

Global Reporting Initiative (GRI) Content Index

GRI Standards

GRI 2: General Disclosures 2021

The organization and its reporting practices

| Disclosure Number | Disclosure Title | GEA reporting location and additional remarks |
|-------------------|--|---|
| 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. GE Appliances operates in the US (including the US territories), Canada and the Caribbean. We have support operations in China, India, Mexico 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 June 16, 2023 is January 1 to December 31, 2022.</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 | GEA reporting location and additional remarks |
|-------------------|--|--|
| 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 and home builders. We also cater to managers of multi-family housing, hotels, motels, and other hospitality groups.</p> <p>For additional details, see our 2022 Economic Impact Report.</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 Performance Metrics section of this report.</p> |

GRI Content Index / General Disclosures

| Governance | | |
|-------------------|---|--|
| Disclosure Number | Disclosure Title | GEA reporting location and additional remarks |
| GRI 2-9 | Governance structure and composition | <p>GE Appliances' Board of Directors comprises of two executives of the parent company, Haier Smart Home Co., Ltd., and the GEA 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, HR, Technology, Legal, and Supply Chain teams.</p> <p>For more details visit the Our Leadership page on our website and the Corporate Citizenship Team section of our 2022 Citizenship Report, Page 7.</p> |
| GRI 2-10 | Nomination and selection of the highest governance body | Board members are appointed by the executive committee of Haier, GEA's 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 Resource 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 reviews and approves 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 that there is a conflict of interest, the business has a Compliance Review Board in place 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 GEA Manager, call the GEA Integrity Helpline (+1 866-5851263), submit online at ombuds.geappliances.com, and can contact any Compliance Resource (e.g., GEA 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 2022, the number of critical concerns communicated to the Investigations Committee is no greater than 15 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 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. |

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| Governance | | |
|----------------------------------|---|---|
| Disclosure Number | Disclosure Title | GEA reporting location and additional remarks |
| 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 | GEA reporting location and additional remarks |
| GRI 2-22 | Statement on sustainable development strategy | <p>At GE Appliances, a Haier Company, 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 GEA Way Forward encompasses five pillars that make up our corporate citizenship framework—community engagement, inclusion and diversity, operations sustainability, product sustainability, and ethics and compliance—with each pillar having its own GEA 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 GEA 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 hope to accomplish in the future. We look forward to continuing this journey with you to make good things, for life.</p> <p>For more info on our Citizenship goals and progress, see our 2022 Citizenship Report.</p> |
| 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, and a Supplier Responsibility Guide Compliance Procedure. 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 • Fair Employment Policy • Prohibiting Harassment, Discrimination, and Retaliation (US) • EHS Policy • Data Privacy Policy • Reasonable Accommodations Statement • 2022 Citizenship Report, Pages 18-19. |

GRI Content Index / General Disclosures

| Strategy, policies and practices | | |
|----------------------------------|--|--|
| Disclosure Number | Disclosure Title | GEA reporting location and additional remarks |
| GRI 2-25 | Processes to remediate negative impacts | <p>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. 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>Additionally, there is a comparable grievance process for hourly union employees pursuant to their collective bargaining agreement. GEA's Compliance team monitors the anonymous rate for concern reporting, as well as concern reporting volume, to understand grievance mechanism effectiveness. These metrics are reported during the quarterly Investigations Committee meetings. Additionally, our network of Business Compliance Leaders (BCLs) and Ombudspersons proactively engage with their functional teams to understand reporting mechanism effectiveness.</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> |
| Stakeholder Engagement | | |
| Disclosure Number | Disclosure Title | GEA reporting location and additional remarks |
| 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 | <p>38% of GEA employees located in the United States are covered by collective bargaining agreements.</p> |

