact Award*
- Aviation Business Middle East
  - *Fixed Base Operator of the Year*
- Disability Equality Index
  - *Best Places to Work*
- Forbes
  - *America's Best Employers for Diversity*
  - *America's Best Employers for Veterans*
  - *America's Best Large Employers*
  - *America's Most Cybersecure Companies*
  - *America's Best Management Consulting Firms*
  - *Best Employers by State: Arizona, California, Connecticut, Florida, Georgia, Louisiana, Massachusetts, Virginia*
  - *Best Employers for Veterans*
  - *Best Employers for Women*
  - *Canada's Best Employers*
  - *The World's Best Employers*
- Fortune
  - *America's Most Innovative Companies*
  - *Blue Ribbon Companies*
  - *World's Most Admired Companies*
- Hispanic/Latino Professionals Association
  - *America's Best Places for Hispanics/Latinos to Work*
- Leading Employers
  - *Top 1% of Employers in Germany*
- London Chamber of Commerce
  - *Business Achievement Award for Innovation*
- Mental Health America
  - *Platinum Bell Workplace Seal for Workplace Mental Health*
- Military Friendly
  - *Military Friendly Employer*
  - *Military Friendly Spouse Employer*
  - *Top Ten Supplier Diversity Program*
  - *Military Friendly Brand*

We are proud  
to be consistently  
recognized as a  
world-leading  
employer.

### MilitaryTimes

- *Best for Vets: Employers*

- National Air Transportation Association
  - *Sustainability Standard for Aviation Businesses*
- Newsweek
  - *America's Greatest Workplaces*
  - *America's Greatest Workplaces for Diversity*
  - *America's Greatest Workplaces for Parents and Families*
  - *America's Greatest Workplaces for Women*
  - *America's Greatest Workplaces for Veterans*
  - *America's Greatest Workplaces for Remote Work*
- Professional Woman's Magazine
  - *Top Employer*
  - *Top Supplier Diversity Programs*
- Top Workplaces
  - *Top Workplaces USA*
- UAS International Trip Support
  - *Sustainability Award*
- U.S. Department of Labor
  - *HIRE Vets Medallion Award*
- U.S. Veterans Magazine
  - *Top Supplier Diversity Programs*
  - *Top Veteran-Friendly Companies*
- VETS Indexes
  - *5-Star Employer*
- Washington Business Journal
  - *Business of Pride Award for Advancing LGBTQ+ Equality*
  - *Corporate Diversity Index*
- Washington Post
  - *Top Workplaces*
- WayUp
  - *Top 100 Internship Program*

Honors and Awards

# INDEX

Where practicable, we seek to follow the disclosure topics and accounting metrics established by the Sustainability Accounting Standards Board (SASB). Although SASB is currently being consolidated under the IFRS Foundation, through the new International Sustainability Standards Board (ISSB), SASB standards remain the standard for sustainability reporting and disclosure. Below are the SASB standards for the Aerospace & Defense sector, with links to relevant information. This report is based on information for the calendar year ended December 31, 2022.

Metric Code	Accounting Metric	Report Location
<i>Energy Management</i>		
RT-AE-130a.1	(1) Total energy consumed, GJ (2) Percentage grid electricity, % (3) Percentage renewable, %	(1) 9,791,031 GJ (2) 44% (3) 2% <a href="#">Energy Management</a>
<i>Waste Management</i>		
RT-AE-150a.1	Amount of hazardous waste generated, percentage recycled	64% of 13,848 Mt of hazardous waste were recycled throughout the enterprise.
RT-AE-150a.2	Number and aggregate quantity of reportable spills, quantity recovered, kg	Not centrally reported. We promptly report all suspected or confirmed spills to the appropriate environmental authority.
<i>Data Security</i>		
RT-AE-230a.1	Number of data breaches, percentage involving confidential information	None of a material nature
RT-AE-230a.2	Description of approach to identifying and addressing data security risks in company operations and products	<a href="#">Cybersecurity and Data Privacy</a>
<i>Product Safety</i>		
RT-AE-250a.1	Number of recalls issued, total units recalled	None
RT-AE-250a.2	Number of counterfeit parts detected, percentage avoided	We promptly report all suspected or confirmed cases to the government and/or the customer. <a href="#">Global Supply Chain</a>
RT-AE-250a.3	Number of Airworthiness Directives received; total units affected	The most recent information is available from the <a href="#">FAA</a> .
RT-AE-250a.4	Total amount of monetary losses as a result of legal proceedings associated with product safety	None of a material nature



