



GE APPLIANCES
a Haier company

2021 Economic Impact Report

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National Impact



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Transforming GE Appliances: Inside Our 5-Year Journey of Growth and Positive Economic Impact

While GE Appliances (GEA) has been around for more than 100 years, 2016–2021 have been the most successful in our history. With the entrepreneurial mindset of a startup and investments in innovations, we have expanded our portfolio of traditional core products and adopted a strategic focus on new technology—all of which have enabled GEA to become the fastest-growing appliance company in the U.S. Our double-digit compound annual growth rate (CAGR) over the last five years exceeds that reported by any competitor. Our investment and growth in the U.S. are responsible for creating more than 100,000 jobs.

Nationwide Impact

The economic impact of GEA can be felt throughout the United States—and especially in the five states where we operate manufacturing facilities. Our national footprint begins at our headquarters and largest operation in Kentucky and ripples throughout 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 a number of key inputs including: Payroll; investments in new technology, product development and manufacturing; the purchase of raw materials, components and services; and spending by our employees and suppliers. These factors, along with the federal, state and local taxes they generate, help GEA strengthen the national and regional economies where we operate.

U.S.-Led Leadership Team Sets New Course

GE Appliances continues to be led by a U.S.-based leadership team headquartered in Louisville, Ky. In 2010, this team began the company's reshoring journey to bring manufacturing back to the U.S.

In 2017, they revised the company's strategy to better respond to the needs of customers and consumers. This approach, designed to put zero distance between the company and its customers and consumers, is comprised of two elements. The first, reorganize into microenterprises or independent business units that function more like startups, where empowered employees have closer ties to the consumers they serve to better design products to address their needs. The second, increase U.S. manufacturing to produce these products, innovate new features and provide greater flexibility to shorten the time from manufacture to market.

5-Year Employment & Investment Impact



15,000

employees in the U.S. —
16% growth over five years



88,000

additional jobs created by
the economic impact of GEA,
its employees and suppliers



\$20 Billion

contributed to the U.S. Gross
Domestic Product (GDP)



\$2.1 Billion

generated in taxes

Manufacturing Impact

According to the National Association of Manufacturers (NAM), manufacturing has the highest multiplier effect of any economic sector. For every \$1.00 spent in manufacturing, \$2.79 is added to the economy.

