



Supporting our community

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Lifting people up in the communities where we live and work

Letter from GE Aerospace Foundation Chair Christian Meisner and President Meghan Thurlow

This past year was a momentous one for GE Aerospace, marking not only our transition to an independent, standalone company, but also the launch of the GE Aerospace Foundation. We are proud to carry forward the 100-year legacy of philanthropy represented by the GE Foundation while writing a new chapter aligned with our company purpose, to lift people up in the communities where we live and work.

Over the past year, our company, employees and the GE Aerospace Foundation collectively gave more than \$21.5 million in philanthropic contributions around the world.

Today, our culture of philanthropy is shaped by the unique role aviation plays in the world, with a focus on developing a highly technical and highly skilled workforce, providing rapid relief and aid when disasters strike, and supporting military veterans, many of whom flew on equipment powered by GE Aerospace. When we launched the GE Aerospace Foundation in May, we did so by partnering with a number of organizations that reflect these priorities.

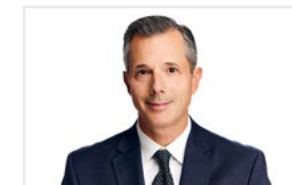
We expanded Next Engineers, our college-and-career readiness program, with classes in Cincinnati, Ohio, and Warsaw, Poland, building on the successful STEM-focused effort that has already reached nearly 22,000 students worldwide. We announced a \$1 million donation to create a cross-cutting workforce development effort across Cincinnati-area programs, the largest donation of its kind to date, part of more than \$2.3 million to bolster advanced manufacturing training around the world. Other efforts included support for Airlink and other disaster relief organizations in the wake of Hurricanes Helene and Milton and a partnership with the Fisher House Foundation, where GE Aerospace volunteers helped clean and stock homes used by military members, veterans, and their families when receiving medical care.

We are privileged to see our commitments make a difference in our communities, and it is the impact on

individual lives where these commitments mean the most. Aniya, a student in the Advanced Manufacturing Training and Expansion Program funded by a GE Aerospace Foundation grant to strengthen local manufacturing talent in Massachusetts, said she “felt completely changed” after only 15 weeks in the program. “My confidence has increased, my knowledge has increased... I am excited to see where my journey in this career is going.”

Our employees also play a significant role in our communities by giving their time and making personal donations. GE Aerospace employees contributed more than 30,000 volunteer hours to support more than 200 unique organizations around the world – increasing the positive impact we have in our communities. Our employees also contributed financially, which is amplified through our Matching Gifts program. The GE Foundation created the concept of Matching Gifts in 1954 with total giving exceeding \$1.5 billion since its creation, and we are proud it has become a model for many other companies.

Giving back is bigger than just one moment in time, it is integral to who we are as a company. Our teams are energized and emboldened by the legacy of good works we carry forward, the impact we have made since becoming a standalone company, and the work ahead that will create lasting change in our communities.



Christian Meisner
GE Aerospace Chief
Human Resources Officer
and GE Aerospace
Foundation Chair



Meghan Thurlow
GE Aerospace Global
Head of Public Affairs and
GE Aerospace Foundation
President

Our global impact in 2024

In 2024, GE Aerospace inherited GE's more than 100-year legacy of philanthropy as part of our transition to a standalone company. We are now forging a new path that aligns with our mission to 'lift people up' in the communities where we live and work through company giving, volunteerism, and GE Aerospace Foundation giving.

Our four areas of focus are: science, technology, engineering, and mathematics (STEM) education; workforce training and development; military and veterans causes; and disaster relief and humanitarian aid.

\$21.5 million

in GE Aerospace family giving

\$4.9+ million company contributions supporting organizations across the globe

\$5.8+ million employee/retiree giving through individual donations and annual campaign pledges to nonprofits

\$10.6+ million GE Aerospace Foundation contributions (including Matching Gifts)

30,000+

volunteer hours

8,100+ employees during **725** GE Aerospace-led projects

STEM Education

22,000 students reached globally through Next Engineers

162 Next Engineers Academy graduates globally, including 45 in Cincinnati, Ohio

Launched Next Engineers in Warsaw, Poland, as the first of four additional cities

Workforce Training and Development

4,300+ students and anticipated manufacturing workers will be supported by training initiative commitments made in 2024

19 local workforce training initiatives awarded

Military and Veterans Causes

18 Fisher House locations supported

Supported access to opportunities for veterans in the United States and United Kingdom, reaffirming company commitments

Disaster Relief and Humanitarian Aid

GE Aerospace responded to Hurricane Helene and Hurricane Milton in coordination with Airlink, the American Red Cross, and other disaster relief organizations.

