

Global Reporting Initiative (GRI) Content Index

GRI Standards

GRI 102: General Disclosures

Organizational Profile

Disclosure Number	Disclosure Title	GEA Reporting
102-1	Name of the organization	Haier US Appliance Solutions, Inc. (doing business as GE Appliances, a Haier company)
102-2	Activities, brands, products, and services	Company Overview
102-3	Location of headquarters	GE Appliances has its global headquarters located in Louisville, KY.
102-4	Location of operations	GE Appliances Operations
102-5	Ownership and legal form	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.
102-6	Markets served	Markets include the United States, Puerto Rico, Canada and the Caribbean. Merchandise sold in these markets are major and small portable home appliances and water products, water heaters, heating, ventilation and air conditioning products. This also accounts for appliance repair services. Our customers range from large national, regional and local appliance retailers and home builders. Additionally, managers of multi-family housing, hotels, motels, and other hospitality space contribute to our customer base.
102-7	Scale of the organization	GE Appliances employs 15,000 people across the globe with its manufacturing operations housed in the U.S. GE Appliances Operations . GE Appliances is a privately owned company and does not disclose information related to net sales, total capitalization or products sold as this is confidential. Learn more about the scale of our business in the 2021 Economic Impact Report
102-8	Information on employees and other workers	GRI Content Index Figures 1-3, Page 13
102-9	Supply chain	GE Appliances is committed to unyielding integrity and high standards of business conduct in everything we do, especially in our dealings with GEA suppliers, contractors, consortium partners and consultants. GE Appliances bases its supplier relationships on lawful, efficient and fair practices, and suppliers must adhere to applicable legal and regulatory requirements in their business relationships as set out in GEA's Integrity Guide for Suppliers, Contractors and Consultants in connection with their activities for GEA.
102-10	Significant changes to the organization and its supply chain	Significant changes within GE Appliances are documented in the 2021 Economic Impact Report . Any information applicable to changes to capital share is seen as confidential information as GE Appliances is a privately-held company.
102-11	Precautionary Principle or approach	GE Appliances is committed to protecting the environment, health, and safety of our employees, customers, and communities. We believe that safety and environmental stewardship are good for business and ensure we minimize the impact to the environment from our operations and products through robust design and manufacturing standards and processes.
102-12	External initiatives	2020 Citizenship Report , Pages 56-85, 96-101, 104 2021 Citizenship Report , Pages 9-10 See our impact as we make it on GEA Pressroom
102-13	Membership of associations	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).

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Strategy		
Disclosure Number	Disclosure Title	GEA Reporting
102-14	Statement from senior decision-maker	2021 Citizenship Report , Page 3
102-15	Key impacts, risks, opportunities	2020 Citizenship Report, Pages 42-51 2021 Citizenship Report, Pages 4-8 The five Pillars of Citizenship – Community Engagement, Inclusion & Diversity, Operations Sustainability, Product Sustainability, and Ethics & Compliance – align with key reputation drivers determined by market consumers and a 2019 materiality assessment completed by a representation of GEA's stakeholders such as employees, community partners from NGOs and local government, suppliers, vendors, retail customers, and professional associations. The materiality assessment pointed to risks normally associated with environmental impact, employee health and safety, and consumer product safety with inclusion and diversity and community impact on the horizon. All these topics align under the current pillar framework where these issues are reviewed on a bi-monthly basis with the Sr. Dir. of Citizenship. The Pillar Leaders hold positions in the Communications, HR, Technology, Legal, and Supply Chain teams. Quarterly, the Sr. Dir. of Citizenship reviews ongoing activities and risks with the Citizenship Advisory Board featuring top leaders within the company such as the CEO, CCO, CFO, and the VPs of Communications, Distribution, Legal and Supply Chain. Their input is used to craft annual goals for both the business and Citizenship priorities.
Ethics and Integrity		
Disclosure Number	Disclosure Title	GEA Reporting
102-16	Values, principles, standards, and norms of behavior	GE Appliances released the GEA Way in 2021. At GE Appliances, a Haier company, we come together to make "good things, for life." We're creators, thinkers and makers who believe that anything is possible and that there's always a better way. We're a company powered by our people, made stronger through our diversity – allowing us to grow closer than ever before to our owners, anticipate their needs and enhance their lives. This is what we call "The GEA Way." Code of Conduct
102-17	Mechanism for advice and concerns about ethics	2020 Corporate Citizenship Report, Pages 162-171 and Code of Conduct. Concerns can be reported in a multitude of ways: 1) In person, 2) Electronically via an internal workflow, 3) Anonymously in the internal Ombuds tool, 4) Via text message, or 5) Anonymously from any digital platform at ombuds.geappliances.com.
Governance		
Disclosure Number	Disclosure Title	GEA Reporting
102-18	Governance structure	See 102-15 and the 2021 Citizenship Report, Page 5 The Executive Leadership Council of GE Appliances, includes, but is not limited to, the CEO, CCO, CFO, and VPs of Communications, Distribution, Legal and Supply Chain. The Sr. Dir. of Citizenship briefs the council quarterly on any topics and actions that need approval from the council.
102-19	Delegating authority	See 102-15 and the 2021 Citizenship Report , Page 5
102-20	Executive-level responsibility for economic, environmental, and social topics	See 102-15 and the 2021 Citizenship Report , Page 5
102-21	Consulting stakeholders on economic, environmental, and social topics	See 102-15 and the 2021 Citizenship Report , Page 5
102-22	Composition of the highest governance body and its committees	GE Appliances has an executive Board of Directors composed by two executives of the parent company and the GEA President & CEO. They are elected annually.