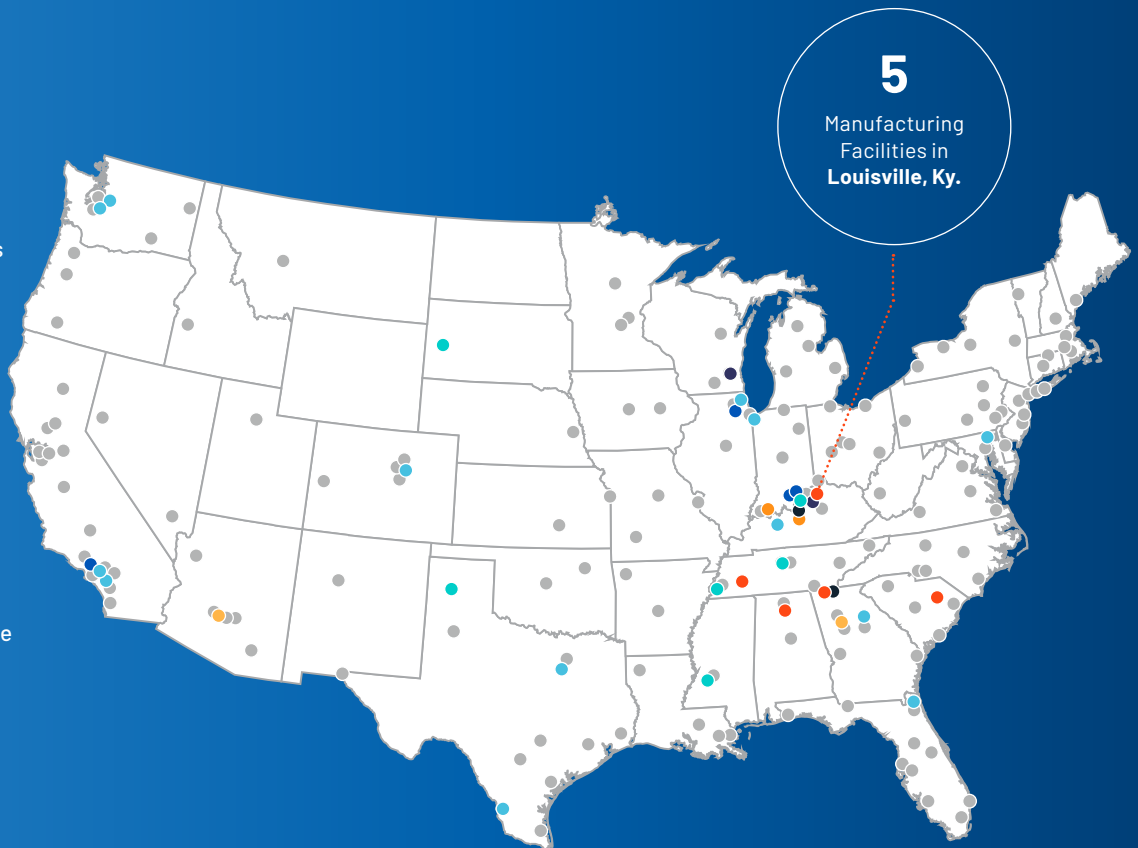


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Positively Impacting Communities Across the U.S.

U.S. Footprint

9	Manufacturing Facilities
2	Research & Development Centers
2	Dispatch Centers
6	National & Regional Call Centers
13	Area Distribution Centers (ADCs)
4	Service Parts Distribution Centers
2	Monogram Experience Centers
2	Logistics Centers
143	Local Delivery Locations



Employment Impact

Our impact goes beyond the walls of GEA. Through our economic activity, we also help create **88,000 jobs** within sectors that provide goods and services to our business and employees, including:



Medical Facilities



Transportation, Trucking & Tourism



Real Estate



Warehouse & Storage



Restaurants



Wholesale Trade

Supplier Impact

GE Appliances spends **\$2.8 billion** with **5,400 U.S. suppliers**—a **67%** increase in spending and double the number of suppliers over the last five years.

50-State Supply Base



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API laundry production facility in Louisville, Ky.

We are committed to growing our U.S. supply base to be closer to our consumers and customers, which is making a significant economic impact across the U.S. More than \$2.8 billion in purchases comes from 5,400 suppliers in all 50 states and includes raw materials like steel, paints and materials for our unique finishes, and millions of electrical and mechanical parts that enable many of our appliances to be labeled Made in America.

This represents tremendous growth in the U.S., with a 67% increase in spending and a 50% increase in the number of suppliers over the last five years. Because of our network of hundreds of transportation and warehouse service providers, we can deliver finished appliances in one day to 90% of U.S. households.



More than 80% of the steel used in our appliances plants is sourced from U.S. suppliers.

Supporting U.S. Suppliers

\$2.8 Billion

is spent in the U.S. by GEA annually

5,400

U.S. Suppliers

67%

increase in spending and double the number of suppliers over the last five years

10%

of GEA's domestic spend is with diverse suppliers

Strengthened Focus on Inclusion & Diversity

GE Appliances is extending its efforts to grow a more diverse supply base. We are making good strides toward doubling our diverse supplier spend, and it's been included as a key performance metric for our company.

Key next steps include:

Investing in a partnership with Greater Louisville Inc. (GLI) — Louisville's Chamber of Commerce — as a founding member of their Racial Equity Pledge indicates having a more inclusive and diverse workplace and network of suppliers. This includes growing black-owned businesses that can be developed into suppliers for local manufacturers.

Becoming the first appliance company to join the LGBTQ Chamber of Commerce

A Launching Point for Careers



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The U.S. Department of Defense recognizes GEA leaders for their outstanding support of citizen soldiers who are serving our country with an Employer Support of the Guard and Reserves (ESGR) Patriot Award. This is one of many ESGR honors GEA has received, which also include a 2019 Seven Seals Award, a 2020 Above and Beyond Award, and being named a national semifinalist for the 2021 Secretary of Defense Employer Support Freedom Award.

WayUp PRESENTS
TOP100
INTERNSHIP PROGRAMS 2021

In 2021, GE Appliances earned the global Great Place to Work recognition, a prestigious award based entirely on what employees have to say about their work experience—beating the national average by 22 percentage points.

Veterans' Employer of Choice

GE Appliances and our Veterans Network provide career opportunities and support to service members from all military branches. With a mission of "Support, Hire, Grow," GEA employs more than 470 veterans.