GRI Content Index / Our Pillars

| GRI 3: Material Topics 2021 | | |
|--|---------------------------------------|--|
| Community Engagement Pillar | | |
| GRI 203: Indirect Economic Impact 2016 | | |
| Disclosure Number | Disclosure Title | GEA reporting location and additional remarks |
| 3-3 | Management of material topics | <p>Our national footprint starts at our headquarters and largest operation in Kentucky and ripples across the U.S., through 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 reshore our manufacturing to the U.S. setting the pace for the national strategy to maximize American production capabilities. 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 inputs also generate federal, state and local taxes, that help to strengthen the U.S. economy and local economies where we operate. Our operational requirements created 88,000 jobs between 2016 and 2021 and we aim to create 10,000 more U.S. jobs by 2027 (2021 Citizenship Report, Page 6).</p> <p>Additional information about our impact can be found in the Our Corporate Citizenship Strategy and Community Engagement sections of this report.</p> <p>For more details, see our 2022 Economic Impact.</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, GEA creates a bold impact in its employment growth, supplier base, appliances and much more.</p> <p>We contribute to the betterment of local communities by offering jobs, healthcare facilities and providing grants. Any grants that are provided by GEA are tracked internally. Recipients are asked to report regularly on how their grants are being used.</p> <p>GEA's 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>GEA's 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 GEA.</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 GEA 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 2022 Economic Impact Report.</p> |

GRI Content Index / Our Pillars

| GRI 2: General Disclosures 2021 | | |
|---------------------------------|--|---|
| Community Engagement Pillar | | |
| GRI 413: Local Communities 2016 | | |
| Disclosure Number | Disclosure Title | GEA reporting location and additional remarks |
| 3-3 | Management of material topics | <p>At GEA, 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 GEA Blue Wave program, employees contributed nearly 18,000 recorded volunteer hours to nonprofit organizations across the U.S. in 2022.</p> <p>For more details, see our 2022 Citizenship Report, Page 11.</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. GEA 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. GEA's 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, our partnership with United Way Worldwide and local chambers of commerce help define the categories of engagement that are authentic to GEA and the advanced manufacturing industry. Through United Way's community needs assessment, we are able to determine organizations and areas of opportunity that drive meaningful impact in the focus areas of equity, education, and career development. Via our engagement with local chambers, we focus on supporting the industry and economic gaps of women, BIPOC, and rural communities that are not represented in advanced manufacturing careers. Our investment in organizations that intentionally work with those populations of people aims to promote equity in the industry and enhance economic opportunities.</p> <p>Employee participation in our year-round community engagement initiatives expanded significantly in 2022. Nearly 700 employees in 17 states across the U.S., and in five different countries across the globe participated in the GEA Blue Wave campaign, an increase from 400 employees in 2021.</p> <p>Representatives from GEA also sit on the workforce, education equity, manufacturing, and technology committees of Greater Louisville Inc.</p> <p>Furthermore, GEA partners with The Academies of Louisville, which connect 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.</p> <p>For more details, see our 2022 Citizenship Report, Pages 11-12.</p> |

GRI Content Index / Our Pillars

Inclusion & Diversity Pillar

GRI 401: Employment 2016

| Disclosure Number | Disclosure Title | GEA reporting location and additional remarks |
|-------------------|--|---|
| 3-3 | Management of material topics | <p>The GEA 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 taking on feedback from our team.</p> <p>Key policies include:</p> <ul style="list-style-type: none"> • Fair Employment • Our Commitment to Fair Competition • Prohibiting Harassment, Discrimination, and Retaliation (US) <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 up to 12 weeks of Parental Leave depending on their work site.</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

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| 3-3 | Management of material topics | <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. GEA 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 | <p>Salaried employees received an average of 16 hours of training in 2022. This slight decrease is due to a reorganization of our training programming.</p> |

GRI Content Index / Our Pillars

Inclusion & Diversity Pillar

GRI 401: Employment 2016

| Disclosure Number | Disclosure Title | GEA reporting location and additional remarks |
|-------------------|--|---|
| 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 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.</p> <p>Key development programs for new college graduates, 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 2022. |