\$870,000 in GE Aerospace family giving*

531 volunteers activated

* Includes GE Aerospace Foundation grants and employee giving and Matching Gifts registered by Nov. 8

In 1954, the GE Foundation created the concept of corporate gift matching to support employees' personal philanthropy by providing a 1:1 match. This was the first-ever corporate matching gift program and total gifts and matches have exceeded \$1.5 billion since its inception. The GE Aerospace Foundation is proud to carry on this legacy and help employees amplify their giving.

Employees use the GE Aerospace Foundation's Matching Gifts Program to support a wide range of causes*, including health and human services, civic and community organizations, higher education, K-12 schools, and the arts, empowering employees to make a meaningful impact in the areas they care about most.

"GE Aerospace launches new foundation with \$24 million commitment"

- World of Aviation
May, 2024

"UC, GE Aerospace partner to boost engineering workforce"

- Local 12 news
May, 2024

"GE Aerospace Foundation, United Way invest in advanced manufacturing workforce"

- Soapbox Media
October, 2024

"GE Aerospace awards \$150K to Greater Lafayette Career Academy to train future workers"

- Journal & Courier
October, 2024

"Ivy Tech Receives \$100,000 from GE Aerospace for Advanced Manufacturing Training"

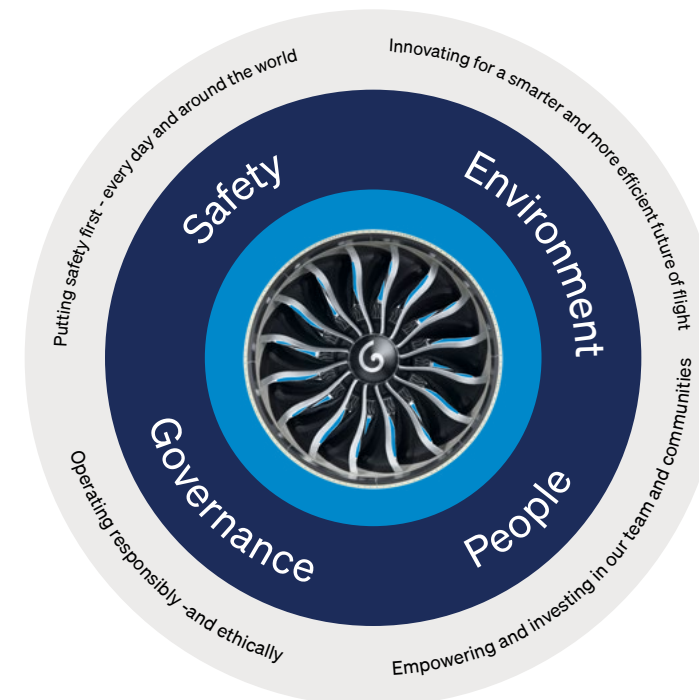
- Tribune-Star
October, 2024

"Unforgettable' experience for Delaware veterans"

- Greater Dover Independent
September, 2024

"Fisher House gets big donation from GE Aerospace to help veterans"

- WNYT
November, 2024



Our sustainability framework

GE Aerospace's philanthropic efforts are an integral part of our company's broader sustainability framework. Our sustainability approach is aligned with GE Aerospace's purpose to "invent the future of flight, lift people up and bring them home safely."

Learn more about Sustainability at GE Aerospace



* All organizations are reviewed and approved by the GE Aerospace Foundation to determine compliance with program criteria. The GE Aerospace Foundation reserves the right to examine and exclude organizations, gifts, and participants as it deems appropriate. All organizations are reviewed on an ongoing basis to assess eligibility for qualifying gifts.

Building the future with STEM education

Inventing the future of flight does not happen without engineers – and becoming an engineer does not happen overnight. It requires access to opportunities and encouragement along the way. That is why GE Aerospace and the GE Aerospace Foundation support opportunities for students interested in science, technology, engineering, and mathematics (STEM).

The launch of the GE Aerospace Foundation in 2024 came with the addition of \$20 million in new commitments for Next Engineers through 2030. These funds will extend the successful Cincinnati, Ohio, program through 2028 and ultimately expand the program to four new cities, including Warsaw, Poland.

Next Engineers

Engineering Discovery

Engaging 13-14-year-old students to build awareness about what engineers do through a variety of short, exploratory sessions led by engineers and volunteers from GE Aerospace.

Engineering Camp

Introducing 14-15-year-old students to engineering process through a week-long camp, completing design challenges inspired by real-world scenarios.