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Governance		
Disclosure Number	Disclosure Title	GEA Reporting
102-23	Chair of the highest governance body	President & Chief Executive Officer
102-24	Nominating and selecting the highest governance body	Board members are appointed by the executive committee of GEA's parent company.
102-25	Conflicts of interest	GE Appliances' Code of Conduct applies to all employees, including our leadership. The business requires employees to disclose any and all conflicts of interest. In the event that there is a conflict of interest, the business has a Compliance Review Board in place to resolve such incidents.
102-26	Role of highest governance body in setting purpose, values, and strategy	See 102-15. The GEA Way was developed in conjunction with and approved by the Executive Leadership Council of GE Appliances, which includes, but is not limited to, the CEO, CCO, CFO, and VPs of Communications, Distribution, Legal and Supply Chain.
102-27	Collective knowledge of the highest governance body	See 102-15.
102-28	Evaluating the highest governance body's performance	GE Appliances is a privately owned company and does not disclose information related to any employee's performance.
102-29	Identifying and managing economic, environmental, and social impacts	GE Appliances utilizes 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 GEA. The CEO, CCO, CFO, and VP of Legal semi-annually review these topics to weigh in on the risk profile. This is also done annually with applicable business leaders and risk functions. Internal resources and external sources are utilized in congruence with subject matter experts to determine and manage risk within the business. Annually, top risk areas are identified to conduct an internal audit based on the risk profile.
102-30	Effectiveness of risk management processes	See 102-29.
102-31	Review of economic, environmental, and social topics	See 102-15 and 102-29. 2020 Corporate Citizenship Report , Page 162
102-32	Highest governance body's role in sustainability reporting	The Citizenship Advisory board reviews and approves annual reports.
102-33	Communicating critical concerns	See 102-29.
102-34	Nature and total number of critical concerns	GE Appliances is a privately owned company and does not disclose information related to critical concerns as they are confidential.
102-35	Remuneration policies	GE Appliances is a privately owned company and does not disclose information related to the remuneration policies for its executive team as it is confidential.
102-36	Process for determining remuneration	GE Appliances is a privately owned company and does not disclose information related to the remuneration policies for its executive team as it is confidential.
102-37	Stakeholders' involvement in remuneration	GE Appliances is a privately owned company and does not disclose information related to the remuneration policies for its executive team as it is confidential.
102-38	Annual total compensation ratio	GE Appliances is a privately owned company and does not disclose information related to any employee compensation as it is confidential.
102-39	Percentage increase in annual total compensation ratio	GE Appliances is a privately owned company and does not disclose information related to any employee compensation as it is confidential.

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Stakeholder Engagement		
Disclosure Number	Disclosure Title	GEA Reporting
102-40	List of stakeholder groups	Stakeholder groups engaged by the business include: - Haier Solutions Inc. - Customers/Owners in the United States, Puerto Rico, Canada and the Caribbean. - Business operations surrounding employees, community partners from NGOs, local governments, suppliers, vendors, retail customers and professional associations. For more detailed information on stakeholder groups and involvement, see disclosures 102-6 and 102-15.
102-41	Collective bargaining agreements	A portion of production and maintenance employees and those who provide in-home service are covered by collective bargaining agreements.
102-42	Identifying and selecting stakeholders	GE Appliances identifies stakeholders from our customer base, NGOs that are aligned with our strategic business priorities and associations of which we are members.
102-43	Approach to stakeholder engagement	GE Appliances engages with customers and owners to determine goal-setting in the ESG space and information that should be included in our reports.
102-44	Key topics and concerns raised	Through ongoing engagement with key stakeholders such as our customers, suppliers, consumers, and employees, GE Appliances continues to take steps to ensure product quality and safety, increase energy efficiency, ensure safe working conditions, and more.
Reporting Practices		
Disclosure Number	Disclosure Title	GEA Reporting
102-45	Entities included in consolidated financial statements	GE Appliances is a privately owned company and we do not disclose this information as it is confidential.
102-46	Defining report content and boundaries	2020 Citizenship Report , Page 38 2021 Citizenship Report , Pages 2, 5-8
102-47	List of material topics	See 102-15.
102-48	Restatements of information	Not applicable to GE Appliances.
102-49	Changes on reporting	Not applicable to GE Appliances.
102-50	Reporting period	January - December 2021
102-51	Date of most recent report	January 12, 2021
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	All questions regarding this report can be directed to Allison Martin, Sr. Dir. of Citizenship at Allison.Martin@geappliances.com .
102-54	Claims of reporting in accordance with GRI Standards	GE Appliances has reported the information cited in this GRI Content Index for the period January to December 2021 with reference to the GRI Standards. This material references GRI Standards 2016, except for GRI 403 OHS Standard 2018, GRI 303 Water & Effluents 2018, and GRI 306 Waste Standard 2020. This material references some but not all disclosure requirements.
102-55	GRI content index	2021 GRI Index