GRI 405: Diversity and Equal Opportunity 2016

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| 3-3 | Management of material topics | <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 DEI are to:</p> <p>Among professional and managerial employees, reach 40% female representation and 40% people of color representation by the end of 2025.</p> <p>Reach world-class inclusion via our inclusion index by the end of 2025.</p> <p>We expect all of our employees and suppliers to join us in this commitment. As outlined in our 2022 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>Accommodations for Persons with Disabilities Policy</p> <p>Prohibiting Harassment, Discrimination, and Retaliation (US)</p> <p>For more details, see our 2022 Citizenship Report, Pages 13-14.</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 | GEA reporting location and additional remarks |
|-------------------|-------------------------------|--|
| 3-3 | Management of material topics | <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, the Company 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 (US)</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 302: Energy 2016

| Disclosure Number | Disclosure Title | GEA Reporting |
|-------------------|--|---|
| 3-3 | Management of material topics | <p>At GE Appliances, a Haier Company, we continue to build on our strengths through progressive energy management.</p> <p>We aim to use 15% less energy to make each product by 2026 at each of our U.S. plants. We have internal utility tracking platforms, as well as real-time energy usage dashboards, available for our sites to help us meet our efficiency goals. Through infrastructure projects and continued investment in modern equipment, we strive to improve our energy efficiency and reduce our environmental impact.</p> |
| 302-1 | Energy consumption within the organization | GE Appliances consumed 633,962,816 kWh of energy within the organization from fuel and electricity usage in 2022. Fuels used for this calculation include gasoline, diesel, propane, propylene, and natural gas. |
| 302-3 | Energy intensity | For 2022, GE Appliances consumed 79.4 kWh/US-manufactured unit. Energy included is fuel and electricity from within the organization. |

GRI 303: Water and Effluents 2018

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| 3-3 | Management of material topics | GE Appliances values efficient usage of water within our own operations and 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. |

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Operations & Product Sustainability Pillars

GRI 303: Water and Effluents 2018

| Disclosure Number | Disclosure Title | GEA Reporting |
|-------------------|------------------|---|
| 303-3 | Water withdrawal | <p>GE Appliances withdrew 248,663,523 gallons of water from local municipalities to run manufacturing and product testing operations in 2022. This was an increase from 2021 due to a water leak and infrastructure issues at some of our plants that are now being fixed.</p> <p>For more details, see our 2022 Citizenship Report, Page 16.</p> |

GRI 305: Emmissions 2016

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| 3-3 | Management of material topics | <p>GE Appliances is committed to reducing the environmental impact of its operations. GEA 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. Factories monitor their energy consumption and 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.</p> |
| 305-1 | Direct (Scope 1) GHG emissions | <p>GE Appliances generated 79,096 metric tons of CO2 equiv. for Scope 1 in 2022.</p> <p>All calculations (all gases) followed the GHG Protocol with emission factors from DEFRA, Ecoinvent, IPCC Fourth Assessment, and eGrid 2018.</p> |
| 305-2 | Energy indirect (Scope 2) GHG emissions | <p>GE Appliances generated 238,501 metric tons of CO2 equivalent for Scope 2 in 2022.</p> <p>All calculations (all gases) followed the GHG Protocol with emission factors from DEFRA, Ecoinvent, IPCC Fourth Assessment, and eGrid 2018.</p> |
| 305-4 | GHG emissions intensity | <p>GE Appliances generated 0.0398 metric tons of CO2 equiv. per US-made manufactured unit. This includes emissions associated with Scope 1 and Scope 2 categories.</p> <p>All calculations (all gases) followed the GHG Protocol with emission factors from DEFRA, Ecoinvent, IPCC Fourth Assessment, and eGrid 2018.</p> |

GRI 306: Waste 2020

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| 306-1 | Waste generation and waste-related impacts | <p>GE Appliances generates waste from its production operations, including byproducts of the operation itself, as well as waste associated with parts packaging.</p> |
| 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 GEA 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 2025.</p> <p>GE Appliances monitors waste streams via change management systems and when opportunities arise with third-party waste vendors. When able to, we reuse material such as plastic scrap that 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> |

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Operations & Product Sustainability Pillars