Engineering Academy

A transformative learning experience for 15-18-year-old students to learn how to think and act like engineers, preparing them for post-secondary engineering education. Graduates who enroll in a post-secondary engineering degree program receive partial scholarships from the GE Aerospace Foundation.

This past year marked a historic moment for the Next Engineers program, with the first cohorts of students celebrating their graduation from high school. More than 162 Next Engineers Academy students graduated globally, including 45 students in Cincinnati.

Students who graduate from Next Engineers Academy and enroll in a qualified engineering or engineering-related degree program receive scholarships to support their engineering education. To date, \$1.9 million in scholarships has been awarded to graduates pursuing engineering through apprenticeships or higher education. The Next Engineers program has reached nearly 22,000 students since its launch.



Visit the Next Engineers website to learn more about the program and its impact on students around the world.

Next Engineers is a global program working to increase the number of young people who are interested in engineering by helping bridge the gap from middle school to college. It provides students with the opportunity to gain hands-on experience working with GE Aerospace engineers, building awareness and excitement around what is possible with a career in engineering.

“In my role with the GE Aerospace Foundation and in my work with the Next Engineers program, I have seen firsthand, both in Cincinnati and now in Warsaw, the difference we are able to make when we work with our employees and trusted partners to drive meaningful change in our local communities.”

– Germaine Hunter, GE Aerospace Chief Diversity Officer and GE Aerospace Foundation Board Member



“The thing I have learned most in this program was how to work in a team, how to work with people, because that’s what being an engineer is. It’s not just a solo project; it’s working with a whole bunch of different people to solve one community issue.”

– Keen, Next Engineers student

“As one of the Cincinnati Academy Leaders, it has been fulfilling to watch the students grow and become college-ready as they progress through the program. Attending the graduation of the inaugural class of Next Engineers from Cincinnati really showed me how much of an impact this program has on the students’ lives, and how it has given them an opportunity to pursue a career in engineering they might not have otherwise had.”

– Christopher Philp, Executive Manufacturing Enablement Leader at GE Aerospace

Voices that inspire: A Next Engineers story

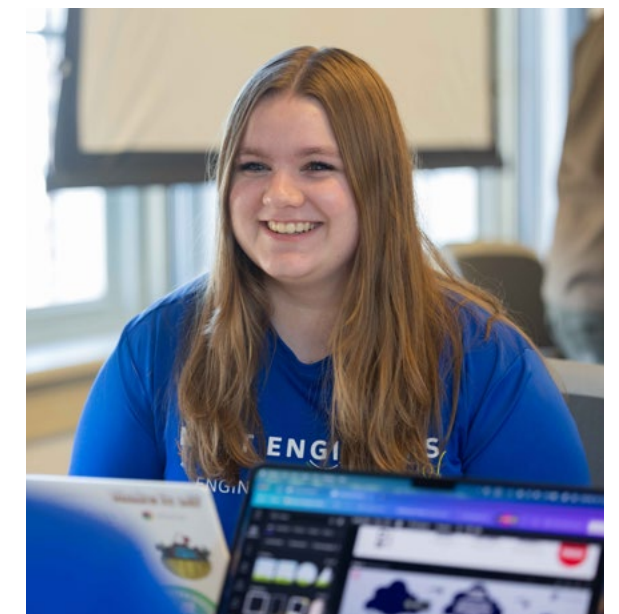
To prepare the next generation of engineers, GE Aerospace understands that first, students must be inspired. That is why Senior Staff Technical Product Manager Calisa Horton has dedicated her time and talents to Next Engineers. Horton is the leader for Next Engineers’ highly successful Engineering Discovery Program in Cincinnati, Ohio, which is integrated into seven Cincinnati-area schools with various short, exploratory sessions led by GE Aerospace volunteers. “Taking that time to invest in your future by ensuring you allocate time to educate yourself and understand how the business runs in various functions is invaluable,” said Horton.



Read more about how our volunteers inspire the next generation.

To infinity and drone-on

In April, GE Aerospace was honored to sponsor and volunteer at the 2024 National Junior Reserve Officers’ Training Corps (JROTC) Drone Championship in Batesville, Mississippi. This competition helped spotlight local efforts to encourage students to pursue STEM careers. “Drones are very STEM-based,” said Army JROTC cadet Megan Padron from Ida S. Baker High School. “As an engineer you are always working in a group setting, you are working as a team to finish projects, it’s never just you. It’s really helping me for a future career in aerospace engineering.” The two-day event was filled with intense – and fun – competition as high school students from 17 states competed in drone races and obstacle courses that put their design and engineering skills to the test. Over 50 GE Aerospace employees volunteered to support the competition and the 65 JROTC drone teams in attendance.