GRI Content Index / Our Pillars

Community Engagement Pillar

GRI 203: Indirect Economic Impact

Disclosure Number	Disclosure Title	GEA Reporting
103	Management Approach	The economic impact of GE Appliances can be felt at all of our sites, which span across 46 states. 2021 Economic Impact Report
203-1	Infrastructure investments and services supported	GE Appliances values investing in its operations, employees, and facilities. 2021 Economic Impact Report
203-2	Significant indirect economic impacts	The impact of GE Appliances expands beyond the walls of our manufacturing facilities. Through investment of time, research, and finances, GEA creates a bold impact on its employment growth, supplier base, appliances and much more. GEA's growth over the past five years is featured in the 2021 Economic Impact Report .

GRI 413: Local Communities

103	Management Approach	Through our community engagement, GE Appliances strives to connect people with the resources they need to be successful. 2020 Citizenship Report, Page 59
413-1	Operations with local community engagement, impact assessments, and development programs	GE Appliances has implemented community engagement programs in all five cities where we have manufacturing sites and globally across the business with representation from all department functions. In addition to the impact outcomes detailed in the Citizenship Report, GEA partners with nearly 40 educational and nonprofit organizations as board members, community consultants, and work councils that address vulnerable populations. The business sits on the workforce, education equity, manufacturing, and technology committees of Greater Louisville Inc. Furthermore, GEA partners with The Academies of Louisville, which connects high schools to business and community partners. The Academy model aligns education and workforce development needs to better prepare students for postsecondary and career success. 2020 Citizenship Report, Pages 56-85 / 2021 Citizenship Report, Pages 9-10

Inclusion & Diversity Pillar

GRI 401: Employment

Disclosure Number	Disclosure Title	GEA Reporting
103	Management Approach	2020 Citizenship Report, Pages 89-107
401-1	New employee hires and employee turnover	GE Appliances is a privately owned company and does not disclose information concerning our employee turnover.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	GE Appliances' United States-based sites make no distinction in offerings by locations. The business makes available health and life insurance, parental leave, disability coverage, financial and other benefits to all 20+ hour/week salaried and 24+ hour/week production employees. Benefits of Working for GE Appliances
401-3	Parental leave	All full-time employees of GE Appliances are eligible for Parental Leave. Benefits of Working for GE Appliances

GRI 404: Training and Education

103	Management Approach	GE Appliances' training and education 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.
404-1	Average hours of training per year per employee	Each employee averaged 26 hours of training for 2021.

GRI Content Index / Our Pillars

Inclusion & Diversity Pillar

GRI 404: Training and Education

Disclosure Number	Disclosure Title	GEA Reporting
404-2	Programs for upgrading employee skills and transition assistance programs	GE Appliances is on a mission to democratize learning for its employees to meet people where they are. We have developed an ecosystem of learning where every employee can choose a pathway to grow in their career. Programs are available to help individuals develop their capabilities and unlock their potential to be leaders in the industry. Various leadership pathways are available for different employment levels to ensure that everyone has a chance to grow.
404-3	Percentage of employees receiving regular performance and career development reviews	100% of GE Appliances' salaried employees receive a routine performance and career development review.

GRI 405: Diversity and Equal Opportunity

103	Management Approach	2020 Citizenship Report , Pages 89-107 2021 Citizenship Report , Pages 11-12
405-1	Diversity of governance bodies and employees	GRI Content Index Figure 4 and 5 , Page 14
405-2	Ratio of basic salary and remuneration of women to men	GE Appliances is a privately owned company and does not disclose information related to salaries and remuneration of its employees as it is confidential.

