

Global Reporting Initiatives (GRI) Content Index

GRI Standards

GRI 2: General Disclosures 2021

The Organization and Its Reporting Practices

Disclosure Number	Disclosure Title	GE Appliances Reporting
GRI 2-1	Organizational details	<p>GE Appliances is the business name of Haier US Appliance Solutions, Inc. and is a wholly owned privately held subsidiary of Haier Smart Home Co., Ltd., traded on the Shanghai, Hong Kong, and Frankfurt Stock Exchanges.</p> <p>GE Appliances has its global headquarters located in Louisville, KY.</p> <p>GE Appliances mainly operates in the U.S. (including the U.S. territories), Canada and the Caribbean. We have support operations in China, India, and South Korea.</p> <p>For more details see the GE Appliances Operations page on our website.</p>
GRI 2-2	Entities included in the organization's sustainability reporting	<p>Entities included in sustainability reporting are the U.S. manufacturing facilities and other operations in the United States, including Puerto Rico.</p> <p>For more details see the GE Appliances Operations page on our website.</p>
GRI 2-3	Reporting period, frequency and contact point	<p>Our sustainability reporting is completed on an annual basis in alignment with our financial reporting. The reporting period for this report, which was published on May 7, 2024 is January 1 to December 31, 2023.</p> <p>All questions regarding this report can be directed to Allison Martin, Sr. Dir. of Citizenship at Allison.Martin@geappliances.com.</p>
GRI 2-4	Restatements of information	No restatements of information were made for this report.
GRI 2-5	External assurance	External assurance was not sought for this report.

Activities and Workers

Disclosure Number	Disclosure Title	GE Appliances Reporting
GRI 2-6	Activities, value chain and other business relationships	<p>GE Appliances operates as a home ecosystem company, designs and manufactures appliances, and provides appliance repair services. We sell major and small portable home appliances and water products, water heaters, heating, ventilation, and air conditioning products. We rely on many suppliers for a variety of business needs, namely to source materials for the products we sell. The markets we serve include the United States, Puerto Rico, Canada, and the Caribbean.</p> <p>Our customers range from large national, regional, and local appliance retailers to home builders. We also cater to managers of multi-family housing, hotels, motels, and other hospitality groups.</p>
GRI 2-7	Employees	<p>GE Appliances employs 16,500 people across the globe with its manufacturing operations housed in the US. For more details see the GE Appliances Operations page on our website</p> <p>Details of the composition of our workforce can be found in the Employee Metrics section of this report.</p>

GRI Content Index / General Disclosures

Governance		
Disclosure Number	Disclosure Title	GE Appliances Reporting
GRI 2-9	Governance structure and composition	<p>GE Appliances' Board of Directors is comprised of two executives of the parent company, Haier Smart Home Co., Ltd., and the GE Appliances President & Chief Executive Officer (CEO). They are appointed annually and maintain appointment until they are removed from the position.</p> <p>The Sr. Dir. of Citizenship reviews ongoing activities and risks with the CEO. They meet on a quarterly basis to address any issues or concerns and to craft annual goals for Citizenship priorities.</p> <p>There are five Pillars of Citizenship: Community Engagement, Inclusion & Diversity, Operations Sustainability, Product Sustainability and Ethics & Compliance. ESG-related topics that align under our five-pillar framework of Citizenship are reviewed on a bi-monthly basis with the Sr. Dir. of Citizenship. Pillar Leaders hold positions in the Communications, Human Resources, Technology, Legal, and Supply Chain teams.</p> <p>For more details see the Our Leadership page on our website and the Corporate Citizenship Team section of our 2023 Citizenship Report, Page 5.</p>
GRI 2-10	Nomination and selection of the highest governance body	Board members are appointed by the executive committee of Haier, GE Appliances' parent company.
GRI 2-11	Chair of the highest governance body	<p>The Chair of the highest governance body is GE Appliances' President and CEO.</p> <p>For more details see the Our Leadership page on our website.</p>
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	The Executive Council of GE Appliances also functions as the Executive Risk Committee. This group looks at and addresses areas of high risk to the business, working to improve upon business goals and mitigate such risks. Additionally, the company's Senior Leadership team meets bi-weekly to discuss and identify areas of impact.
GRI 2-13	Delegation of responsibility for managing impacts	<p>Members of the Executive Council are allocated different areas of oversight on economic, environmental and social topics. The main responsibility for assessing, managing and monitoring the environmental, climate and social aspects of our operations lies with our VP of Manufacturing and Chief Human Resources Officer.</p> <p>On an operational level, the Environmental, Health, Safety & Sustainability, Supplier Quality, and Inclusion & Diversity teams are responsible for ensuring that our operations comply with the Code of Ethics and all relevant environmental, climate and social principles, standards and requirements.</p>
GRI 2-14	Role of the highest governance body in sustainability reporting	The Citizenship Advisory board helps create, review and approve our annual Citizenship reports.
GRI 2-15	Conflicts of interest	<p>GE Appliances' Code of Ethics applies to all employees, including our leadership. The business requires employees to disclose any and all conflicts of interest. In the event there is a conflict of interest, the Compliance team reviews the situation with the business to resolve such incidents.</p> <p>For more details see the GE Appliances Code of Ethics, Page 18.</p>
GRI 2-16	Communication of critical concerns	<p>Our Code of Ethics outlines the ways employees may express concerns about the company. There are several channels present for internal and external stakeholders to raise concerns: Employees, subsidiaries and third parties can anonymously use the Ombuds portal to raise concerns. Suppliers can also discuss with their GE Appliances Manager, call the GE Appliances Integrity Helpline (+1 866-585-1263), submit online at ombuds.geappliances.com, and/or can contact any Compliance Resource (e.g., GE Appliances Legal counsel or auditor).</p> <p>Concerns are submitted to the Ombuds team and investigated and actioned accordingly. Significant concerns are communicated during the Quarterly Investigations Committee with Executive leadership. Concern trends are also shared during the triannual Compliance Review Board with all Executive and Senior leaders.</p> <p>In 2023, the number of critical concerns communicated to the Investigations Committee is no greater than 10 and relate to the areas of fraud, safety, and security.</p> <p>For more details, see the GE Appliances Code of Ethics, Page 7.</p>

GRI Content Index / General Disclosures

Governance		
Disclosure Number	Disclosure Title	GE Appliances Reporting
GRI 2-17	Collective knowledge of the highest governance body	An overview of the educational and professional backgrounds of our leadership team are provided on the Our Leadership page on our website.
GRI 2-18	Evaluation of the performance of the highest governance body.	As a privately owned company, we have elected not to disclose information related to how we evaluate the performance of any member of our workforce or senior leadership.
GRI 2-19	Remuneration policies	As a privately owned company, we have elected not to disclose information related to our executive remuneration policies as it is considered confidential.
GRI 2-20	Process to determine remuneration	As a privately owned company, we have elected not to disclose information related to our executive remuneration policies and processes as it is considered confidential.
GRI 2-21	Annual total compensation ratio	As a privately owned company, we have elected not to disclose information related to executive compensation as it is considered confidential.
Strategy, Policies and Practices		
Disclosure Number	Disclosure Title	GE Appliances Reporting
GRI 2-22	Statement on sustainable development strategy	<p>At GE Appliances, a , we're on a journey to be and be recognized as the number one home ecosystem company in the U.S. Our work is centered around helping protect the planet, strengthening communities and driving business value.</p> <p>The GE Appliances Way Forward Goals encompass five pillars that make up our corporate citizenship framework—Community Engagement, Inclusion & Diversity, Operations Sustainability, Product Sustainability and Ethics & Compliance—with each pillar having its own GE Appliances Way Forward Goal. Our work references the Global Reporting Initiatives (GRI) standards and supports the 10 Principles of the United Nations Global Compact.</p> <p>In operations sustainability, we're focused on helping protect the planet by reducing our environmental impact throughout our state-of-the-art supply chain. In product sustainability, we are designing our products with consumer and planet-driven innovation. The GE Appliances Way means we come together, we always look for a better way, and we create possibilities.</p> <p>This work is central to who we are as a business and what we will accomplish in the future.</p> <p>For more information on our Citizenship goals and progress, see page 8 of our 2023 Citizenship Report.</p>