Strengthening the workforce through training and development

Rebuilding a skilled workforce is an urgent, ongoing challenge across the aviation industry as it continues to recover from the impacts of COVID-19 while meeting increased demand for air travel around the world. Supporting effective workforce skills programs and reducing barriers to training are a critical part of addressing this challenge. Building on our long history of apprenticeships and workforce training programs internally, GE Aerospace and the GE Aerospace Foundation took additional steps this year to support future and existing workers across manufacturing through local partnerships.

Building a skilled workforce from the ground up

In 2024, GE Aerospace and the GE Aerospace Foundation awarded a total of \$2.3 million to various organizations that support advanced manufacturing skills training and create opportunities for individuals to pursue manufacturing careers.

These commitments support more than 4,300 students and anticipated manufacturing workers by expanding existing community programs, providing equipment for hands-on experience with the latest machinery, and addressing barriers to training by adding more flexibility for workforce training classes and reducing training costs.

Supporting manufacturing skills

Global Workforce Commitment: thirteen workforce training programs supported in GE Aerospace communities around the worldwide

Future of Manufacturing Fund: five grant recipients through the United Way of Greater Cincinnati

AMTEP: Continued support for the Advanced Manufacturing Training and Expansion Program

Funds from GE Aerospace and the GE Aerospace Foundation were awarded to a total of 13 different partners stretching from Wilmington, North Carolina to Caledonian, UK. Examples include:

- **\$150,000 to Greater Lafayette Career Academy** in Indiana: Funds will double the school's Airframe and Powerplant program capacity by hiring a full-time licensed instructor and purchasing essential training equipment.
- **\$100,000 to Calhoun Community College** in Huntsville, Alabama: Donation will fund lab equipment, purchase additional licenses for simulator training and models, and training workbooks for students in the Process Technology Program.
- **\$50,000 to Ayrshire College** in Scotland, UK: Donation will support the offering of an evening class with additional tools and materials and help establish a training hangar and teaching center at Prestwick airport for approximately 100 students to gain hands-on experience.



Learn more about GE Aerospace's workforce development partners and their initiatives.



"Talent is the fuel that powers the growth of any company and providing training opportunities and direct support for workers to gain skills is key to the future of the aerospace industry. But we cannot do this urgent work alone. It will take partners like the ones GE Aerospace and the GE Aerospace Foundation are awarding, and we look forward to expanding on this effort to lift workers and the broader industry at this critical time."

– Christian Meisner, GE Aerospace Chief Human Resource Officer and GE Aerospace Foundation Chair

"The GE Aerospace Foundation grant is a critical boost for the Process Technology Program here at Calhoun Community College in Huntsville. The funds will directly support the purchase of essential lab equipment, simulator licenses, and training materials, all of which are vital to delivering a high-caliber educational experience for our students. These industries are rapidly changing, and it's important that our students are equipped with the skills needed to succeed."

– Dr. Jimmy Hodges, President, Calhoun Community College

"We are honored to receive this generous grant from GE Aerospace's Foundation, which will significantly enhance our Aviation Maintenance program. This support not only strengthens our commitment to preparing the next generation of aviation professionals but also underscores the importance of partnerships between industry and educational institutions."

– Miranda Hutcheson, Director of Career and Technical Education, Greater Lafayette Career Academy

Filling the skills gap

The GE Aerospace Foundation, through a new \$1 million grant, supported the creation of the United Way of Greater Cincinnati's (UWGC) Future of Manufacturing Fund.

"The Future of Manufacturing Fund grant has allowed us to continue to offer our in-person, hands-on manufacturing boot camp in a central location that fits the unique needs of the communities we serve," said Marie Rusincovitch, a representative from Cincinnati Youth Collaborative, one of our grantee organizations. The organization is especially proud of a recent graduate who has overcome many obstacles to build a new career. "He is now gainfully employed in manufacturing and has continued to work to build pipelines for others in his community."

Being able to take a tailored approach has paid off for a student named Kevin in another grantee program, LEAD. After missing out on a co-op opportunity, Kevin worked with career coaches to strengthen his interview skills and refine his career goals. The persistence paid off; he'll start a production co-op during his senior year, aiming for full-time employment after graduation.



Learn more about UWGC's Future of Manufacturing Fund and the inaugural grantees on their website.

Programs that encourage purpose

The GE Aerospace Foundation also continued its partnership with the Advanced Manufacturing Training and Expansion Program (AMTEP) in 2024, which served more than 130 individuals this year. AMTEP's expanded manufacturing programs are helping build a more robust pipeline across the North Shore region of Massachusetts. To date, AMTEP has an 84 percent job placement rate for its graduates.