GRI 406: Non-Discrimination

103	Management Approach	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. Code of Conduct , Page 14
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Operations & Product Sustainability Pillars

GRI 301: Materials

Disclosure Number	Disclosure Title	GEA Reporting
103	Management Approach	2020 Citizenship Report , Pages 132-136, 145
301-1	Materials used by weight or volume	GRI Content Index Figure 6 , Page 15

GRI 302: Energy

103	Management Approach	2020 Citizenship Report , Pages 118-119
302-1	Energy consumption within the organization	GE Appliances consumed 597,497,322 kWh of energy within the organization from fuel and electricity usage in 2021. 2021 Citizenship Report , Page 14
302-3	Energy intensity	For 2021, GE Appliances consumed 73 kWh/U.S.-manufactured unit. Energy included is fuel and electricity from within the organization.

GRI 303: Water and Effluents

103	Management Approach	2020 Citizenship Report , Pages 120, 138-139
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.
303-2	Management of water discharge-related impacts	GE Appliances follows local regulatory guidelines at each of our production sites.
303-3	Water withdrawal	GE Appliances withdrew 239,733,325 gallons of water from local municipalities to run manufacturing and product testing operations in 2021.

Operations & Product Sustainability Pillars

GRI 305: Emissions

Disclosure Number	Disclosure Title	GEA Reporting
103	Management Approach	GE Appliances is committed to reducing the environmental impact of its operations. GEA annually monitors its 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. Factories monitor their energy consumption and will work to replace older equipment with more efficient versions as projects allow. Teams will also implement a total preventative maintenance strategy to improve overall function and efficiency.
305-1	Direct (Scope 1) GHG emissions	GE Appliances generated 74,065 metric tons of CO2 equiv. for Scope 1 in 2021. All calculations (all gases) followed the GHG Protocol with emission factors from DEFRA, Ecoinvent, IPCC Fourth Assessment, and eGrider 2018.
305-2	Energy indirect (Scope 2) GHG emissions	GE Appliances generated 230,370 metric tons of CO2 equivalent for Scope 2 in 2021. All calculations (all gases) followed the GHG Protocol with emission factors from DEFRA, Ecoinvent, IPCC Fourth Assessment, and eGrider 2018.
305-4	GHG emissions intensity	GE Appliances generated 0.0373 metric tons of CO2 equiv. per U.S.-made manufactured unit. This includes emissions associated with Scope 1 and Scope 2 categories. All calculations (all gases) followed the GHG Protocol with emission factors from DEFRA, Ecoinvent, IPCC Fourth Assessment, and eGrider 2018.

GRI 306: Waste

103	Management Approach	GE Appliances began its landfill diversion journey in 2019 and has established practices that minimize trash and divert waste from disposal. 2020 Citizenship Report , Pages 116-117
306-1	Waste generation and waste-related impacts	GE Appliances generates waste from its production operations, including byproducts of the operations itself, as well as waste associated with parts packaging.
306-2	Management of significant waste-related impacts	GE Appliances monitors waste streams via change management systems and when opportunities arise with third-party waste vendors. An established data tracking system allows for routine collection and monitoring that is reviewed regularly with supply chain leadership.
306-3	Waste generated	Total production waste in 2021: 79,078 tons. 2021 Citizenship Report , Pages 13-15
306-4	Waste diverted from disposal	Total production waste diverted from disposal in 2021 is 67,568 tons, including hazardous and non-hazardous categories. 2021 Citizenship Report , Pages 13-15
306-5	Waste directed to disposal	Total production waste directed to disposal in 2021 was 11,510 tons, including hazardous and non-hazardous categories. 2021 Citizenship Report , Pages 13-15

GRI Content Index / Our Pillars

Operations & Product Sustainability Pillars		
GRI 403: Occupational Health & Safety		
Disclosure Number	Disclosure Title	GEA Reporting
103	Management Approach	GE Appliances' Environmental, Health, & Safety (EHS) Policy 2020 Citizenship Report , Page 115
403-1	Occupational health and safety management system	The GEA EHS Management Program consists of EHS standards, processes, and tools to ensure compliance with applicable regulations and reduce EHS risk. Employees, contractors, and suppliers are required to follow specified standards. The main principles applied include: - Educate and support employees to succeed in executing their individual EHS responsibilities through effective training programs. - Provide objective key performance indicators that give actionable feedback to every employee. - Evaluate EHS performance by monitoring ongoing performance results, assessing employee engagement, conducting periodic management reviews, and analyzing data from compliance audits. - Play a leading role in the industry. - Proactively participate in the rulemaking process for EHS laws and regulations that impact the business and industry. - Provide processes for employees to report concerns openly and receive timely feedback.
403-2	Hazard identification, risk assessment, and incident investigation	GE Appliances utilizes a risk-based approach to analyze hazards that incorporates learning across sites, annual 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 of EHS work-related hazards including the ability to report anonymously. Employees are empowered to stop work when they see safety concerns and report it to the appropriate personnel. There is an extensive process for completing work-related incident investigations based on the risk and potential outcome of the incident.
403-3	Occupational health services	GE Appliances' early intervention and ergonomics programs support all employees from hire to retire by: - Reducing work-related injuries - Improving employee retention - Increasing productivity - Enhancing quality of life 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.
403-4	Worker participation, consultation, and communication on occupational health and safety	Applicable sites have safety committees made up of voluntary safety representatives that collect and report out safety concerns and recommendations routinely. Safety reps 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. Employees have opportunities for interactive participation that includes rewards and recognition.