GRI 306: Waste 2020

| Disclosure Number | Disclosure Title | GEA Reporting |
|-------------------|------------------------------|--|
| 306-3 | Waste generated | Total production waste in 2022 was 83,569 tons. |
| 306-4 | Waste diverted from disposal | <p>Total production waste diverted from disposal in 2022 was 69,505 tons, including hazardous and non-hazardous categories.</p> <p>As the first appliance manufacturer to become an EPA 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 2022 was 14,064 tons, including hazardous and non-hazardous categories. |

GRI 403: Occupational Health & Safety 2018

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| 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 risk; employee training; and by aligning our health and safety management systems and compliance assurance program with the Occupational Safety and Health Administration Voluntary Protection Program. We conduct EHS 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 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.</p> <p>For more details see, our: Environmental, Health, Safety and Sustainability Policy</p> |
| 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, 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 about EHS 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 2022, reporting of EHS concerns within our operations increased 30% 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> |

GRI Content Index / Our Pillars

Operations & Product Sustainability Pillars

GRI 403: Occupational Health & Safety 2018

| Disclosure Number | Disclosure Title | GEA Reporting |
|-------------------|---|---|
| 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. The business supports the use of video 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 that collect and report our 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. These forums highlight stories from employees that promote proper usage of PPE, identifying potential 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 rewards and recognition.</p> |
| 403-5 | Worker training on occupational health and safety | <p>GE Appliances conducts EHS training to set employees up for success in their individual roles. All employees receive annual EHS 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 language. In 2022, 178 employees were trained in a language other than English.</p> <p>In 2022, we provided 7,600 hours of annual EHS training, 14,621 hours of specialized high-risk EHS training and 9,556 hours of EHS training to new hires.</p> <p>For more details, see our 2022 Citizenship Report, Page 15.</p> |

GRI Content Index / Our Pillars

| Operations & Product Sustainability Pillars | | |
|---|---|---|
| GRI 403: Occupational Health & Safety 2018 | | |
| Disclosure Number | Disclosure Title | GEA 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 2022, we launched a Mental Health Matters campaign that makes it easier to reach our EAP resources. With therapists available in person and virtually, quarterly seminars, and paper and digital educational materials, we make the process of getting assistance simpler for our employees. As for leaders, the business offers a training course for all managers, aiming to break the stigma around mental health and raising awareness around the impacts of trauma.</p> <p>In addition to mental health, GEA values our employee's physical health and wellness. Some sites have YMCA facilities available, while other sites 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 GEA healthcare plans.</p> <p>GEA healthcare plans also cover the program Quit Genius, which is another confidential offering that aids in tobacco cessation, substance abuse, or alcohol dependence. Quit Genius utilizes scientifically proven techniques, along with expert coaches and counselors, to work with users.</p> <p>We promote worker health at our Care ATC Facility with applicable sites by offering low-cost, confidential and quality care available to our employees.</p> <p>For more details, see our: GE Appliances WellWithin Program</p> |
| 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 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 2022, GEA implemented a new 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 new 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, Safety and Sustainability activities and policies apply to all GEA production and non-production employees as well as contractors.</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 | GEA Reporting |
|-------------------|-------------------------|---|
| 403-9 | Work-related injuries | <p>The number of hours worked increased by 6% compared to 2021. For more information, see GRI 403-10.</p> <p>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.</p> <p>For more details, see our 2022 Citizenship Report, Page 15.</p> |