GRI Content Index / General Disclosures

Strategy, Policies and Practices		
Disclosure Number	Disclosure Title	GE Appliances Reporting
GRI 2-23	Policy commitments	<p>GE Appliances has several policy commitments regarding responsible business conduct including a Code of Ethics, our Environmental, Health, Safety, and Sustainability policy, Data Privacy and an Integrity Guide for Suppliers. These commitments among others outline our approach to avoiding or reducing potential harm to people and the environment, including a mandate to continually seek ways to reduce the impact of our operations while making our products more sustainable.</p> <p>For more details see:</p> <ul style="list-style-type: none"> • GE Appliances Code of Ethics, Pages 3, 7, 8, 14, 23, 24 • Fair Competition Policy • GE Appliances Integrity Guide for Suppliers, Contractors and Consultants • Fair Employment Policy • Prohibiting Harassment, Discrimination, and Retaliation (US) • Environmental, Health, Safety and Sustainability Policy • Data Privacy Policy • Reasonable Accommodations Statement • 2023 Citizenship Report, Pages 10, 22
GRI 2-25	Processes to remediate negative impacts	<p>GE Appliances has multiple processes for reviewing, identifying, and managing impacts, risks, and opportunities related to economic, environmental, and social areas. In addition to the Compliance Review process outlined in the 2020 Citizenship Report, the business uses an Enterprise Risk Management strategy to look at all economic, environmental, and social risks associated with GE Appliances. The Chief Executive Officer, Chief Commercial Officer, Chief Financial Officer and Chief Legal Counsel semi-annually review these topics to weigh in on the risk profile. This is also done annually with applicable business leaders and risk functions. Significant risks identified through this process must have a risk mitigation plan that is reviewed by leadership periodically. Internal resources and external sources are utilized in congruence with subject matter experts to determine and manage risk within the business. Annually, a subset of the significant risk areas identified by leadership are chosen to conduct an internal audit. Significant internal audit issues identified must have an action plan in place that is monitored quarterly until completion.</p> <p>For grievance processes for internal and external stakeholders, please see response to GRI 2-16.</p> <p>GE Appliances' Compliance team monitors the anonymous rate for concern reporting, as well as concern reporting volume, to understand concern reporting mechanism effectiveness. These metrics are reported during the quarterly Investigations Committee meetings. Our network of Business Compliance Leaders (BCLs) and Ombudspersons proactively engage with their functional teams to understand reporting mechanism effectiveness. Additionally, there is a comparable grievance process for hourly union employees pursuant to their collective bargaining agreement.</p> <p>For more details see the GE Appliances Code of Ethics Pages 7-8.</p>
GRI 2-26	Mechanisms for seeking advice and raising concerns	<p>See response to GRI 2-16 and visit our Ombuds portal.</p> <p>For more details see the GE Appliances Code of Ethics, Pages 7-8.</p>
GRI 2-27	Compliance with laws and regulation	<p>There were no significant instances of non-compliance with laws and regulations, nor fines paid during the reporting period.</p>
GRI 2-28	Membership associations	<p>GE Appliances holds memberships with the following industry organizations: Association of Home Appliance Manufacturers (AHAM); Air-Conditioning, Heating, and Refrigeration Institute (AHRI); American Society of Heating, Refrigerating and Air-Conditioning Engineers (ASHRAE); and the National Association of Manufacturers (NAM).</p>

GRI Content Index / General Disclosures

Stakeholder Engagement		
Disclosure Number	Disclosure Title	GE Appliances Reporting
GRI 2-29	Approach to stakeholder engagement	<p>GE Appliances identifies stakeholders from our customer base, NGOs that are aligned with our strategic business priorities and associations of which we are members.</p> <p>Stakeholder groups engaged by the business include:</p> <ul style="list-style-type: none"> • Haier Smart Home Company Limited • Customers/Users in the United States, Puerto Rico, Canada and the Caribbean. • Business operations surrounding employees, community partners from NGOs, local governments, suppliers, vendors, retail customers, as well as industry and professional associations.
GRI 2-30	Collective bargaining agreements	34% of GE Appliances employees located in the United States are covered by collective bargaining agreements.

GRI Content Index / Our Pillars

GRI 3: Material Topics 2021		
Community Engagement Pillar		
GRI 203: Indirect Economic Impacts 2016		
Disclosure Number	Disclosure Title	GE Appliances Reporting
3-3	Management Approach	<p>Our national footprint starts at our headquarters and largest operation in Kentucky and ripples across our expanding manufacturing operations in Georgia, Alabama, South Carolina, and Tennessee, as well as our R&D, sales, distribution and support operations in 46 states. This expanding footprint reflects the strategic commitment we made when we became a subsidiary of Haier Smart Home in 2016; to maximize American production capabilities and increase reshoring of U.S. manufacturing. Our economic impact is fueled by several key inputs including:</p> <ul style="list-style-type: none"> • payroll; • investments in new technology, product development and manufacturing; • the purchase of raw materials, components and services; and • spending by our employees, suppliers and customers. <p>These factors, along with the federal, state and local taxes they generate, help to strengthen the economies where we operate. Our operational requirements created 89,000 jobs between 2016 and 2022 and we aim to create 10,000 more U.S. jobs by 2027. We exceeded that goal in one year.</p> <p>Additional information about our impact can be found in our Corporate Citizenship Strategy and Community Engagement sections of this report.</p> <p>For more details, see our 2022 Economic Impact Report.</p>
203-2	Significant indirect economic impacts	<p>The impact of GE Appliances expands beyond the walls of our manufacturing facilities. Through the investment of time, research, and finances, GE Appliances creates a bold impact in its employment growth, supplier base, appliances and much more.</p> <p>A committee of employees from across the country review Community Engagement grant requests. The committee scores the grant submissions based on GE Appliances' commitment to public education through school systems and nonprofit organizations, STEM curriculum, addressing emergent needs of families in communities where the business has manufacturing operations, and emergency response efforts throughout the U.S. In 2023, the committee awarded \$1.3 million to 40 nonprofit organizations across the U.S.</p> <p>GE Appliances' partnerships with educational and nonprofit organizations help develop a pipeline for future manufacturing professionals. Community Engagement grants to public school systems and universities have provided funding to support advanced manufacturing and trade schools giving students pathways to both college and entry-level workforce opportunities. The strategy focuses specifically on programs serving communities that have historically lacked economic investment.</p> <p>GE Appliances' Supplier Diversity Launchpad is designed to grow and develop the capacity of diverse-owned suppliers needed for its operations. The two-and-a-half-month program educates participants on the company's supply chain needs and supplier growth opportunities with GE Appliances.</p> <p>GE Appliances extends this effort of growing the capacity of diverse-owned suppliers through a partnership with Greater Louisville, Inc., the Louisville Metro Chamber of Commerce, by supporting GLI's economic development and diversity, equity, and inclusion teams to identify, grow, recruit, and refer diverse suppliers from across the U.S. with specific North American Industry Classification System (NAICS) codes to the GE Appliances procurement team. Using these codes to research and reach out to diverse suppliers, GLI has produced and handed-off 18 leads that consist of minority-owned, women-owned, and small businesses from Louisville and beyond, which have resulted in new contracts for diverse-owned local companies like HJI Supply Chain Solutions and Cimtech.</p> <p>For more details, see our 2023 Citizenship Report, Pages 13-14.</p>