GRI Content Index / Our Pillars

Operations & Product Sustainability Pillars		
GRI 403: Occupational Health & Safety		
Disclosure Number	Disclosure Title	GEA Reporting
403-5	Worker training on occupational health and safety	GE Appliances conducts EHS training to set employees up for success in their individual roles. All employees receive annual EHS trainings in addition to initial new-hire orientation. Regular training for high-risk activities is completed as necessary. GEA utilizes an automated training matrix to assign proper courses based on the employee's job requirements. Training is delivered electronically, in the classroom, or through hands-on testing to validate comprehension of materials. 2021 Citizenship Report, Pages 13
403-6	Promotion of worker health	GE Appliances has a number of services available to employees at all sites that help them prioritize their medical, physical, and mental health. See GE Appliances' WellWithin Program and the 2020 Citizenship Report, Page 115. Applicable sites have YMCA fitness centers as well as readily available medical facilities. See our Care ATC Facility at applicable sites for more details on the low-cost, confidential and quality care available to our employees. Through our Employee Assistance Program, employees can receive services for mental health care, counseling, communication challenges and more.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	GE Appliances fosters a zero-harm culture. This is emphasized by our programs that reduce risk and continually improve operations for our employees. Every new employee undergoes training on 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. Additionally, there are full-time athletic trainers in each manufacturing facility who proactively work with employees to identify any poor ergonomic postures, coach employees, facilitate stretching, and follow-up with employees experiencing minor musculoskeletal discomfort. GEA's programs are designed to anticipate, evaluate, and apply controls to jobs where ergonomic risks have been identified. Each manufacturing facility has an ergonomic resource to continually improve operations and reduce risk through product and process design. GEA utilizes strategically engineered robotic and automated solutions to reduce risk within the designs of manufacturing equipment and processes to ensure a safe work environment. 2020 Citizenship Report, Page 115
403-8	Workers covered by an occupational health and safety management system	GE Appliances' Environmental, Health, and Safety activities and policies apply to all production and non-production GEA employees as well as contractors. Integrity Guide for Contractors, Suppliers and Consultants
403-9	Work-related injuries	In 2021: - Zero employee and contractor fatalities. - Achieved a 11% year-over-year reduction for the recordable rate. - Achieved a 12% year-over-year reduction in the serious injury rate per 100 employees. - The number of hours worked increased by 14% from 2020. Hours and injuries of all GEA employees and contingent laborers, under the direct supervision of GEA employees, are accounted for in these metrics. GE Appliances utilizes a heat map to identify, risk rank, and apply necessary control based on the hierarchy of controls. GE Appliances calculates rates based upon 200,000 hours worked. 2021 Citizenship Report, Page 13

GRI Content Index / Our Pillars

Operations & Product Sustainability Pillars

GRI 403: Occupational Health & Safety

Disclosure Number	Disclosure Title	GEA Reporting
403-10	Work-related ill health	In 2021: - Zero employee fatalities. - 38 recordable cases of work-related ill health. The main types of ill health that could occur are hearing loss and musculoskeletal disorders. No employee or contractor fatalities. 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.

GRI 416: Customer Health & Safety

103	Management Approach	GE Appliances has a longstanding commitment to product safety. We design our business processes to eliminate unreasonable risks of injury or damage from use of our products and services. Additionally, GEA has established means for our employees to report concerns and questions about the safety of our products and the reliability of our processes to assure compliance. Code of Conduct, Page 8 2020 Citizenship Report, Pages 168-169
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Compliance & Ethics Pillar

GRI 204: Procurement Practices

Disclosure Number	Disclosure Title	GEA Reporting
103	Management Approach	All suppliers onboarded at GE Appliances undergo an initial self-assessment to screen the supplier on topics related to: • 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 If the self-assessment contains answers that do not meet the Integrity Guide for Suppliers, the relationship will discontinue immediately. Suppliers that pass the self-assessment then are categorized based on the risk of the supplier's location of operations. If deemed to be higher risk, those suppliers are then audited on an annual basis. Any findings from those audits are documented and followed up on within 60 days. All audit results are reviewed annually with GE Appliances' Supplier Responsibility Guidelines team, and they will discuss further actions and escalations. With the COVID-19 pandemic, some sites underwent a virtual audit due to travel restrictions. 2020 Citizenship Report, Pages 122 and 166