The program's curriculum provides students with hands-on experience with machining technology and networking opportunities to help them discover manufacturing careers. For some students, like Diana Lora, AMTEP's expanded manufacturing programs offer a second chance to pursue their dreams. After graduating with a chemical engineering degree, Diana struggled to find employment. However, she discovered and enrolled in AMTEP's E-Team Machinist Job Training Program. The instructors were instrumental in teaching Diana technical skills and helping her receive a job at MassHire. Diana is giving back by returning to the AMTEP Machining Trainees Job Fair as a representative for her employer and sharing her story about how the program offers life-changing opportunities.



Learn more about AMTEP here.

"The demand for skilled manufacturing talent is extremely high, but resources to recruit, educate and train our young people are quite limited. In reviewing grant applications for several local organizations, I learned a great deal about each program and what they have to offer to students seeking careers in advanced manufacturing, aviation and skilled trades. Ultimately, our team, in partnership with the United Way of Greater Cincinnati, awarded grants to 5 local organizations... As someone who has worked in aviation for over 30 years, I was honored to be able to contribute. Hopefully more corporations will follow the lead of the GE Aerospace Foundation and the Future of Manufacturing Fund, and invest in more programs like this."

– Bill Reynolds, GE Aerospace Calibration Lab, Technical Inspector, UAW Local 647

"It was one of the best decisions I've ever made. The teachers in the program were incredible—they not only taught me technical skills but also instilled confidence in me. The networking opportunities were a game-changer. They didn't just teach me machining—they gave me a second chance, a brighter future, and a renewed sense of purpose."

– Diana Lora, AMTEP graduate

Honoring military and veteran families

GE Aerospace has a 100-year history of partnering with the U.S. military, with nearly two-thirds of the country's fighter aircraft powered by our technology and more than 25,000 military engines in service worldwide. We are proud to support those who have served and their families, standing ready to provide assistance through GE Aerospace and GE Aerospace Foundation efforts.

Serving those who serve

In July 2024, at the Royal International Air Tattoo in the United Kingdom, GE Aerospace announced a donation of \$150,000 to two separate charities that support veterans as they transition from military service into the civilian workforce and beyond. The donation was split between Hiring Our Heroes in the United States and Forces Employment Charity in the United Kingdom. Alongside the donation made in the UK, GE Aerospace reaffirmed its commitment to creating opportunities for veterans by re-signing the UK Armed Forces Covenant. With military veterans representing 13 percent of our U.S. workforce, we know what it means to serve one's country and are proud to be able to employ veterans across our workforce.

"Many service personnel I have met struggle with knowing what they really want to do when leaving the forces. These experiences can help crystallise an ambition or, just as importantly, help decide what sector they don't wish to work in. They also provide an unparalleled opportunity for service leavers to practice networking."

– Craig Blackburn, former Commissioned Warfare Officer in the Royal Navy

Veterans Day recognition

In honor of Veterans Day, GE Aerospace announced a donation of \$400,000 to three non-profit organizations to help support veterans and their families with housing and counseling in times of need, in addition to taking part in seven volunteer events nationwide. The donations included:

- **\$335,000 to Fisher House Foundation** to support its work providing military and veteran families lodging while their loved one is receiving medical care. GE Aerospace employees also volunteered in seven Fisher House events at five locations.
- **\$40,000 to Habitat P.L.U.S.** to help with transitional housing for veterans with psychiatric disabilities in the greater Boston area.
- **\$25,000 to Tragedy Assistance Program for Survivors (TAPS)** to provide comfort, care, and resources to those grieving the death of a military loved one.

For more than 35 years, Fisher House Foundation has built comfortable homes where military and veteran families can stay free of charge while their loved ones receive medical care at VA and military hospitals. With GE Aerospace's support, Fisher Houses have allowed a mother to be with her son who was injured in a training accident, a dual-military couple to care for their premature twin boys, the wife of a Vietnam veteran to care for her husband suffering from cancer, and the children of a WWII veteran to spend precious time with their father in hospice.

"We are incredibly grateful to GE Aerospace for donating their time, treasure, and talent. Thanks to their volunteers' efforts across the country and this generous contribution, military and veteran families will be able to focus on what is most important, healing."

– Ken Fisher, Chairman and CEO of Fisher House Foundation



From hardship to hope: Helping military families

Since 1990, Fisher House homes have welcomed more than 500,000 service members, their families and veterans at no charge, with funding being provided by partners, such as GE Aerospace.