Supporting GEA's Citizen Soldiers with Generous Military Leave Benefits

To help GEA employees serve our country and take care of their families, the company pays the difference between an employee's military pay and their GEA salary for up to three years.



Retired Army Major David Palmer joined GEA on the company's Experienced Officer Development Program and is currently on his second rotation in materials for refrigeration.

Joint Business Exchange Training (JBET) Program

GE Appliances hosts members of the elite 5th Special Forces Group for a three-week corporate immersion experience where soldiers work through an assigned business problem and report their findings and recommendations to GEA senior leaders. This program gives participants an opportunity to learn about the private sector and take away transferable best practices that can help them to be more effective in their duties. The officers in turn provide a fresh and diverse approach to reviewing operations identified for improvement.

Senior Leader Corporate Fellowship Program

The GE Appliances Veterans Network supports the Senior Leader Corporate Fellowship Program, a partnership with USA Cares and Fort Knox Career Skills, to connect transitioning veterans and/or military spouses to jobs and careers at GEA or other companies in the greater Louisville region.

Learn More Here:
careers.geappliances.com/pages/veterans

Creating Great Learning Experiences for Co-ops & Interns

Annually, GE Appliances gives more than 450 co-ops and interns meaningful and challenging learning experiences, further supporting their academic studies and jump-starting their careers. The last three years, GEA was recognized by WayUp as a Top 100 Intern Program.

Learn More Here:
careers.geappliances.com/student-opportunities



GE Appliances co-ops participated in community service in Louisville as part of the company's Blue Wave initiative.

Headquartered in Kentucky



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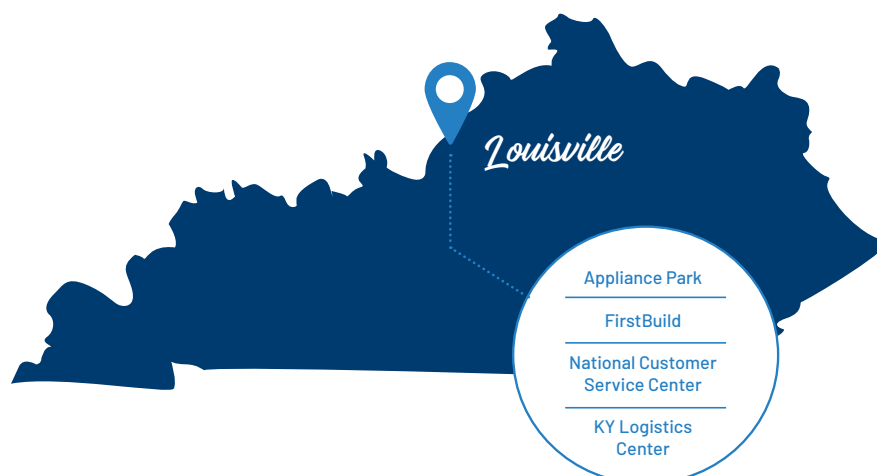


Appliance Park (GEA's headquarters) in Louisville, Ky.

Since the early 1950s, Appliance Park—a massive and thriving 750-acre “city within a city” that boasts its own zip code—has been part of the Louisville community. Home to our headquarters and five manufacturing plants, the complex builds Made in America clothes washers and dryers, dishwashers, refrigerators, and sub-assemblies and parts used to manufacture appliances.

New Logistics Center in Kentucky

In 2021, to support the reshored four-door refrigeration production and expansion at Appliance Park, GEA opened a new Kentucky Logistics Center (KLC) in Louisville. The 224,000 square foot space will store and manage parts for the recently opened production line, while creating more than 50 jobs in the Louisville community.



Employment & Investment Impact

7,300

employees in Kentucky

20,700

additional jobs created by the
economic impact of GEA, its
employees and suppliers

\$600 Million

generated in taxes

\$6.1 Billion

contributed to Kentucky's GDP

GE Appliances Supports Kentucky Suppliers

\$365 Million

spent by GEA annually

594

Kentucky suppliers

Kentucky: Research & Development



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The GE Appliances laundry team designed a revolutionary new laundry system to address an industry-wide complaint in front load washers—odor causing bacteria. The new system includes a wider gasket angled to allow water to fully drain after the wash cycle, an UltraFresh Vent System with OdorBlock™ that pulls in and circulates fresh air, removing moisture from the unit, and finally, building in Microban® antimicrobial technology into the gasket, dispenser and pump to help prevent the growth of odor-causing bacteria in parts of the washer where moisture could linger.