GRI Content Index / Our Pillars

Community Engagement Pillar		
GRI 413: Local Communities 2016		
Disclosure Number	Disclosure Title	GE Appliances Reporting
3-3	Management Approach	<p>At GE Appliances, we aim to help build stronger communities with a focus on equity, education and workforce development by strategically investing resources and aiming to achieve 100% employee participation in community-building activities every year.</p> <p>Our volunteer efforts and investments with community partners help connect people with the resources they need to be successful. Whether we're mentoring students, investing in manufacturing career pathway programs, or revitalizing entire neighborhoods, our employees and our company show how much we value our communities by sharing our time, our talents and our resources. Our focus is moving our efforts from transactional to transformational.</p> <p>Through our GE Appliances Blue Wave program, employees contributed over 15,900 recorded volunteer hours and more than \$1.1 million to nonprofit organizations across the U.S. in 2023.</p> <p>For more details, see our 2023 Citizenship Report, Page 13-14.</p>
413-1	Operations with local community engagement, impact assessments, and development programs	<p>We have implemented community engagement programs across the business globally as well as among all nine U.S. cities where we have manufacturing sites. GE Appliances has a volunteer council composed of employees representing all eight Employee Resource Groups (ERG), representatives from each business function and/or manufacturing center. Guided by the Corporate Citizenship team, the Volunteer Council seeks and vets volunteer opportunities and nonprofit partnerships to engage the business and their perspective ERG or business function. Some ERGs adopt specific programs at community schools offering curriculum development, direct instruction, and mentorship to students in grades K-12. All plant locations have a dedicated volunteer council representative who leads volunteer projects in their communities.</p> <p>We make investments in partnership with community-based organizations that are aimed at enhancing existing programs and/or providing resources, equipment, and training to initiate sustainable programs. GE Appliances' Corporate Citizenship team determines the appropriate engagement strategy through partnerships and counsel from national nonprofit organizations, and in response to natural disasters that impact communities where our employees live and work. For example, GE Appliances partnered with Dare to Care and Feed America to identify local food banks across the U.S. In October alone, employees donated 2 tons of food to help address food insecurity across the U.S. Cohesive strategy with colleges and universities, and local chambers identify areas of opportunity for workplace equity. GE Appliances intentionally invests in programs that provide career pathways in manufacturing for women, BIPOC, and rural communities.</p> <p>Employee participation in our year-round community engagement initiatives continues to expand throughout the business. In 2023, nearly 1000 employees across the business volunteered 15,964 hours of service to more than 100 nonprofit organizations.</p> <p>Representatives from GE Appliances also sit on the workforce, education equity, manufacturing, and technology committees of Greater Louisville Inc.</p> <p>Furthermore, GE Appliances partners with The Academies of Louisville, Bullitt, Shelby, McNairy, and Kershaw County Schools helping to connect high schools to business and community partners. These partnerships align education and workforce development needs to better prepare students for postsecondary and career success.</p> <p>For more details, see our 2023 Citizenship Report, Pages 13-14.</p>

GRI Content Index / Our Pillars

Inclusion & Diversity Pillar

GRI 401: Employment 2016

Disclosure Number	Disclosure Title	GE Appliances Reporting
3-3	Management Approach	<p>The GE Appliances Way philosophy, backed by three simple commitments defines the way we work, invent, create, do business, and serve our communities: we come together, we always look for a better way, and we create possibilities. We achieve this via our robust employment policies and practices, and by receiving feedback from our team.</p> <p>Key policies include:</p> <ul style="list-style-type: none"> • Fair Employment • Fair Competition • Prohibiting Harassment, Discrimination, and Retaliation <p>All salaried employees are required to have feedback discussions with their supervisors on a quarterly basis. Once these discussions are complete, employees fill out a survey on their meeting, which is funneled into our HR department.</p> <p>For more details, see the GE Appliances Code of Ethics.</p>
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>Details about the benefits of working for GE Appliances can be found on our company website.</p> <p>Benefits offered by the business include, but are not limited to, health and life insurance, parental leave, disability coverage, financial and other resources, with some distinctions made by location.</p>
401-3	Parental leave	<p>Full-time employees are eligible for 12 weeks of Parental Leave depending on their work site.</p> <p>At any site, GE Appliances offers a maternity tool kit for any US-based employee, regardless of their insurance plan. This tool kit offers a checklist for preparing for leave, information for new parents on topics like postpartum depression or choosing the right formula, and guidance for returning to work post-leave. With two lactation rooms available at each of our manufacturing sites, the business aims to assist employees in their transition back to work from parental leave.</p> <p>More information about the benefits of working for GE Appliances can be found on our company website.</p>

GRI 404: Training and Education 2016

3-3	Management Approach	<p>Our approach is to equip, enable, and inspire each individual to achieve their potential and unlock their personalities through personal and professional development. One of the areas that drives this capability is our desire to come together, across the business, to collaborate with those who have experiences to share and to find a better way, each day, to continue to make the programs better over time, helping meet the needs of the business.</p> <p>We achieve this through a number of programs offered to our employees. We have a company learning platform where all salaried employees have access to thousands of articles, videos, and training courses that they can consume at their own pace. GE Appliances also facilitates a series of instructor-led training courses open to employees at all levels who want to build their capabilities personally and as a leader. These courses may be offered routinely or based on demand. Additionally, we produce a free webinar series available to all employees, featuring topics from personal development to inclusion and diversity to leadership or skills teaching.</p>
404-1	Average hours of training per year per employee	Salaried employees received an average of 19 hours of training in 2023.

GRI Content Index / Our Pillars

Inclusion & Diversity Pillar

GRI 401: Employment 2016

Disclosure Number	Disclosure Title	GE Appliances Reporting
404-2	Programs for upgrading employee skills and transition assistance programs	<p>We are on a mission to democratize learning for our employees to meet people where they are. We have developed an ecosystem of learning where employees can choose pathways to grow in their careers. Programs are available to help individuals develop their capabilities and unlock their potential to be leaders in the industry.</p> <p>For ongoing leadership and professional development, we offer a series of instructor-led courses designed for employees at all levels, open for any employees to enroll. These workshops are a way for employees to pursue development opportunities that are important to their growth, and to help employees take control of their own career advancement. Skills targeted in these courses include leadership fundamentals, coaching employees, presentation skills, systems thinking, emotional intelligence, and more.</p> <p>Various leadership pathways are available for different employment levels to ensure that everyone has a chance to grow. Key development programs, which attract candidates of many backgrounds and career paths include:</p> <ul style="list-style-type: none"> • Supply Chain Development Program • Edison Engineering Development Program • Experienced Officer Development Program • Digital Technology Leadership Program • Commercial Development Program • Financial Development Program
404-3	Percentage of employees receiving regular performance and career development reviews	All of GE Appliances' salaried employees were asked to participate in routine performance and career development reviews in 2023.