Brandy and Allen Childs' son Owen was delivered 10 weeks early at a military hospital with lungs that were not fully developed and was immediately taken to the neonatal intensive care unit. He would remain hospitalized, requiring oxygen and at times a ventilator, for the first 21 weeks of his life. For families like the Childs, Fisher House has been a lifeline. When Owen required extended care after birth, Fisher House provided a place to stay, close to the hospital free of charge. Today, Owen is thriving, and his mother Brandy reflects on their journey: "It's hard to put into words how grateful we are for Fisher House, and for companies like GE Aerospace that donate to them. The work they're doing is helping so many families and it means the world to all of us."

GE Aerospace's donation will help ensure that Fisher House homes located near military and VA medical centers can continue to support military families.



Read more about how our giving supports individual families.

Healing our Veterans

"Our Veterans, who are psychiatrically disabled, are not always comfortable in social situations with strangers. In the first few years, they simply observed all the people and activity going on around them. But GE Aerospace kept coming back and with their persistent compassion broke through to our Veterans. They began looking forward to the volunteer's visits and would ask when they were coming back. Many GE Aerospace employees and even retired GE Aerospace employees would drop by throughout the year with donations of food or clothing or just spend time with them having a cold drink or cup of coffee and chatting and, in the volunteers, they found friends."

– Bernadette Forti and Susan Campbell, Co-Founders, Habitat P.L.U.S., Inc.

GE Aerospace was proud to sponsor the first-ever Honor Flight from Delaware to Washington, DC. The veterans toured the World War II Memorial and local GE Aerospace employees had the honor of welcoming them to the nation's capital.



"GE Aerospace is proud to support organizations that provide critical care to our veterans, military service members, and their families, who have sacrificed so much in service to our nation. From building and servicing engines that power the U.S. military and its allies, to hiring and supporting our veterans, GE Aerospace is honored to help make an impact in the communities where we live and work."

– Amy Gowder, President and CEO, Defense and Systems, GE Aerospace



Helping communities rebuild and recover after disaster

GE Aerospace and the GE Aerospace Foundation are committed to supporting disaster and humanitarian relief efforts around the world by leveraging aviation's important role in expediting response efforts. In 2024, the GE Aerospace Foundation gave \$2 million to respond to major global disasters and humanitarian crises.

Employees also step up in meaningful ways during challenging times and their efforts were especially impactful in helping communities rebuild and recover from disasters in 2024. Together, the GE Aerospace Foundation and GE Aerospace employees gave over \$870,000 to Hurricanes Helene and Milton relief efforts. In late 2024, the GE Aerospace Foundation gave an additional \$650,000 to the American Red Cross to support disaster relief and preparedness efforts across the United States and around the world. Funds from the donation were used to respond to the 2025 Southern California wildfires.

Turning disaster into unity

In the face of uncertainty and seemingly insurmountable odds, GE Aerospace employees come together. GE Aerospace operates two facilities in an industrial park about five miles south of downtown Asheville, as well as a machining factory in West Jefferson, about 120 miles northeast. After Hurricane Helene dropped heavy rains on the Blue Ridge Mountains, at one point registering 20 inches in an hour, GE Aerospace employees came together to make sure one another was safe, coordinated with our Wilmington site to ship in supplies, and set up a sustained water system with the help of the facilities

team in Cincinnati. At both Asheville and West Jefferson, laundry, shower, and bathroom facilities were also trucked in and set up for employees and their family members to use.

In West Jefferson, Rick Farmer, a FLIGHT DECK – GE Aerospace's proprietary lean operating model – leader for GE Aerospace who also cooks extensively for charity events, spent a week outside of the office making and distributing 3,600 chicken dinners to people in the community. Another employee who serves in the fire department volunteered on a swift boat crew to help rescue fellow citizens trapped by floodwaters.

GE Aerospace volunteers also contributed to recovery efforts in Adams County, Ohio, following an EF-1 tornado just 30 minutes from our Peebles manufacturing site that caused significant damage to homes and businesses. Employee volunteers worked together to clear debris and help restore the community.



Learn how employees banded together after the storm.



"The attitude of the employees was not of self, but of others. It just speaks to the culture of the people at GE Aerospace."

– Stephen Harris, site leader for GE Aerospace's machining factory in West Jefferson

Responding to Hurricane Helene and Hurricane Milton

Following the devastating effects of hurricanes in the Southeastern United States, GE Aerospace Foundation commitments and employee volunteers went to work, helping residents and communities impacted. \$500,000 in programming commitments were divided evenly between the disaster logistics nonprofit Airlink and the American Red Cross.