| 403-10 | Work-related ill health | <p>In 2022:</p> <ul style="list-style-type: none"> • % Reduction of the recordable injury rate: 20% decrease • % Reduction in serious injury rate per 100 employees: 23% decrease • Serious Injury Rate: 0.27 • Number of Serious Incidents (Level B): 42 • YoY Serious Incidents case trend: 9% decrease • Days away from work DAFW rate: 0.92 • 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. • 30% 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 2022. 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 of material topics | <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. GEA regularly evaluates its corporate compliance program through risk-based audits to identify potential issues that require new compliance controls and/or other improvements. GEA 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 | GEA Reporting |
| 3-3 | Management of material topics | <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> <p>Requiring all GEA suppliers to comply with the standards of conduct set forth in our GEA Integrity Guide for Suppliers, Contractors and Consultants.</p> <p>Serving as a member of the National Minority Supplier Development Council.</p> <p>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.</p> <p>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've made a commitment to spend \$1 billion cumulatively with diverse suppliers by 2030. To meet this goal, GEA's Sourcing team is working with leaders across the business to drive a 10-15% increase year-over-year in spend with diverse-owned suppliers. Our Supplier Diversity Team participated in multiple outreach activities in 2022 in an effort to be introduced to potential diverse-owned suppliers and widen our supplier base. For example, our Supplier Diversity Launchpad helped ten certified, diverse-owned suppliers learn how to navigate their way through our organization and prepared them for additional business opportunities.</p> <p>We proudly do business with over 1,600 suppliers in the states in 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 of material topics | <p>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.</p> <p>There were no negative findings of anti-corruption to report for this year.</p> <p>For more details, see the GE Appliances 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 | GEA Reporting |
| 3-3 | Management of material topics | <p>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.</p> <p>There were no negative findings of anti-corruption to report for this year.</p> <p>For more details, see the GE Appliances Code of Ethics, Pages 14-15.</p> |
| GRI 308: Supplier Environmental Assessment 2016 | | |
| 3-3 | Management of material topics | <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 supplies 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, where they discuss further actions and escalations as and when needed.</p> <p>GEA 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, GEA 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 have 60 days to respond.</p> <p>For more details, see our 2020 Citizenship Report, Pages 122 and 166.</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 2022, out of the 181 audits conducted, 63 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 | GEA Reporting |
| 3-3 | Management of material topics | <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 upon learning that 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 GEA, 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 2022, out of the 181 supplier audits conducted, no incidents of child labor were identified. |
| GRI 409: Forced or Compulsory Labor 2016 | | |
| 3-3 | Management of material topics | <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 the GE Appliances Code of Ethics, Page 23.</p> |
| 409-1 | Operations and suppliers at significant risk for incidents of forced or compulsory labor | In 2022, out of the 181 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 | GEA Reporting |
| 3-3 | Management of material topics | <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 dissolve 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 supplies 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.</p> <p>GEA 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 2020 Citizenship Report, Pages 122 and 166.</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 2022, out of the 181 supplier audits conducted, 308 findings related to social criteria were identified. Suppliers have 60 days to address and close the finding in order to remain in compliance with our processes. |
| 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 GEA 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"> • GEA Data Privacy Policy • GEA Code of Ethics, Page 12. • 2020 Citizenship Report, Pages 168-169. |