GRI 405: Diversity and Equal Opportunity 2016

3-3	Management Approach	<p>At GE Appliances, a Haier company, we believe in building a culture where everyone is welcome, and every voice is heard and valued. Our commitment to ensuring a safe and inclusive workplace enables innovation to come to life because our employees can come to work, every day, and be their true and authentic selves. We achieve this by continuing to invite hard conversations, learning to be comfortable in our discomfort, tearing down systemic barriers that separate us from equality and building a community and a company where inclusion is real, not a slogan.</p> <p>As discussed in the Inclusion and Diversity section of the report, our goals around I&D are to:</p> <ul style="list-style-type: none"> • Among professional and managerial employees, reach 40% female representation and 40% people of color representation by the end of 2025. • Reach world-class inclusion via our inclusion index by the end of 2025. <p>We expect all of our employees and suppliers to join us in this commitment. As outlined in our Code of Ethics (Page 16) we do not discriminate, we do not tolerate harassment and we value every voice. We require all employees to read and sign the Code of Ethics when hired. Additionally, we provide training on DEI topics throughout the year in the form of webinars, speaker series, and training courses.</p> <p>Reasonable Accommodations Statement</p> <p>Prohibiting Harassment, Discrimination, and Retaliation (US)</p> <p>For more details, see our 2023 Citizenship Report, Pages 15-16.</p>
405-1	Diversity of governance bodies and employees	Additional details can be found in the Performance Metrics section of this report.

GRI Content Index / Our Pillars

Inclusion & Diversity Pillar

GRI 406: Non-discrimination 2016

Disclosure Number	Disclosure Title	GE Appliances Reporting
3-3	Management Approach	<p>GE Appliances is committed to providing a work environment free from unlawful harassment and discrimination based on personal characteristics protected by law and our policies. Discrimination is not tolerated by any employee of the company or directed toward non-employees with whom we interact. Should a written or verbal concern be received, GE Appliances will conduct a fair, timely, thorough and objective investigation that provides all parties appropriate due process and reaches reasonable conclusions based on the evidence collected.</p> <p>Prohibiting Harassment, Discrimination, and Retaliation</p> <p>Fair Employment Policy</p> <p>For more details, see our GE Appliances Code of Ethics, Page 16.</p>

Operations & Product Sustainability Pillars

GRI 301: Materials 2016

Disclosure Number	Disclosure Title	GE Appliances Reporting
3-3	Management Approach	<p>In an effort to help reduce the environmental footprint of our customers and consumers, GE Appliances has adopted the following goals around the packaging of our finished goods.</p> <p>By 2030, GE Appliances aims to:</p> <ul style="list-style-type: none"> • Eliminate Expanded Polystyrene (EPS) from all finished goods packaging. • 100% of packaging will include recycled content. • 100% of packaging will be recyclable. • Only use environmentally sustainable ink in packaging. • Remove all printed literature unless required for product safety or regulatory purposes. <p>For more details, see our 2023 Citizenship Report, Pages 7, 12, 20.</p>

GRI 302: Energy 2016

Disclosure Number	Disclosure Title	GE Appliances Reporting
3-3	Management Approach	<p>At GE Appliances, we continue to build on our strengths through progressive energy management. GE Appliances' energy intensity goal is to use 15% less energy to manufacture products at our U.S. plants by 2026 from a 2020 baseline. We employ utility tracking platforms to track plant progress towards our energy intensity goal. Through investments into efficient building maintenance and operation, modern machinery and technology, we strive to improve our energy intensity and reduce our environmental impact.</p>
302-1	Energy consumption within the organization	<p>GE Appliances consumed 602,768,530 kWh of energy within the organization from fuel and electricity usage in 2023. Fuels used for this calculation include gasoline, diesel, propane, propylene, and natural gas.</p>

GRI Content Index / Our Pillars

Operations & Product Sustainability Pillars

GRI 303: Water and Effluents 2018

Disclosure Number	Disclosure Title	GE Appliances Reporting
3-3	Management Approach	GE Appliances values efficient usage of water within our own operations, but also in the products we create. For example, we reuse water in our test loops or adjust test processes to minimize water withdrawal at our sites. As for our products, we design cycles that use adaptive fill technology to only use what's necessary to get the job done. Our dishwashers have Eco and Light cycles built in to use 25% less energy and water. It's our goal to make appliances that make customers happy, but also empower our users to make sustainability a part of their everyday lives.
303-1	Interactions with water as a shared resource	GE Appliances monitors for compliance at each site. The business follows all local and federal guidelines and permits at applicable sites. Water usage is tracked internally on a routine basis.
303-2	Management of water discharge-related impacts	GE Appliances follows local regulatory guidelines at each of our production sites. In applicable states, the business follows state water permitting requirements for wastewater treatment.
303-3	Water withdrawal	GE Appliances withdrew 264,152,041 gallons of water from local municipalities to run manufacturing and product testing operations in 2023. For more details, see our 2023 Citizenship Report , Page 18.

GRI 305: Emissions 2016

3-3	Management Approach	GE Appliances is committed to reducing the environmental impact of its operations. GE Appliances annually monitors their greenhouse gas emissions associated with Scope 1 and Scope 2 as defined by the Greenhouse Gas Protocol. Operations is currently focused on improving energy efficiency while continuing to refine and collect data for greenhouse gas emissions. Manufacturing sites monitor their energy consumption and work to replace older equipment with more efficient versions as projects allow. Each manufacturing site has a total preventative maintenance strategy to improve overall function and efficiency.
305-1	Direct (Scope 1) GHG emissions	GE Appliances generated 67,792 metric tons of CO2 equiv. for Scope 1 in 2023. All calculations followed the GHG Protocol with emission factors from DEFRA, Ecoinvent, IPCC Fourth Assessment, and eGrid 2021.
305-2	Energy indirect (Scope 2) GHG emissions	GE Appliances generated 145,148 metric tons of CO2 equivalent for Scope 2 in 2023. All calculations followed the GHG Protocol with emission factors from DEFRA, Ecoinvent, IPCC Fourth Assessment, and eGrid 2021.
305-4	GHG emissions intensity	GE Appliances generated 0.0238 metric tons of CO2 equiv. per US-made manufactured unit. This includes emissions associated with Scope 1 and Scope 2 categories. All calculations followed the GHG Protocol with emission factors from DEFRA, Ecoinvent, IPCC Fourth Assessment, and eGrid 2021.