Airlink facilitated free flights for over 100 trained personnel on behalf of 14 nonprofit partners to multiple impacted states. This included emergency responders, healthcare professionals, logisticians, and additional program staff providing food items and shelter support.

The Foundation's donation to the American Red Cross supported efforts to activate disaster workers in North Carolina, South Carolina, Tennessee, and Virginia, in addition to helping establish emergency shelters in Florida and Georgia. Rebuilding and recovering from disasters is hard and emotional for survivors, but hope can prevail. In the Asheville area, when power and communications went down and a victim's supply of life-saving insulin ran out, a Red Cross volunteer worked tirelessly to locate and deliver the medication. This act of compassion, enabled by donations to the Red Cross, brought immense relief during a time of overwhelming fear and uncertainty.

"The partnership between Airlink and the GE Aerospace Foundation exemplifies the spirit of collaboration and innovation in humanitarian response shown by the aviation industry; through Airlink, the industry has become a crucial partner in disaster response. Together, we will continue to harness the power of aviation for good, supporting communities in crisis with the resources they urgently require."

– Steven J. Smith, Airlink President and CEO



Showing up in our communities

Our most important asset is our people, and they are the driving force behind many of our philanthropic efforts, including several that are only possible because of the commitment and global presence of our employees. In 2024, as part of the GE Aerospace Foundation's Matching Gifts program, employees across 20 countries registered more than 6,700 gifts to more than 2,100 organizations worldwide with employee donations and Foundation matching totaling more than \$6 million.

Thousands of GE Aerospace employees also contributed their time and talents last year to help make a difference by responding to natural disasters, leading STEM activities, supporting meal distributions, and more. In 2024, more than 8,100 employee volunteers contributed over 30,000 hours of their time to support 725 distinct GE Aerospace-led projects around the world.

GE Aerospace is proud to be an engaged and collaborative partner in the communities where we live and work with our facilities and local programs that help meet the basic needs of a community, from conservation efforts to addressing food insecurity to promoting STEM education opportunities.

Volunteering to lift up others

One of the biggest reasons our employees are proud to work at GE Aerospace is the impact we have on the world – powering three out of every four planes you see in the sky and innovating new approaches to make those flights more sustainable. But lifting people up doesn't end with their journey – through employee volunteerism, it is part of our commitment to the communities where we live and work.

In August, 13 GE Aerospace employees spent the day volunteering for the Chenango Greenway Conservancy in Norwich, New York. Armed with rakes, pruners and shovels, they set out to beautify the trails along the stone quarry property on West Hill in Norwich. People were divided into groups to work on different details: spreading wood chips on muddied trail sections, pruning briars and cleaning debris along the trails, and mowing. The work went a long way to help the Chenango Greenway Conservancy continue to offer trails and green spaces to residents.

In Malaysia, Kechara Soup Kitchen Society (KSK Society) is a 16-year-old nonprofit that supports the homeless and poor communities locally. Alongside the volunteers from GE Aerospace, community members secured surplus produce such as fruits, vegetables, buns and frozen food from KSK partners and redistributed them to charity homes.

With the assistance of GE Aerospace volunteers, the Lynn Shelter Association supported multiple families through the Welcome Home program, which provides newly housed families with the necessities needed to start life outside of a homeless shelter. GE Aerospace volunteers not only assisted with purchasing kitchen and bathroom items but also provided young children with articles to personalize their bedrooms, including desks, lamps, and art supplies. During the winter holiday season, GE Aerospace volunteers offered newly-housed families seasonal decorations to celebrate in style.



“ We are so appreciative of the tremendous support we receive from the GE Aerospace employees throughout the year. The GE Aerospace employee volunteer groups are among the most loyal, efficient and friendly of the corporate groups we welcome here at Matthew 25. Our staff always looks forward to our GE Aerospace volunteers, and the amount of work that they accomplish while on campus is an incredible gift to our partners serving people in need, bringing hope and help to individuals struggling with extreme poverty or the impacts of disaster. Thank you for your support of Matthew 25: Ministries.”

– Tim Mettey, CEO Matthew 25: Ministries



“ GE Aerospace has been a fantastic partner in providing needed services for our families staying at the Ronald McDonald House. Whether it's providing healthy meals, fun activities or cleaning projects, we can always count on them to show up smiling and ready to pitch in! Thank you for all that you do to ease the burdens of our families so they can focus on what matters most: their child.”