2,800+

new products since 2016

25%

of models represent growth into new categories

1,600

engineers who come together to make good things, for life.

80+

R&D labs are located at GEA's headquarters in Louisville, Ky.

R&D for New Products

Our team of makers and innovators have launched more than 2,800 new products since 2016. App-guided cooking with artificial intelligence, over-the-air updates for new software installments and odor-eliminating front-load washers and dishwashers are a few of the new technologies. Approximately 25% of those models represent growth into new categories—such as small appliances, air conditioners for recreational vehicles, water heaters and more—where the company is leveraging its new microenterprise structure to become closer to U.S. consumers, and its technical engineering expertise to fuel growth. These and other innovations led to

GE Appliances being named Smart Appliance Company of the Year in 2019, 2020 and 2021 by IoT Breakthrough.

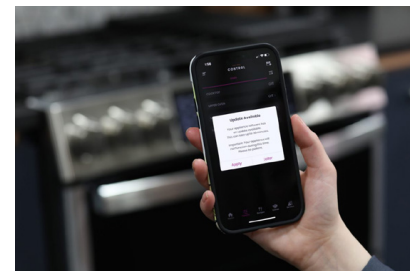


Co-Creation at FirstBuild

As an innovation engine for GE Appliances, FirstBuild is a collaborative makerspace located on the University of Louisville campus. It harnesses the power of a global community of makers to launch "what's next" in home appliances. Equipped with a state-of-the-art fabrication shop, a flexible microfactory and an outside-in development approach, the team is empowered to rapidly design, build and commercialize new products.



Austin and Justin of the FirstBuild team collaborate with community members during one of FirstBuild's annual hackathons. Key product launches include the Opal Nugget Ice Maker and the Monogram Hearth Oven where no vent is necessary when roasting or pizza making, thanks to an innovative air curtain and air that's channeled through a catalytic converter.



More than 200,000 owners of GE appliances received a free software update adding air fry to their ovens. GEA is the only major appliance company pushing new cooking features post-purchase.



More than 80 R&D labs are located at GEA's headquarters in Louisville, including a water filtration lab where engineers test counterfeit filters falsely claiming to meet safe drinking water requirements.

Kentucky: Workforce Development



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Embrace Your Own Valley: Developing Talent In-House

During a 2019 Trustbelt Conference speech in Louisville, GE Appliances President & CEO Kevin Nolan encouraged attendees to “embrace their own valley” and to stop looking to Silicon Valley to solve regional workforce problems. Located in the Ohio Valley, GEA is creating an Industry 4.0 talent pipeline to help solve the skills gap and build a workforce with the engineering and technical experience needed to support recent and future investments in our U.S. operations.

Unique programs include:

Kentucky FAME

GE Appliances funded and crafted a blueprint for bridging the manufacturing skills gap that led to the creation of the Greater Louisville Chapter of the Kentucky Federation for Advanced Manufacturing Education (KY FAME), a group of area manufacturing companies taking action to fill the pipeline of mid-skill manufacturing workers, which is critical to the region's large manufacturing industry. In 2017, the first class of the Advanced Manufacturing Technician Program (AMT) at Jefferson Community & Technical College graduated from the two-year apprenticeship-style program with full-time job commitments and little-to-no student loan debt.

Industry 4.0 Development Program

In 2019, GEA launched a two-year Industry 4.0 Development Program targeting recent engineering college graduates or mid-career employees who want to work within our nine smart factories across the U.S. As the digital transformation continues to sweep across our business, our Supply Chain team is focused on developing talent through four highly technical rotations in industrial controls, robotics, testing and data visualization.

Community Partnerships: Academies of Louisville

The Academies of Louisville, a Jefferson County Public Schools initiative, mixes career-oriented classes with math, English and other core content courses to enable students to explore high-demand fields. GE Appliances serves as a business partner for the Doss High School manufacturing pathway. These students graduate as Certified Production Technicians, giving them enhanced skills to obtain positions with area manufacturers. Graduates who start with GEA have access to college tuition reimbursement and career paths with business leadership opportunities.

GEA2DAY

As a collaborative partnership with Jefferson County Public Schools, GEA2Day provides opportunities for high school seniors to join a 2-day a week workforce that pays \$17.00 an hour, offers real-world experience and up to \$6,000 per year in college tuition. Since launching in 2018, the program has also attracted college students and working moms to explore careers in manufacturing.