GRI Content Index / Our Pillars

Operations & Product Sustainability Pillars		
GRI 306: Waste 2020		
Disclosure Number	Disclosure Title	GE Appliances Reporting
306-1	Waste generation and waste-related impacts	GE Appliances generates waste from its manufacturing sites, including byproducts of the operation itself, as well as waste associated with parts packaging.
306-2	Management of significant waste-related impacts	<p>GE Appliances began its landfill diversion journey in 2019 and has established practices that minimize trash and divert waste from landfill disposal. We reduce waste generation through our operations and product designs. Our manufacturing sites and offices review data for generated and diverted waste at least annually. Manufacturing Recycling and Waste Management Standards allow GE Appliances to maximize recycling opportunities through waste segregation guidelines and vendor selection for waste management. The business has a goal to reach 87% landfill diversion across all our manufacturing sites by year-end 2025.</p> <p>GE Appliances monitors waste streams via change management systems and when new opportunities arise with third-party waste vendors. When able to, we reuse material, such as plastic scrap, which is reground on site and added back into our products. For waste that leaves our facility, this is monitored for compliance with local, state and federal laws.</p> <p>Our established data tracking system allows for routine collection of waste types, disposal process, and weight. This is monitored and reviewed regularly with supply chain leadership.</p>
306-3	Waste generated	Total production waste in 2023 was 95,465 metric tons.
306-4	Waste diverted from disposal	<p>Total production waste diverted from disposal in 2023 was 80,342 metric tons, including hazardous and non-hazardous categories. This number accounts for scrap plastic that goes through our regrind operations and, ultimately, back into production.</p> <p>As the first appliance manufacturer to become an Environmental Protection Agency Responsible Appliance Disposal (RAD) Program Partner, GE Appliances is helping to reduce emissions of greenhouse gases and the amount of waste entering landfills. As a RAD partner, we collect and dispose of old refrigerant-containing appliances using the best environmental practices available, going beyond what is required by federal law. Approximately 97% of an appliance can be completely recycled or reclaimed through this program.</p>
306-5	Waste directed to disposal	Total production waste directed to disposal in 2023 was 15,123 metric tons, including hazardous and non-hazardous categories.
GRI 403: Occupational Health & Safety 2018		
403-1	Occupational health and safety management system	<p>GE Appliances supports the health and wellbeing of our employees by preventing occupational injuries and illnesses through: the elimination of hazards and reduction of risks and employee training. We do this by aligning our health and safety management systems and compliance assurance program with the Occupational Safety and Health Administration's Voluntary Protection Program. We conduct Health and Safety risk assessments to ensure that our management systems consider and address both short- and long-term operational risks and have early detection measures and controls in place to support customer satisfaction and prevent business interruptions.</p> <p>The GE Appliances Health and Safety Management Program consists of EHS&S standards, processes, and tools to ensure compliance with applicable regulations and reduce EHS&S risk. Employees, contractors, and suppliers are required to follow specified standards.</p> <p>For more details see, our Environmental, Health, Safety and Sustainability Policy.</p>

GRI Content Index / Our Pillars

Operations & Product Sustainability Pillars

GRI 403: Occupational Health & Safety 2018

Disclosure Number	Disclosure Title	GE Appliances Reporting
403-2	Hazard identification, risk assessment, and incident investigation	<p>GE Appliances utilizes a risk-based approach to analyze hazards that incorporates learning across sites, third-party auditing, and internal inspections. Each process applies the hierarchy of controls to identify appropriate corrective actions and solutions. All employees are encouraged to raise concerns about EHS&S work-related hazards, including the ability to report anonymously. Employees are empowered to stop work when they see safety concerns and report them to the appropriate personnel. In 2023, reporting of EHS&S concerns within our operations increased 2% year over year as improvements in reporting mechanisms make it easier for employees to engage. There is an extensive process for completing work-related incident investigations based on the risk and potential outcome of the incident.</p>
403-3	Occupational health services	<p>Our early intervention and ergonomics programs support all employees from hire to retire by:</p> <ul style="list-style-type: none"> • Reducing work-related injuries • Improving employee retention • Increasing productivity • Enhancing quality of life <p>Providers from GE Appliances' Fit for Work program observe employees performing various job tasks and offer recommendations on ways to improve body mechanics, posture and ergonomic best practices to prevent injuries. Additionally, they administer first aid treatment to employees reporting early musculoskeletal signs and symptoms of work-related and non-work-related issues, in addition to acute care services. The business supports the use of AI ergonomic assessment tools to observe job tasks and aid in such recommendations.</p>
403-4	Worker participation, consultation, and communication on occupational health and safety	<p>Applicable sites have safety committees made up of voluntary safety representatives who routinely collect and report safety concerns and recommendations. Safety representatives are encouraged to correct issues as they arise. Additionally, all sites publish weekly safety communications that touch on relevant work and home-related activities through different media channels. These forums highlight stories from employees that promote proper usage of personal protective equipment, acknowledging safety hazards, and engaging with site health and safety personnel. Employees have opportunities for interactive participation through personal devices and the use of QR codes that includes reward and recognition.</p>
403-5	Worker training on occupational health and safety	<p>GE Appliances conducts EHS&S training to set employees up for success in their individual roles. All employees receive annual EHS&S training in addition to initial new-hire orientation. Regular training for high-risk activities is completed as necessary. We utilize an automated training matrix to assign proper courses based on the employee's job requirements and training is delivered electronically, in the classroom, or through hands-on demonstration with testing to validate comprehension of materials. Through our Every Voice program, some training courses are offered in five different languages to deliver instruction to newly-hired employees in their native languages. In 2023, 158 employees were trained in a language other than English. We've expanded the program by hiring language ambassadors to support newly-hired employees who speak Spanish and Swahili. At one manufacturing location, GE Appliances partnered with a local school district to offer on-site English as a Second Language classes, through which 30 students enrolled in 2023.</p> <p>In 2023, we provided 6,398 hours of EHS&S training to new hires and 14,758 hours of specialized high-risk EHS&S training.</p> <p>For more details, see our 2023 Citizenship Report, Pages 9, 16, 17.</p>

GRI Content Index / Our Pillars

Operations & Product Sustainability Pillars

GRI 403: Occupational Health & Safety 2018

Disclosure Number	Disclosure Title	GE Appliances Reporting
403-6	Promotion of worker health	<p>There are several services available to employees at all sites to help them prioritize their medical, physical, and mental health. Our Employee Assistance Program (EAP) enables access to services for mental health care, counseling and more. EAP resources are accessible to employees and their families, regardless of their healthcare plan.</p> <p>In 2023, we expanded our Mental Health Matters campaign across all our manufacturing sites, including internal employee communications, to make it easier to reach our EAP resources. We've simplified the process of getting assistance for our employees through paper and digital educational materials, quarterly seminars, and therapists available in-person and virtually. As for leaders, the business provides training courses for all managers, aiming to break the stigma around mental health and raising awareness to the impacts of trauma. The business offers Trauma-Informed Leadership training for managers and above, to equip them with the tools they need to recognize trauma among their employees and help them. In 2023, more than 500 managers took this training course. Additionally, we offer Question, Persuade, Refer training for any employee, which assists them in recognizing when someone may be experiencing thoughts of suicide ideation and how to help them receive care. Since we began offering this training, over 100 employees have taken the course.</p> <p>In addition to mental health, GE Appliances values our employees' physical health and wellness. Some sites have YMCA facilities available and, in 2023, we reduced our membership fees for these facilities to lessen financial barriers to joining a gym. For the locations that do not have on-site facilities, we have an exercise reimbursement opportunity, aiming to make fitness more accessible and affordable.</p> <p>We also offer a program called Virta for employees and their adult family members. Users meet with medical professionals and nutritionists to: reverse type 2 diabetes; manage their type 1 diabetes; manage weight and develop a sustainable lifestyle. All consultations, as well as necessary supplies, are covered by our GE Appliances healthcare plans.</p> <p>GE Appliances healthcare plans also cover the program Pelago, which is another confidential offering that aids in tobacco cessation, substance abuse, or alcohol dependence. Pelago utilizes scientifically proven techniques, along with expert coaches and counselors, to work with users.</p> <p>As part of GE Appliances' benefits package, MyMedicalAlly is available to employees for personalized guidance on all medical conditions. Additionally, employees can connect with an expert to seek a second opinion, locate top doctors and hospitals in their area, and explore downloadable clinical resources through the Health Library.</p> <p>We promote worker health and Advanced Primary Care through our vendor Care ATC. At some of our manufacturing locations, we have healthcare facilities that offer low-cost, confidential, and quality care available to our employees. In 2023, working with Care ATC, we launched a program that allows workers on the manufacturing line to leave their job and receive an annual physical while on the clock.</p> <p>For more details, see our GE Appliances WellWithin Program.</p>