GRI Content Index / Performance Metrics

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

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

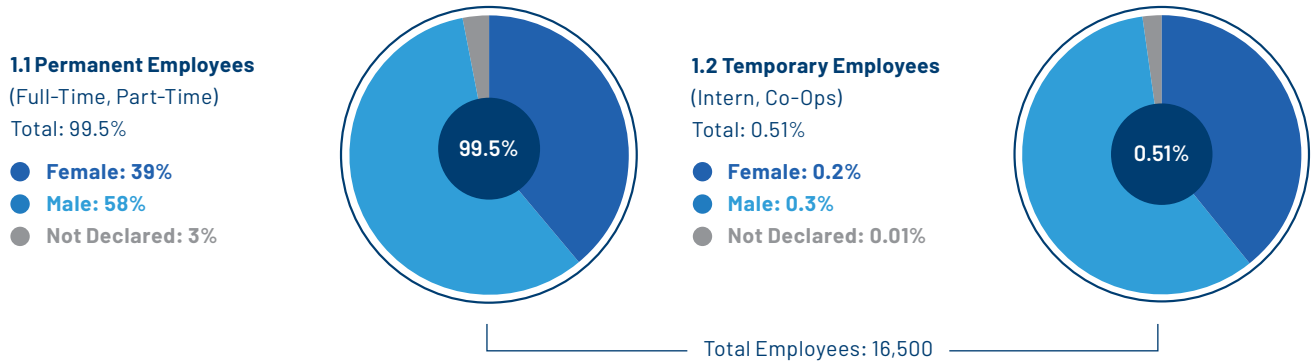


Figure 2 / GRI 2-7 - Information on Employees and Other Workers

Total Global Number of Employees by Status and Gender

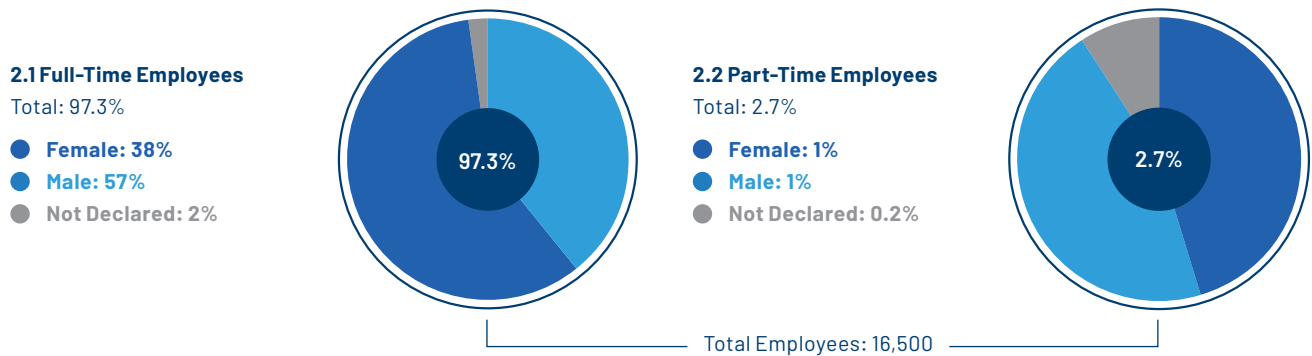
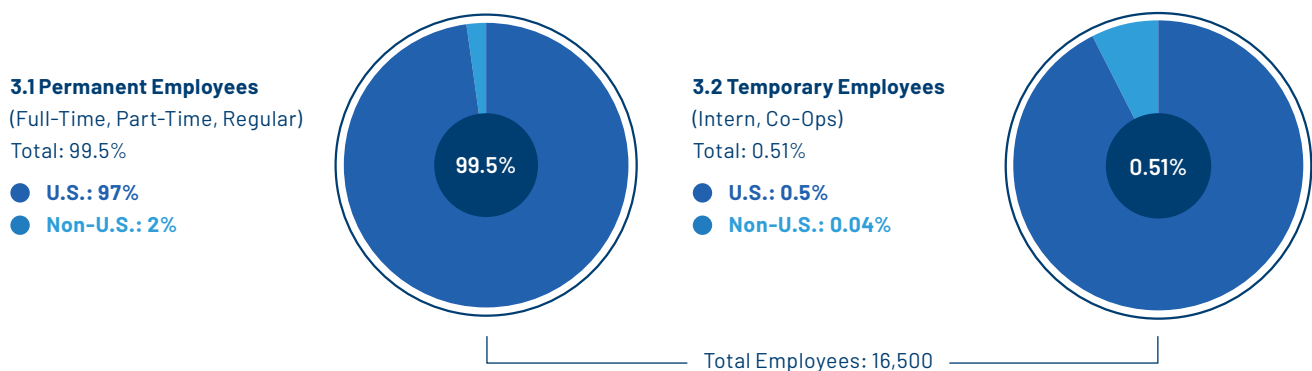