Alivia Slucher, Maintenance Technician at Appliance Park, is a graduate of the KY FAME program where she graduated top of her class in welding. She's a working mom and homeowner with no student debt thanks to the KY FAME program and her experience at GE Appliances.



Lana Chausenko, an engineer on our new Industry 4.0 Development Program, works with the camera used to detect leaks on the dishwasher test loop. Incorporating vision or cameras is a key element of the robotics and automation rotation that is driving expanded flexibility and new capabilities in our Louisville, Ky. plant.



Opened in 2019, GEA's new product manufacturing assembly demonstration line at Doss High School offers students in their manufacturing pathway an engaging, hands-on learning experience.



PBS NewsHour shines a light on GEA2Day as an inventive model for workforce development during a 2021 episode.

Expanding in Georgia

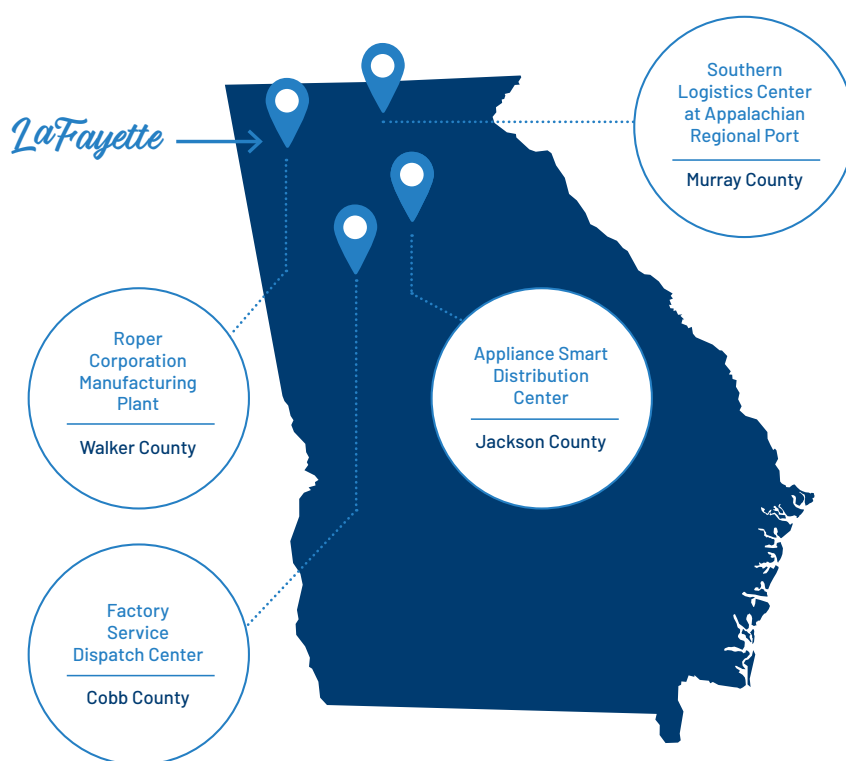


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Roper Corporation Manufacturing Plant in LaFayette, Ga.

Our roots run deep in Georgia, where GEA continues to grow with the recent expansion of our largest site in the state: Roper Corporation in Walker County. Georgia is also home to our Jackson and Murray County facilities, which are integral to the efficiency of our entire U.S. supply chain.



Employment & Investment Impact

2,400

employees in Georgia

4,650

additional jobs created by the economic impact of GEA, its employees and suppliers

\$124 Million

generated in taxes

\$2.4 Billion

contributed to Georgia's GDP

Investments Across Georgia

\$130 Million

In 2019, GEA announced \$130 million in investments across the state of Georgia. Investments at the LaFayette, Ga. plant included capacity expansion and new cooking products.

Supporting Georgia Suppliers

\$77 Million

is spent in Georgia by GEA annually

256

Georgia suppliers

Georgia: Innovative Initiatives



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GEA employees at our new smart warehouse in Commerce cut the ribbon at the facility, where 100 new jobs were created through 2019 investments in Georgia.

Partnering with the Georgia Ports Authority (GPA)

In early 2020, GE Appliances was the first to open a new logistics center in northwest Georgia near the GPA's Appalachian Regional Port, adding momentum to the expansion of the Port of Savannah. In addition to creating 100 jobs, the center helps reduce lead time on components with 30% improved inbound transportation efficiency, ensuring rapid distribution to our nine U.S. manufacturing plants located in nearby states.