GRI Content Index / Our Pillars

Operations & Product Sustainability Pillars		
GRI 403: Occupational Health & Safety 2018		
Disclosure Number	Disclosure Title	GE Appliances Reporting
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<p>GE Appliances fosters a zero-harm culture. This is emphasized by our programs that reduce risk and continually improve operations for our employees. Our programs are designed to anticipate, evaluate, and apply controls to jobs where safety and ergonomic risks have been identified. We utilize strategically-engineered robotic and automated solutions to reduce risk within the designs of the manufacturing equipment and processes to ensure a safe work environment. Each manufacturing facility has trained ergonomic personnel to continually improve operations and reduce risk through product and process design.</p> <p>Every new employee undergoes training in how to self-assess proper postures for completing their jobs on the line and, where applicable, practice on a mock assembly line prior to starting their jobs. Communications with QR codes are posted in our facilities, displaying stretching exercises for employees to use at their workstations. For office employees, an online self-assessment tool is available as well as ergonomist assessment of workstation. Additionally, there are full-time athletic trainers in each manufacturing facility who proactively coach employees, facilitate stretching, and follow-up with employees experiencing minor musculoskeletal discomfort. In 2023, we continued the use of an ergonomic risk assessment tool that utilizes artificial intelligence to improve consistency and efficiency of trained ergonomic resources to create better workflow for our frontline employees. Our primary goal with this software is to drive more proactive improvement projects into operations, reducing potential risks before they arise.</p>
403-8	Workers covered by an occupational health and safety management system	<p>Our Environmental, Health, and Safety activities and policies apply to all GE Appliances production and non-production employees as well as contractors.</p> <p>For more details, see our Environmental, Health, Safety and Sustainability Policy.</p>
403-9	Work-related injuries	<p>The number of hours worked increased by 6% compared to 2022. For more information, see GRI 403-10.</p> <p>Hours and injuries of all GE Appliances employees and contingent laborers, under the direct supervision of GE Appliances employees, are accounted for in these metrics. In order to reduce our injuries, GE Appliances utilizes a heat map to identify, risk rank, and apply necessary controls based on the hierarchy of controls. GE Appliances calculates rates based upon 200,000 hours worked.</p> <p>For more details, see our 2023 Citizenship Report, Page 17.</p>

GRI Content Index / Our Pillars

Operations & Product Sustainability Pillars		
GRI 403: Occupational Health & Safety 2018		
Disclosure Number	Disclosure Title	GE Appliances Reporting
403-10	Work-related ill health	<p>In 2023:</p> <ul style="list-style-type: none"> • % reduction of the recordable injury rate: 18% decrease • % reduction in serious injury rate per 100 employees: 4% increase • DAFW rate: 0.92 • Serious Injury Rate: 0.31 • Number of Serious Incidents (Level B): 48 • YoY Serious Incidents trend: 4% decrease • Days Away, Restricted or Transfer case rate: 1.37; 37% decrease year over year • Number of employee fatalities (contractors and full-time employees): 0 • Number of recordable cases of work-related ill health: 34 illness cases, which includes ergonomic injuries and hearing loss cases. • 2% increase in concern reporting year over year among our employees. <p>The main types of ill health that could occur are hearing loss and musculoskeletal disorders. There were no employee or contractor fatalities in 2023. Hours and injuries of contingent laborers under the direct supervision of GE Appliances employees are accounted for in these metrics. GE Appliances utilizes a heat map to identify, risk rank, and apply necessary controls based on the hierarchy of controls.</p>
GRI 416: Customer Health & Safety 2016		
3-3	Management Approach	<p>GE Appliances has a longstanding commitment to product safety. We design our business processes to eliminate unreasonable risks of injury or damage from the use of our products and services. GE Appliances regularly evaluates its corporate compliance program through risk-based audits to identify potential issues that require new compliance controls and/or other improvements. GE Appliances has a delivery procedure that makes it safe and stress-free for customers to set up their new appliances. All appliance manuals are available online for easy access.</p> <p>For more details, see our: Environmental, Health, Safety and Sustainability Policy GE Appliances Code of Ethics, Page 17.</p>

GRI Content Index / Our Pillars

Compliance & Ethics Pillar		
GRI 204: Procurement Practices 2016		
Disclosure Number	Disclosure Title	GE Appliances Reporting
3-3	Management Approach	<p>GE Appliances has global operations, but we believe in sourcing from local as well as global suppliers. Suppliers are evaluated on the basis of several procurement criteria that we update frequently to ensure the latest best practices are included. We train our internal teams on procurement and sourcing practices, which they follow while interacting with suppliers. We have also strengthened our commitment to responsible sourcing through surveys, audits and the continual assessment of supplier integrity. Some of our initiatives include:</p> <ul style="list-style-type: none"> • Requiring all GE Appliances suppliers to comply with the standards of conduct set forth in our GE Appliances Integrity Guide for Suppliers, Contractors and Consultants. • Serving as a member of the National Minority Supplier Development Council. • Utilizing small, local, minority, veteran, disabled and LGBTQ-owned suppliers in the competitive acquisitions of services, material, equipment and tooling to meet the diverse procurement needs of our business. • Maintaining a diverse supplier base not only makes us more competitive, but it also helps build stronger local economies and communities across the country where we make the world's best appliances. As part of our efforts to strengthen diversity within our supply chain in all of our business dealings, we have a commitment to spend \$1 billion cumulatively with diverse suppliers by 2030. In 2023, we achieved \$116.5M in total diverse spend and increased our count of certified diverse suppliers by 32% year over year. To help meet this goal, we've implemented a diverse supplier mentorship program, which pairs people with GE Appliances leaders. Additionally, we maintain our Launchpad program, which trains, educates, and promotes diverse suppliers with GE Appliances' stakeholders. <p>We proudly do business with over 1,600 suppliers in the states that we call home, as well as more nationally and globally. We are, and are committed to being, an active member of the communities where we have operations. Specific to our manufacturing operations, beyond the construction, employment, and ongoing support activities, another way we support our communities is by buying products and services local to those operations when possible.</p> <p>For more details, see our 2022 Economic Impact Report, Page 4.</p>
GRI 205: Anti-Corruption 2016		
3-3	Management Approach	<p>GE Appliances maintains compliance procedures and processes intended to mitigate improper payment risks involving public officials, customers, suppliers, and other third parties. Know-Your-Customer training and processes managed by dedicated personnel within the sales, finance, internal audit staff, legal, business security team, supplier quality, and sourcing organizations help mitigate money laundering and other third-party risks. Legal and compliance personnel are responsible for ensuring cross-functional coordination, communication, and best-practice sharing on an ongoing basis with respect to third-party risks.</p> <p>There were no negative findings of anti-corruption to report for this year.</p> <p>For more details, see our Code of Ethics, Pages 14-15.</p>