GRI Content Index / Our Pillars

Compliance & Ethics Pillar		
GRI 204: Procurement Practices		
Disclosure Number	Disclosure Title	GEA Reporting
204-1	Proportion of spending on local suppliers	GE Appliances is, and is committed to be, an active member of the communities where it has operations. Specific to manufacturing operations, beyond the construction, employment, and ongoing support activities, another way it supports our communities is by buying products and services local to those operations when possible. GEA proudly does business with over 1,600 suppliers in the states in which it calls home, as well as more nationally and globally. 2021 Economic Impact Report
GRI 205: Anti-Corruption		
103	Management Approach	GEA 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. Code of Conduct, Pages 10 and 13
GRI 206: Anti-Competitive Behavior		
103	Management Approach	See the Management Approach for GRI 205: Anti-Corruption.
GRI 308: Supplier Environmental Assessment		
103	Management Approach	See 102-9 and the Management Approach for GRI 204: Procurement Practices.
308-1	New suppliers that were screened using environmental criteria	See 102-9 and the Management Approach for GRI 204: Procurement Practices.
308-2	Negative environmental impacts in the supply chain and actions taken	GRI Content Index Figure 7 , Page 15
GRI 408: Child Labor		
103	Management Approach	See 102-9 and the Management Approach for GRI 204: Procurement Practices.
408-1	Operations and suppliers at significant risk for incidents of child labor	GRI Content Index Figure 7 , Page 15. Child labor is accounted for in the social category in Figure 7 if any findings are found.
GRI 409: Forced or Compulsory Labor		
103	Management Approach	See 102-9 and the Management Approach for GRI 204: Procurement Practices.
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	GRI Content Index Figure 7 , Page 15. Forced or compulsory labor is accounted for in the social category in Figure 7 if any findings are found.
GRI 414: Supplier Social Assessment		
103	Management Approach	See the Management Approach for GRI 204: Procurement Practices.
414-1	New suppliers that were screened using social criteria	See the Management Approach for GRI 204: Procurement Practices.
414-2	Negative social impacts in the supply chain and actions taken	GRI Content Index Figure 7 , Page 15

GRI Content Index / Our Pillars

Compliance & Ethics Pillar

GRI 417: Marketing and Labeling

Disclosure Number	Disclosure Title	GEA Reporting
417-1	Requirements for product and service information and labeling	A Use and Care Manual accompanies each appliance to relay proper handling instructions. Manuals are available online. Owner's Manual & Installation Instructions

GRI 418: Customer Privacy

103	Management Approach	GE Appliances is committed to protecting its customers' privacy. This commitment is honored in the way it collects, uses, stores, accesses, and disposes of personal identifiable information. The company has an internal Privacy Committee that oversees data requests and maintains data privacy initiatives to ensure that the information is handled correctly and in compliance with applicable laws and GEA policy. Privacy Statement Code of Conduct, Pages 12 and 13 2020 Citizenship Report, Pages 168-169
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Figure 1 / GRI 102-8 / Information on Employees and Other Workers