Leading in Smart Distribution

In 2019, GE Appliances opened its first smart warehouse in Commerce, adding more than 100 new jobs. The warehouse—which serves as a template for GEA's other smart distribution centers across the country—combines innovative warehouse design, patented product handling equipment, robust product tracking and digital intelligence to manage and deliver large products with world-class service, quality and cost.

Bringing Healthcare to Rural Georgia

Access to quality medical care in rural areas of Georgia has always been a challenge. Roper Corporation's unique onsite Wellness Medical Center provides full-service medical care to employees and their families, ranging from primary care and physical therapy to mental health counseling and prescription medications. Roper employees and their families scheduled more than 50,000 visits over the past two years. The Wellness Center also offers free COVID-19 vaccinations for employees, their families, and local contractors.



GEA President & CEO Kevin Nolan is joined by Georgia Governor Brian Kemp and other local and state government officials to officially open the Southern Logistics Center in March 2020.

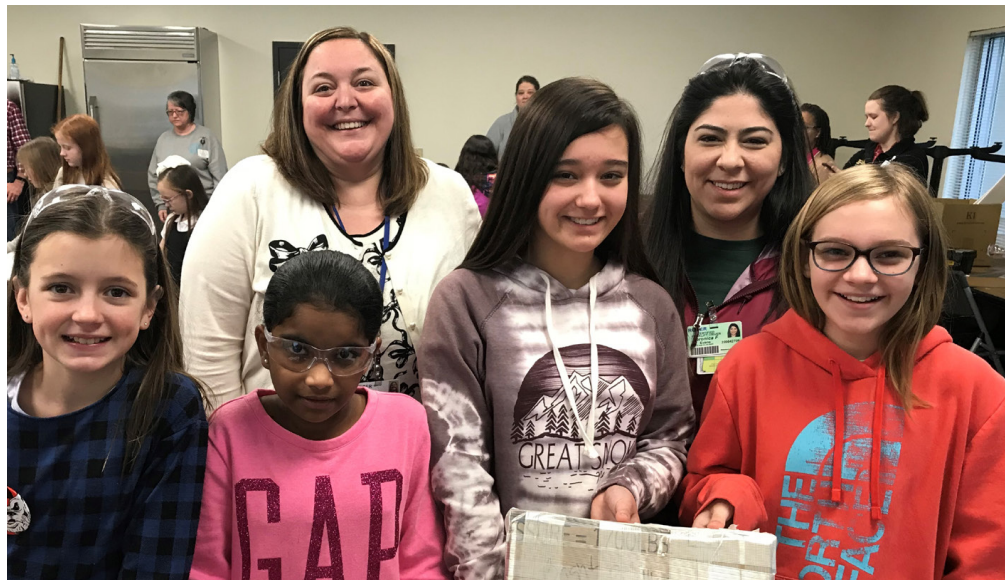


GEA uses virtual reality (VR) training in its smart distribution centers. This technology-based, interactive training immerses the operator in a computer-generated environment that resembles the job, reducing training time. Photo credit: DeremerStudios.com



Roper's Wellness Medical Center team provides full-service medical care to employees and families.

Georgia: Workforce Development



Roper provides unique STEM outreach activities for students from elementary school through high school, as well as innovative solutions to strengthen the workforce pipeline and attract diverse talent to the plant.

For example, during Introduce a Girl to Engineering Day, girls participate in a hands-on STEM team activity, are mentored by Roper's female engineers, tour the labs and gain other firsthand experiences.

Roper Corporation Supports Local Schools and Inspires NextGen Manufacturing

Promoting Science, Technology, Engineering, and Mathematics (STEM) is a top priority for Roper Corporation, a wholly owned subsidiary of GE Appliances that's located in LaFayette, Ga. "We strongly believe that advancing STEM education requires collaboration among industry, educators and families," said Lois Crandell, executive director and plant manager at Roper Corporation. "As a community leader with a workforce that includes 70 engineers and technicians, Roper Corporation is committed to working with these groups to develop programs that educate and inspire tomorrow's engineers and other technical resources."



Involved since its inception in 2017, Roper Corporation sponsors Camp STEMulate where students have hands-on opportunities to solder during an electronics class and build their own hovercraft.