GRI Content Index / Our Pillars

Compliance & Ethics Pillar		
GRI 206: Anti-Competitive Behavior 2016		
Disclosure Number	Disclosure Title	GE Appliances Reporting
3-3	Management Approach	<p>Because of the severe financial, legal and reputational consequences associated with anti-competitive behavior, GE Appliances requires that its employees compete in the global marketplace using ethical business practices, including by engaging in fair competition against our competitors and fair treatment of our customers.</p> <p>In order to facilitate such practices, GE Appliances has established processes to promote compliance with competition laws.</p> <p>We have a Fair Competition Policy, which our leaders discuss with our employees every year as part of our review of key compliance policies. New Sales employees are given competition law training as part of their onboarding, the Sales team receive yearly training on aspects of competition law, and all salaried employees receive a Fair Competition overview training during onboarding and every 2 years thereafter. GE Appliances also has a Competitor Contact Disclosure Tool, which supports employees reporting any business discussion with competitors to avoid the appearance of improper agreement or interaction.</p> <p>For more details, see our Fair Competition Policy and Code of Ethics, Page 13.</p>
GRI 308: Supplier Environmental Assessment 2016		
3-3	Management Approach	<p>All suppliers onboarded at GE Appliances undergo an initial self-assessment screening. Suppliers are then responsible to ensure that they and their employees, workers, representatives, suppliers, and subcontractors comply with the standards set out in our Integrity Guide for Suppliers. If the self-assessment contains answers that do not meet the standards, the relationship will dissolve immediately. Suppliers that pass the self-assessment are then categorized based on the risk of the supplier's location of operations. If deemed to be higher risk, those suppliers are then audited either in-person or virtually with a frequency of, at maximum, three years. Audits may be more frequent based on findings from previous audits or other concerns. Any findings from those audits are documented and followed up on within 60 days. All audit results are reviewed in real time with GE Appliances' Supplier Responsibility Guidelines team, where they discuss further actions and escalations as and when needed.</p> <p>GE Appliances has controlled internal documentation around supplier guidelines in our quality management system. It is reviewed annually by an advisory board and updated accordingly. As part of these guidelines, GE Appliances ensures that environmental requirements such as permits, local laws, monitoring of air emissions or water are met by our suppliers. Any environmental findings are documented, and suppliers must respond within 60 days for significant findings or 180 days for minor findings.</p> <p>For more details, see our Integrity Guide for Suppliers.</p>
308-1	New suppliers that were screened using environmental criteria	All suppliers are screened using environmental criteria, which may include, for example, topics such as updating local or national environmental regulatory requirements or opportunities for improved housekeeping.
308-2	Negative environmental impacts in the supply chain and actions taken	In 2023, out of the 210 supplier audits conducted, 139 environmental findings were identified. Suppliers have 60 days to address and close the finding in order to remain in compliance with our processes.

GRI Content Index / Our Pillars

Compliance & Ethics Pillar		
GRI 408: Child Labor 2016		
Disclosure Number	Disclosure Title	GE Appliances Reporting
3-3	Management Approach	<p>GE Appliances provides fair working conditions and prohibits all forms of child labor, human trafficking and slavery—including involuntary, forced or prison labor. We have a zero tolerance policy for child labor and take immediate action if any third parties are involved in such activity. If there is a finding of child labor during self-assessment or in an audit, this is recorded and the supplier is automatically disqualified from our process. If the supplier had an already-established relationship with GE Appliances, that relationship is immediately terminated.</p> <p>For more details, see the GE Appliances Code of Ethics, Page 23.</p>
408-1	Operations and suppliers at significant risk for incidents of child labor	In 2023, out of the 210 supplier audits conducted, no incidents of child labor were identified.
GRI 409: Forced or Compulsory Labor 2016		
3-3	Management Approach	<p>GE Appliances provides fair working conditions and prohibits all forms of child labor, human trafficking and slavery—including involuntary, forced or prison labor. Per our Integrity Guide, Suppliers must not employ workers younger than sixteen years of age or below the applicable minimum age, whichever is higher. Additionally, suppliers may not use forced, prison, or indentured labor, or workers subject to any form of physical, sexual, or psychological compulsion, exploitation, or to engage in or abet trafficking in persons.</p> <p>For more details, see our Code of Ethics, Page 23.</p>
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	In 2023, out of the 210 supplier audits conducted, no incidents of forced or compulsory labor were identified.

GRI Content Index / Our Pillars

Compliance & Ethics Pillar		
GRI 414: Supplier Social Assessment 2016		
Disclosure Number	Disclosure Title	GE Appliances Reporting
3-3	Management Approach	<p>All suppliers onboarded at GE Appliances undergo an initial self-assessment screening on topics related to:</p> <ul style="list-style-type: none"> • Business processes • Child and involuntary labor • Wage and hour compliance • Living conditions (where on-site dormitories are provided) • Environmental, health, and safety performance • Workplace conditions • Freedom of Association • Discrimination and harassment • Conflict minerals • Human trafficking • Physical, product, and personal security. <p>If the self-assessment contains answers that do not meet the Integrity Guide for Suppliers, the relationship will end immediately. Suppliers that pass the self-assessment are then categorized based on the risk of the supplier's location of operations. If deemed to be higher risk, those suppliers are then audited regularly. Any findings from those audits are documented and followed up on within 60 days. All audit results are reviewed in real time with GE Appliances' Supplier Responsibility Guidelines team, and they will discuss further actions and escalations.</p> <p>GE Appliances has internal documentation around supplier guidelines that is a controlled document in our quality management system. It is reviewed annually by an advisory board and updated accordingly.</p> <p>For more details, see our Integrity Guide for Suppliers.</p>
414-1	New suppliers that were screened using social criteria	All suppliers are screened using social criteria, which may include, for example, topics such as updates to administrative documentation, payroll, or available personal protective equipment.
414-2	Negative social impacts in the supply chain and actions taken	In 2023, out of the 210 supplier audits conducted, 428 findings related to social criteria were identified. Suppliers must submit evidence of remediation, which is reviewed and approved by the GE Appliances Supplier Responsibility Guidelines team in order to close. Suppliers who do not remediate within 60 days are removed from the Approved Suppliers List.
GRI 418: Customer Privacy 2016		
3-3	Management of material topics	<p>We honor our commitment to protecting customer privacy in the way we collect, use, store, access, and dispose of personal identifiable information. The company has an internal Privacy Core Team that oversees data requests and maintains data privacy initiatives to ensure that the information is handled correctly and in compliance with applicable laws and GE Appliances' policy. Additionally, there is a Privacy Steering Committee made up of Senior Executives, including the CEO, that meets quarterly and drives our Privacy Policy and ensures that the Core Team gives awareness to relevant topics.</p> <p>For more information, please see our:</p> <ul style="list-style-type: none"> GE Appliances Online Privacy Center GE Appliances Data Privacy Policy GE Appliances Code of Ethics, Page 12.

GRI Content Index / Employee Metrics

Figure 1 / GRI 2-7 - Information on Employees and Other Workers

Total Global Number of Employees by Employment Status and Gender (Total Employees: 16,500)