Total Number of Salaried Employees by Employment Contract and Gender

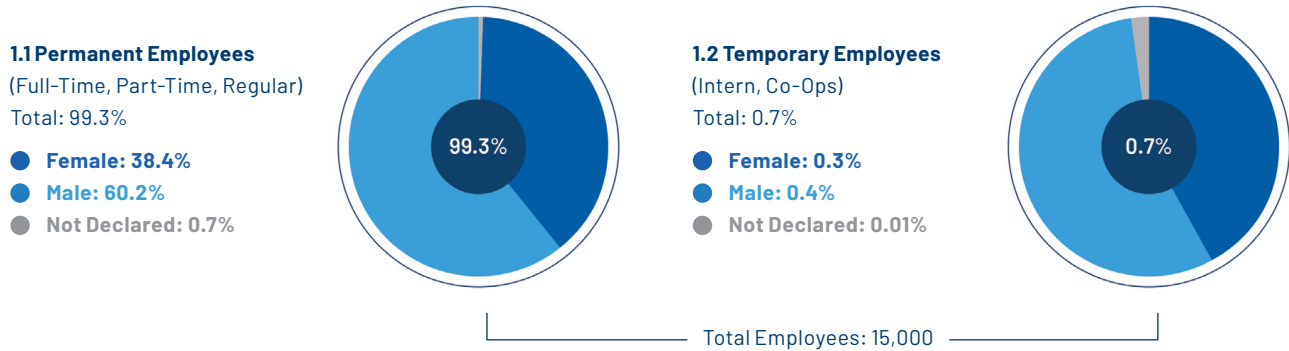


Figure 2 / GRI 102-8 / Information on Employees and Other Workers

Total Number of Salaried Employees by Type and Gender

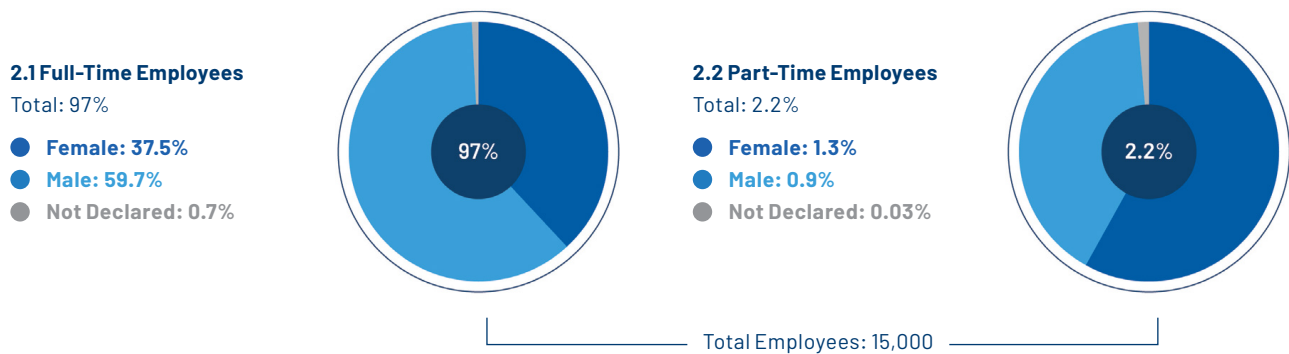


Figure 3 / GRI 102-8 / Information on Employees and Other Workers

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

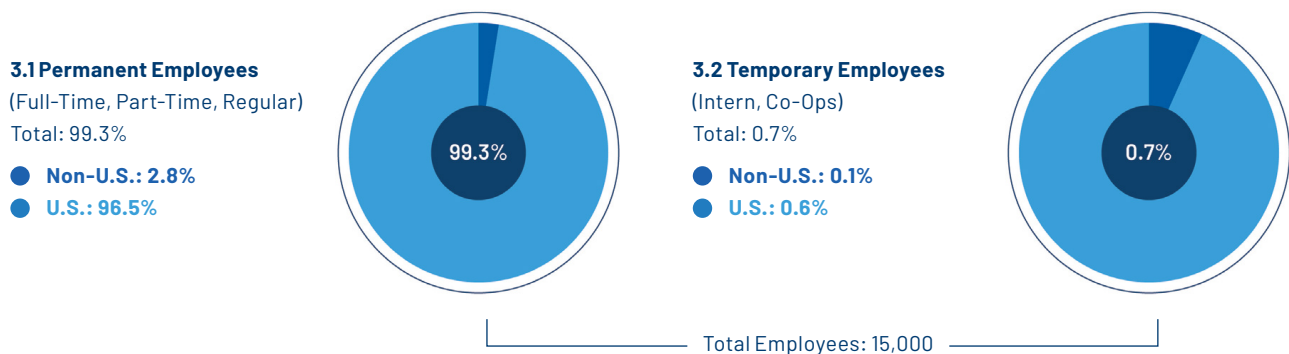


Figure 4 / GRI 405-1 / Diversity of Governance Bodies and Employees