Workforce Solutions

Roper Corporation is the first company in Georgia to use the new MyWorkChoice app allowing prospective workers to easily pick up shifts to create a schedule that works around their lives, selecting between four to 40 hours a week. In a changing labor market, this digital solution provides flexible options to hourly workers who may be returning to work for the first time since the start of the pandemic.

Factory Engineering Lab Field Trips

The Roper Corporation STEM outreach program gives K-12 students and teachers a real-world experience through access to Roper's Product Design Engineering Department. This includes a tour of lab areas and hands-on STEM activities mentored by Roper engineers. The plant typically hosts students twice a month during the Fall and Spring semesters. Since 2014, Roper Corporation has hosted more than 1,700 students and teachers.

Introduce a Girl to Engineering

To further build the pipeline of women in engineering, the Roper team holds a special Introduce a Girl to Engineering Day event during National Engineer's Week where employees bring their daughters, granddaughters, nieces, and other female relatives to the factory for a half-day immersion.

Growing in Tennessee

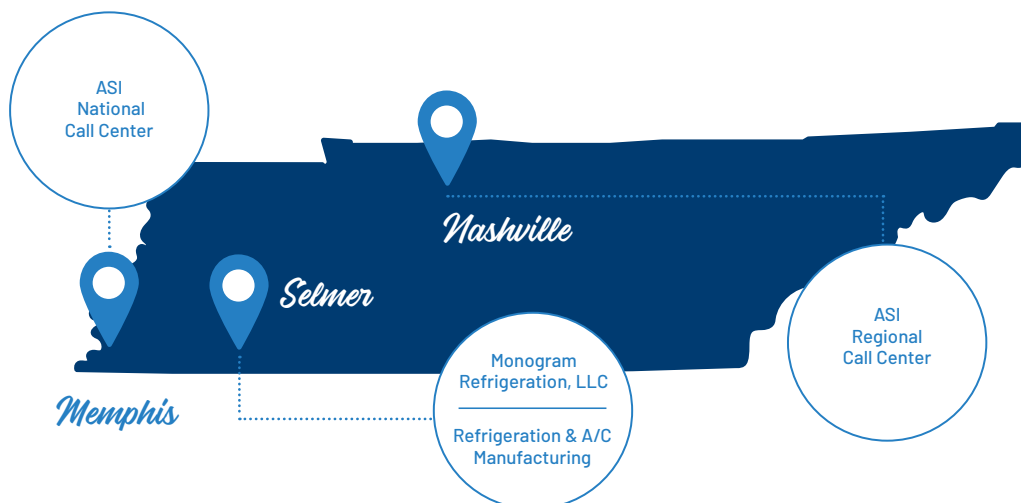


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The latest assembly line at our Monogram Refrigeration plant in Selmer, Tenn. brings more than 30 new jobs to the local community.

We have three locations in Tennessee: Monogram Refrigeration, LLC, a wholly owned subsidiary located in Selmer, Tenn. that manufactures high-end Monogram®, Café™ and GE Profile™ refrigerators and freezers and Zonline® air conditioners; our Advanced Services Inc. (ASI) National Call Center in Memphis; and our new ASI Regional Call Center in Nashville that launched in 2021. Tennessee is now home to more than 1,000 team members—an increase of 40% since 2018.



Employment & Investment Impact

1,000

employees in Tennessee

1,200

additional jobs created by the economic impact of GEA, its employees and suppliers

\$56 Million

generated in taxes

\$210 Million

contributed to Tennessee's GDP

Supporting Georgia Suppliers

\$209 Million

is spent in Tennessee by GEA annually

278

Tennessee suppliers

Tennessee: Investing in People & Products



The art of brazing—or using a torch to join two independent pieces of copper or copper and steel when building an air-conditioner or refrigerator—is critical to the overall quality and cooling performance of the unit. At Monogram Refrigeration, craftsmanship is a priority for braze operators who must complete classroom instruction, an apprenticeship consisting of personal coaching and hours of on-the-job training to become fully certified in six months.

Fueling Economic Vitality in Selmer/McNairy County

McNairy County was classified as an economically distressed county (under the Appalachian Regional Commission's index) for five years in a row, from 2015 through 2019. McNairy exited that classification in 2020.

The partnership between GE Appliances, its subsidiary Monogram Refrigeration, the State of Tennessee and its local government resulted in the commitment of 317 new jobs since 2017 with a private capital investment of over \$42 million—bringing a much-needed boost to McNairy County's local economy.