<i>Fuel Economy &amp; Emissions in Use-Phase</i>		
RT-AE-410a.1	Revenue from alternative energy-related products, USD	Revenue from all alternative <a href="#">energy-related products</a> is not disclosed. Details regarding revenue from SAF and our Book & Claim service are included in our <a href="#">CDP response</a> .
RT-AE-410a.2	Description of approach and discussion of strategy to address fuel economy and GHG emissions of products	<a href="#">Environmental</a>
<i>Materials Sourcing</i>		
RT-AE-440a.1	Description of the management of risks associated with the use of critical materials	<a href="#">Materials Sourcing</a>
<i>Business Ethics</i>		
RT-AE-510a.3	<p>(1) Total amount of monetary losses as a result of legal proceedings associated with incidents of corruption, bribery and/or illicit international trade</p> <p>(2) Revenue from countries ranked in the “E” or “F” Band of Transparency International’s Government Defence Anti-Corruption Index</p> <p>(3) Discussion of processes to manage business ethics risks throughout the value chain</p>	<p>(1) None</p> <p>(2) We do not have direct defense business with any of these countries outside of that overseen by the U.S. government’s Foreign Military Sales or Direct Commercial Sales process, or equivalent allied country processes.</p> <p>(3) <a href="#">Ethics</a>, <a href="#">Global Supply Chain</a>, <a href="#">Due Diligence</a></p>
<i>Activity Metrics</i>		
RT-AE-000.A	Production by reportable segment	Aircraft deliveries in units are reported in our <a href="#">10-K</a> . Deliveries of ships, combat vehicles and other systems are reported as applicable by our government customers.
RT-AE-000.B	Number of employees	106,500 (as of December 31, 2022). <a href="#">About Us</a>

*In addition to the SASB Aerospace and Defense items above, we also report on the following items.*

	Greenhouse gas emissions (GHG) (1) Scope 1 (2) Scope 2	<a href="#">Progress Toward Our Target</a>
	Safety (1) Recordable cases (2) Absence cases (3) Lost work days	<a href="#">Health, Wellness and Safety</a>
	Demographics	<a href="#">Who We Are</a> Our full EEO-1 report is posted online at <a href="#">GD.com</a> .

In accordance with ISO 14064, General Dynamics engages a third party to provide independent verification of our GHG emissions information. 2022 data has been independently verified by LRQA. A copy of the verification opinion declaration is available on the General Dynamics [website](#).

## Our Commitment to Transparency

We are committed to collecting, assessing and making available data about our company in order to keep investors, employees, customers, suppliers, communities and other stakeholders informed. Supporting documents, to include our Annual Report, Proxy Statement, Equal Employment Opportunity report (EEO-1), CDP questionnaire and independent verification statements, are available on [our website](#).

## **Forward-Looking Statements**

This report may contain information about the company's expectations of future performance, including future financial or operating performance, or developments related to environmental and social targets, goals and commitments. This information constitutes "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995, as amended. Forward-looking statements are based on management's expectations, estimates, projections and assumptions. In making forward-looking statements, we rely on assumptions and analyses based on our experience and perception of historical trends; current conditions and expected future developments; and other factors, estimates and judgments we consider reasonable and appropriate based on information available to us at the time. Forward-looking statements are not guarantees of future performance and involve factors, risks and uncertainties that are difficult to predict and many of which are outside of our control. Actual future results and trends, including the achievement of targets, goals, objectives or commitments, may differ materially from what is forecast, expressed or implied in any forward-looking statements made by General Dynamics or on its behalf due to a variety of factors.

Additional information regarding these factors is contained in the company's filings with the Securities and Exchange Commission (SEC), including our Proxy Statement, Annual Report on Form 10-K, Quarterly Reports on Form 10-Q and Current Reports on Form 8-K, and these factors may be revised or supplemented in future SEC filings. All forward-looking statements speak only as of the date they were made or, in the case of any document incorporated by reference, that date of that document. All subsequent written and oral forward-looking statements attributable to General Dynamics or any person acting on our behalf are qualified by the cautionary statements in this section and in the "About This Report" section below. General Dynamics does not undertake any obligation to update or publicly release revisions to any forward-looking statements to reflect events, circumstances or changes in expectations after the date of this report, except as required by applicable law. Neither future distribution of this material nor the continued availability of this material in archive form on our website should be deemed to constitute an update or re-affirmation of figures or statements contained herein as of any future date.

## **About This Report**

Except where otherwise noted, the information covered in this report highlights the company's performance and initiatives in fiscal year 2022. This report is not intended to create legal rights or obligations. Calculations and statistics included in this report are in part dependent on the use of estimates and assumptions based on historical levels and projections and are therefore subject to change. Statements regarding General Dynamics' targets, goals, commitments, and objectives, including related statistics or metrics, are aspirational and may be based on estimates and assumptions under developing standards that may change in the future. Further, data, statistics and metrics included in this report are non-audited estimates (other than audited financial data) that are not necessarily prepared in accordance with U.S. generally accepted accounting principles (GAAP), may continue to evolve, and may be based on assumptions believed to be reasonable at the time of preparation, but may be subject to revision.

This report is not intended to communicate any material investment information, and no part of this report constitutes, or shall be taken to constitute, an invitation or inducement to invest in the company or any other entity and shall not be relied upon in any way in connection with any investment decisions. This report has not been externally assured or verified by an independent third party. The inclusion or absence of information in this report is not an indication that the subject or information is material to our business or operating results. In this report, our use of the term "material" and other similar terms should not be read as equating to any use of such terms as they are used under the securities or other laws of the United States or any other jurisdictions, or as these terms are used in the context of financial statements and financial reporting. This report does not address the performance or operations of our suppliers, contractors or partners. Further, this report may contain links to third-party internet sites or references to third-party information. Such links, references and information are not incorporated by reference to this report and we can provide no assurance as to their accuracy, reasonableness or completeness. Further, the use or inclusion of such information is not intended to represent endorsements of any products or services.

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**GENERAL DYNAMICS**

General Dynamics Corporation  
11011 Sunset Hills Road  
Reston, VA 20190

[www.gd.com](http://www.gd.com)