– Ronald McDonald House Charities of Greater Cincinnati

“ Volunteers are the backbone of Special Olympics New Hampshire – we rely on thousands of volunteers annually to help us serve athletes throughout the Granite State and are so appreciative of every volunteer who chooses to spend their time with us! This year, GE Aerospace rallied a volunteer crew of 50 employees to support our 2024 State Summer Games in Durham, NH in June. We look forward to seeing the GE Aerospace team again at future events!”

– Special Olympics New Hampshire



Giving back where we live and work

In honor of Giving Tuesday, GE Aerospace recognized more than 60 GE Aerospace facilities in the U.S. and around the world that took part in efforts to support their communities throughout the year. Some of the highlights included:

- **In Dayton, Ohio, Big Brothers Big Sisters Miami Valley** received \$20,000 to support continued operations, benefiting 525 youth each year who receive mentoring. These efforts significantly improve academic performance and reduce risky behaviors.
- **In Warner, New Hampshire, Friends of the Concord – Lake Sunapee Rail Trail** received \$5,000 to support the purchase of bikes and protective equipment for kids to enjoy local biking trails.
- **In Wilmington, North Carolina, NourishNC** received \$4,000 to provide healthy food to hungry children, empowering them to succeed in the classroom and their community. Our Wilmington site also volunteered with NourishNC six times this year.
- **In Querétaro, Mexico, Centro de Desarrollo Integral Varonil San José I.A.P.** received \$5,000 to support community development, based on food, educational, health and assistance programs.
- **In Türkiye, Habitat Association** received \$12,000 to help volunteers that work across the country's 81 provinces to teach digital skills to underserved and disadvantaged peoples, creating access to new opportunities.

Broadening horizons for families and students in our communities

Star Awards, a program first established under the GE Foundation in 1984, now known as the GE Aerospace Foundation, is a competitive scholarship program providing awards to children of eligible GE Aerospace employees around the world to cover the first-year costs of higher education. Since inception, more than 15,000 awards have been administered worldwide, totaling over \$21.5 million in impact. Scholarship recipients are chosen through a competitive selection process based on their academic record, extracurricular activities, community service, and personal experiences and goals as described in a written statement.

"I knew about this program [for] some time already. My kids are too young to participate, but when I read that step-kids can compete, I thought about my husband's daughter. I encouraged her to take part in the process – she surely deserved it! I'm really proud of her and thank you GE [Aerospace] that even adopted / step-kids are included."

– Aleksandra Ochwat, Sub-Section Manager, LEAP LCE HPT Field/MRO, GE Aerospace

"GE Aerospace volunteers are amazing! They bring unmatched energy, dedication, and teamwork when they are in NourishNC's warehouse. They are committed to helping provide nutritious meals to our kids, and for that, we are endlessly grateful. Thank you, GE Aerospace!"

– NourishNC



Our commitment to our hometown

"When GE Aerospace teams up with the Cincinnati Reds Foundation and our other Cincinnati corporate partners, there's nothing we can't do. Being part of the hundreds of volunteers that transformed an abandoned school building into a modern elementary school surrounded by a botanical garden in only six hours is an amazing experience. And now that the kids of Bond Hill have a science lab filled with STEM experiences, it enables the next generation to 'invent the future of flight'."

– Deb Whitis, Executive Chief Consulting Engineer, Materials, GE Aerospace

"Working together with my colleagues at GE Aerospace and our community partners at the Cincinnati Reds to make lasting changes in our community is something I always look forward to. We have transformed several key community spaces, and we always come away feeling appreciated, humbled, and, of course, very proud of the positive impact we're having in our community!"

– Chris Day, EEDP Program Manager, GE Aerospace



"Working with the Cincinnati Parks on the Mayor's Corporate Challenge is endlessly rewarding as we help ready the city's parks for every Cincinnati to enjoy. GE Aerospace started this event for the city, and every year our volunteers complete services within a single day, that would take the parks multiple weeks to complete."

– Daniel Osgood, RISE Open Fan Systems – LP Turbomachinery Sub-Section Manager, GE Aerospace

"Our teams make a tremendous impact each year supporting their local United Way (UW) campaigns. These campaigns raise funds that are used to create opportunities and provide emergency assistance to families with the greatest needs, and several of our site campaigns include employee volunteer opportunities. The GE Aerospace Foundation provides additional contributions to the local United Ways on behalf of the annual employee giving campaigns with Cincinnati leading the way."

– Deb Silverman, Philanthropy Leader, GE Aerospace



GE Aerospace

At GE Aerospace, we are passionate about lifting people up in the communities where we live and work. Stay in touch with us to keep learning about the latest ways that GE Aerospace and our employees are creating positive change through volunteerism, community giving, and the GE Aerospace Foundation.

geaerospace.com/company/philanthropy



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