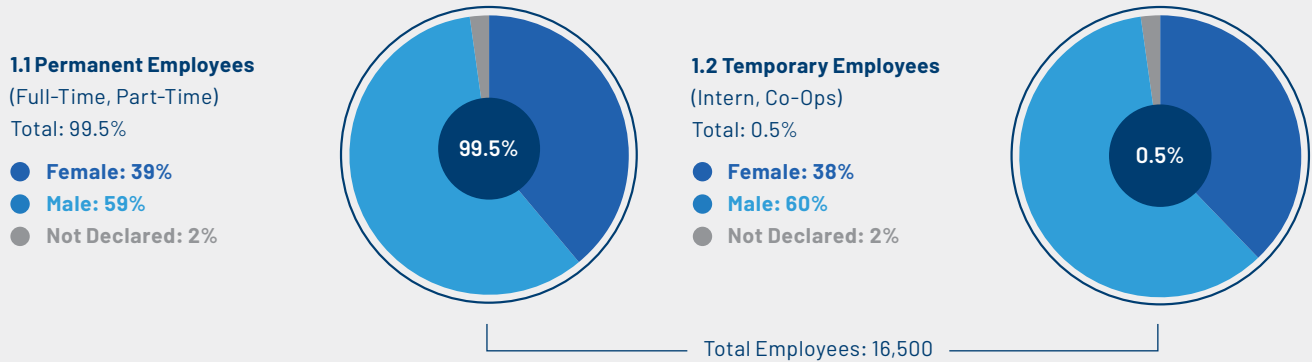


Figure 2 / GRI 2-7 - Information on Employees and Other Workers

Total Global Number of Employees by Status and Gender

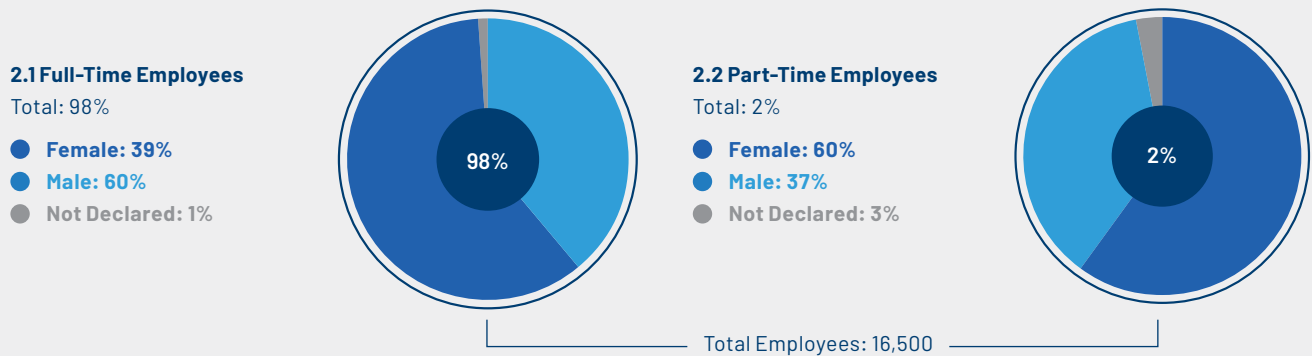
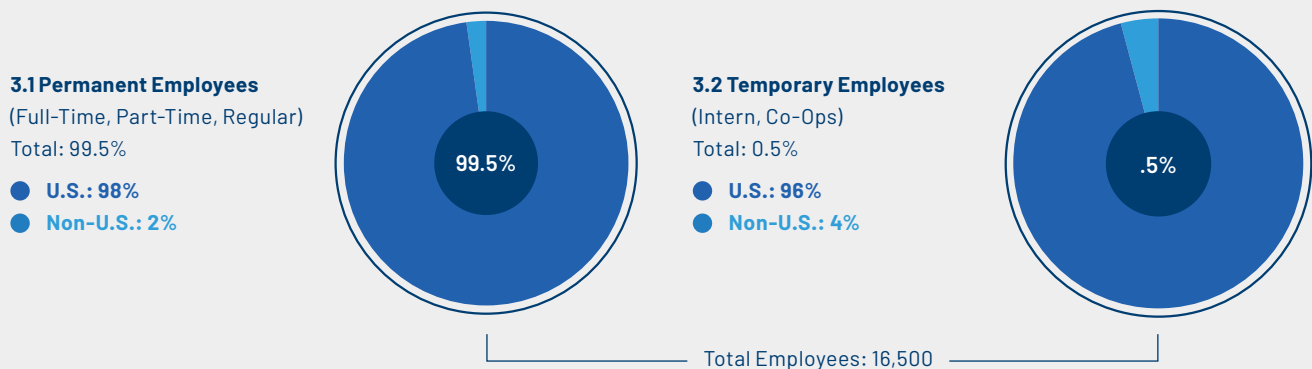


Figure 3 / GRI 2-7 - Information on Employees and Other Workers

Total Number of Employees by Employment Status and Region (U.S. vs. Global)



GRI Content Index / Data

Figure 4 / GRI 2-7 - Information on Employees and Other Workers

Total Global Number of Employees by Age Group and Gender

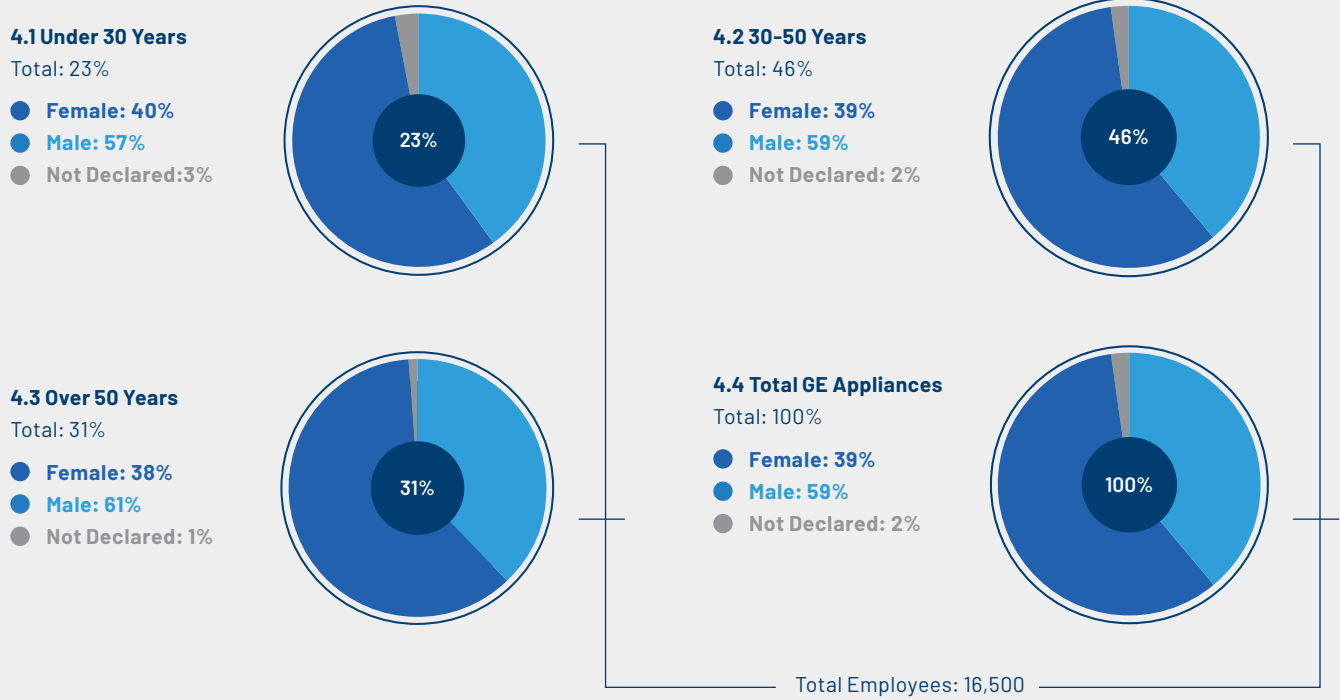


Figure 5 / GRI 405-1 / Diversity of Governance Bodies and Employees

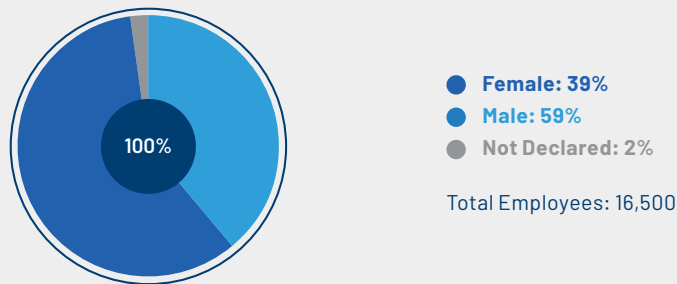


Figure 6 / GRI 405-1 / Diversity of Governance Bodies and Employees

See Figure 4 / GRI 2-7