"The impact of the high-quality jobs created, which pay family wages in a rural community, has been a large part of McNairy County's ability to exit the economically distressed category in 2020," said Tracey Exum, Southwest Tennessee regional director.

New Product Line Launches in Selmer

In 2021, we completed a \$5 million expansion at our Monogram Refrigeration subsidiary for production of new Zoneline® vertical terminal air conditioners, or VTACs, commonly used in hotels and private residential facilities. The new investment created a fifth assembly line at the plant, bringing total employment to 465.

Investing in Selmer Students

We are proud to partner with McNairy County Schools to launch the Skills Training Alliance for Youth (STAY) initiative, a workforce development program for high school seniors seeking part-time employment as they work to meet graduation requirements.



The new GE Zoneline® Ultimate V10™, a Vertical Terminal Air Conditioner (VTAC), was designed in collaboration with hotel and residential property owners and architects to create a new way of installing the air conditioning chassis that makes installation 60% faster. With additional features like ultra-quiet cooling and SmartHQ WiFi capabilities, the low-maintenance VTAC delivers guest comfort and reliable performance.



Thirty new jobs were created to support the newest assembly line in Selmer, Tenn., which was reshored from Mexico.

Investing in Alabama



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GE Appliances Refrigeration Plant in Decatur, Ala.

In 2020, we unveiled the completion of our \$125 million investment in our top-freezer refrigeration plant in Decatur, Ala. The investment boosted production capacity by 25% and ensures early compliance with 2022 refrigerant changes. The expansion created 255 new jobs, bringing total employment to 1,300 at the plant.



Employment & Investment Impact

1,300

employees in Alabama

4,500

additional jobs created by the economic impact of GEA, its employees and suppliers

\$99 Million

generated in taxes

\$1.1 Billion

contributed to Alabama's GDP

Supporting Alabama Suppliers

\$123 Million

is spent in Alabama by GEA annually

217

Alabama suppliers



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Alabama: Making a Difference in Decatur



GE Appliances Vice President of Manufacturing Bill Good praises the dedicated workforce at our Decatur Plant for their commitment to quality and the start up of a \$125 million investment program.

Workforce Development & Alabama FAME

Our Decatur Plant was one of the first to join Alabama Federation for Advanced Manufacturing Education (AL FAME), where students interested in skilled trades are partnered with leading manufacturers while they take college classes to become an Advanced Manufacturing Technician (AMT). More than 40 young adults participated in the 2021 program, with five of the participants working at the GEA Decatur plant. As part of the program, each student is placed with a journeyman/maintenance employee to learn a variety of skills that will prepare them for a career upon graduation.

Award-Winning Manufacturing Plant

In 2019, ASSEMBLY Magazine named our Decatur plant the 2019 Assembly Plant of the Year. "We were also impressed with how the facility has invested in state-of-the-art automation, such as robotics and automated guided vehicles, to address issues related to ergonomics and material handling," said Austin Weber, senior editor of ASSEMBLY Magazine. "GE Appliances Decatur is a leader in using data analytics and lean manufacturing principles to streamline assembly lines and improve product quality."



GEA's Decatur Plant wins ASSEMBLY Magazine plant of the year in 2019.



Employees at GEA's Decatur Plant produce popular top-freezer refrigerator models—rated number one in the industry for quality and reliability.



Decatur Plant Manager Renee Story shows our newly remodeled plant to Decatur Mayor Tab Bowling.

Expansion and Investment Leads to

New Product Line in South Carolina



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GE Appliances Plant in Camden, S.C.

We are investing \$60 million to create a Manufacturing Center of Excellence for the production of water heaters at our Camden plant. Renovation and retooling efforts will transform the facility from a refrigerator production plant into a state-of-the-art, high-volume, water heater production facility with capacity for future growth. Throughout the transformation, the plant's maintenance team and Zone Leaders were given more than 5,700 hours of training to be able to operate the new, high-tech equipment. In addition, they were retained to develop the new lines and workstations. When reopened, an initial group of 150 employees will build the new products.



5-Year Employment & Investment Impact

100+

employees in South Carolina

5,700

hours of training

Supporting South Carolina Suppliers

\$47 Million

is spent in South Carolina by
GEA annually



Halimah Cleveland, operations manager at the Camden, SC water heater plant, is working with the team to develop the first prototype units being made at the retooled facility.