Figure 3 / GRI 2-7 - Information on Employees and Other Workers

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

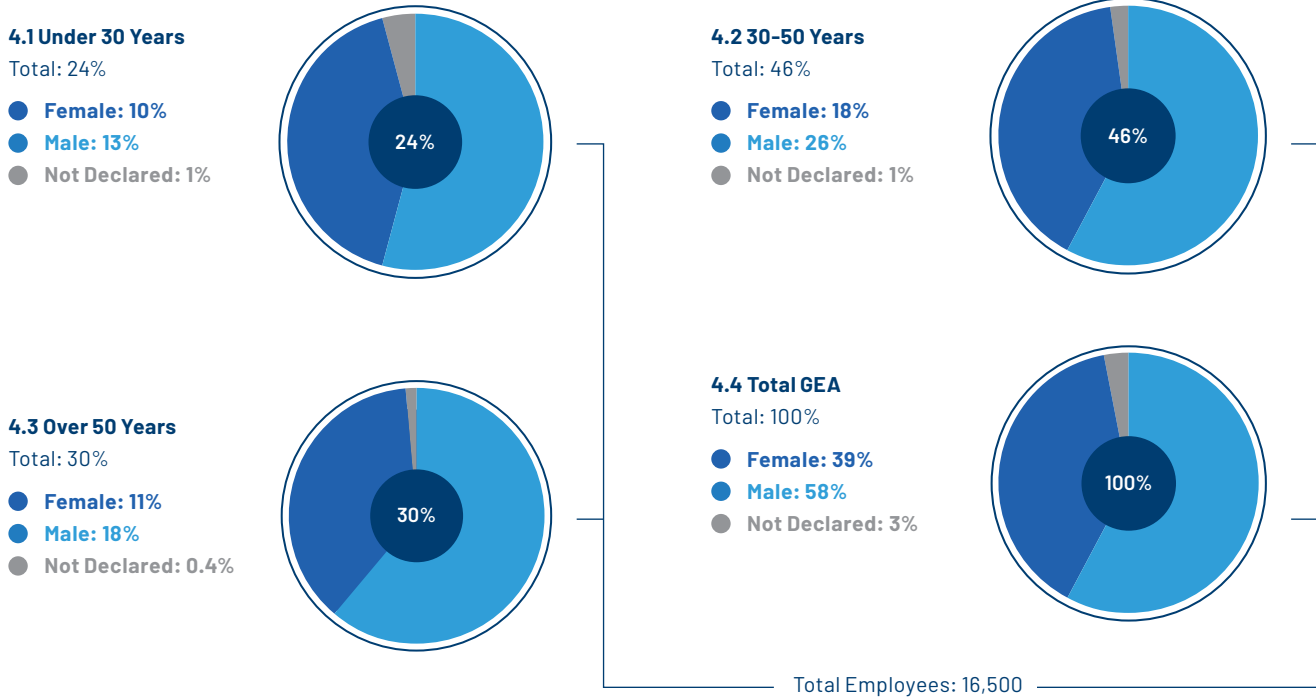


Figure 5 / GRI 405-1 / Diversity of Governance Bodies and Employees

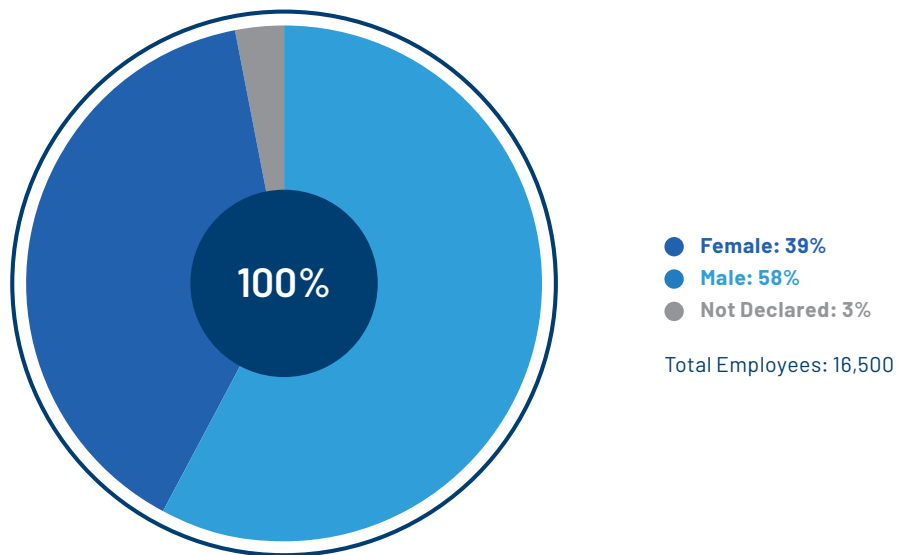


Figure 6 / GRI 405-1 / Diversity of Governance Bodies and Employees

See Figure 4 / GRI 2-7