Total Number of Salary Employees by Gender

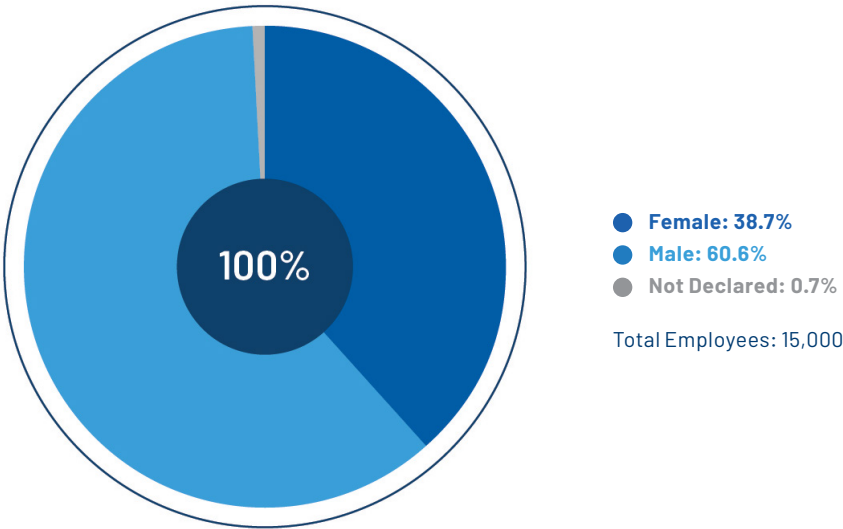


Figure 5 / GRI 405-1 / Diversity of Governance Bodies and Employees

Total Number of Salaried Employees by Age and Gender

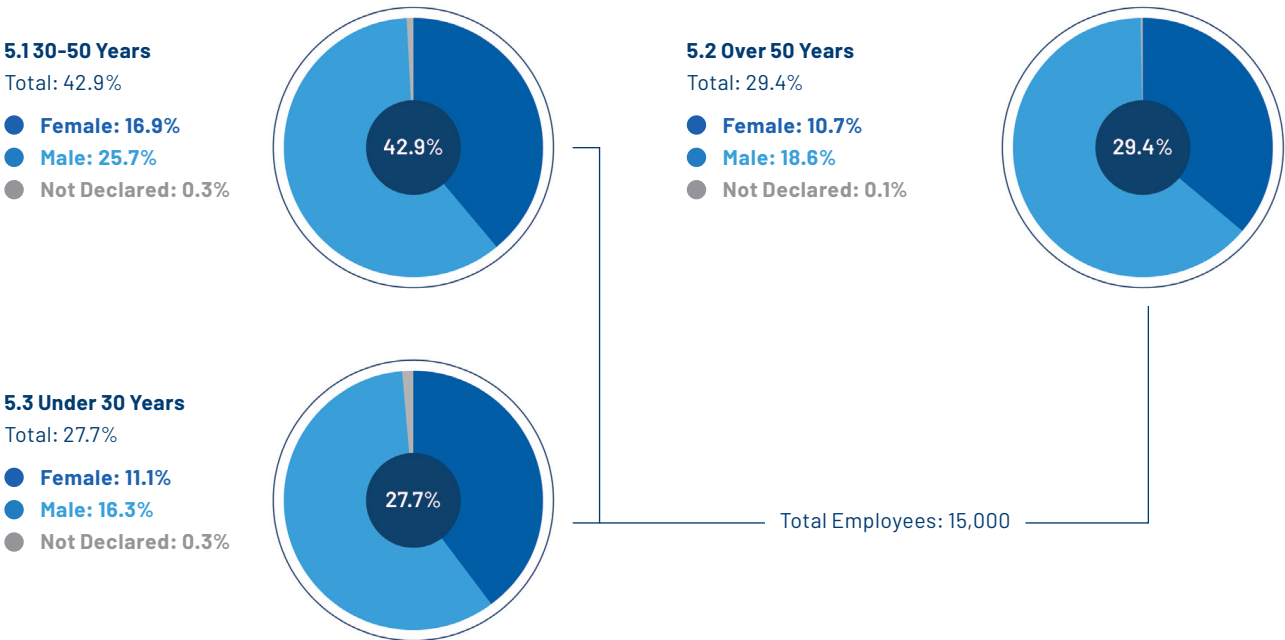


Figure 6 / GRI 301-1 / Materials Used by Weight or Volume

2019 Packaging Material Volume

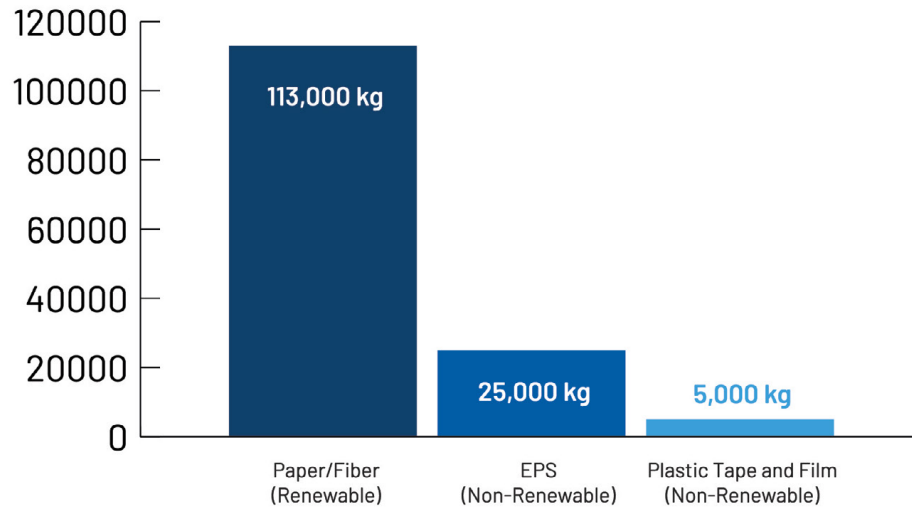


Figure 7 / GRI 308-2, 408-1, 409-2, 414-2 / Impacts In the Supply Chain and Actions Taken

2021 Audits for GEA Suppliers

