















# Our performance and priorities

As an active participant and signatory to the UN Global Compact since 2008, we understand that we play a role in helping achieve a better future for all by creating a more sustainable world. To put this in action, we apply the UN Guiding Principles on Business and Human Rights to help frame our program and practices. Our ESG performance in 2020 and priorities for 2021 and beyond align with the identified UN Sustainable Development Guidelines (SDGs) to help address the identified societal challenges.

TOPIC	BASELINE	2018	2019	2020	UN SDG
<b>Financial Performance (\$M)</b>					
Total Revenues		\$97,012	\$95,214	\$79,619	
GE Industrial Organic Revenues*		<sup>a</sup>	\$84,051	\$73,180	
Adjusted GE Industrial Profit*		<sup>a</sup>	\$8,313	\$2,520	
GE Industrial Free Cash Flow*		\$4,341	\$2,322	\$606	
Total Research & Development Spend		\$4,065	\$4,164	\$3,820	
<b>Diversity and Inclusion** (pages 55–59)</b>					
<b>GE U.S. Workforce, all employees</b>					
Total Race & Ethnic Minority				24.1%	 
Asian				8.7%	
Black/African American				6.8%	
Hispanic/Latinx				6.5%	
American Indian/Alaskan Native				0.3%	
Native Hawaiian/Pacific Islander				0.2%	
Multiracial				1.6%	
<b>Global Female Representation per Category</b>					
Female representation, all employees				21.9%	
Female representation, professional employees				26.2%	
Female representation in leadership***				26.0%	
<b>Human Rights: Supplier Responsibility Program<sup>b</sup> (pages 77–79)</b>					
Number of Global Audits <sup>c</sup>				1,286	   
Total Suppliers Approved <sup>d</sup>				1,039	
New Suppliers				433	
Existing Suppliers				553	
Supplier From Acquisition				53	
Total Suppliers Rejected <sup>d</sup>				71	
New Suppliers				62	
Existing Suppliers				8	
Supplier from Acquisition				1	
Total Findings				7,348	
<b>Percentage of Findings per Category:</b>					
Health & Safety				29%	
Environment				31%	
Emergency Preparedness				21%	
Human Rights & Labor				16%	
Dormitory Standards				<1%	
Conflict Minerals				2%	
Security / Other <sup>e</sup>				<1%	
<b>Audits per Region:</b>					
China				41%	
India				28%	
North and South America				13%	
Europe, Middle East & Africa				9%	
Rest of Asia				9%	

TOPIC	BASELINE	2018	2019	2020	UN SDG	
<b>Safety<sup>f</sup> (pages 61–64)</b>						
Injury & Illness Total Recordable Rate <sup>g</sup>		0.55	0.60	0.51		
Days Away From Work Incident Rate <sup>h</sup>		0.24	0.28	0.26		
Fatalities - Employees		2	3	3		
Fatalities - Contractor Workers		6	2	4		
<b>Environmental Stewardship<sup>f</sup> (pages 65–76)</b>						
<b>Environmental Performance</b>						
ISO 14001 sites		185	107	97		
Global Penalties Paid (in \$ thousands)		65	25	25		
Spills & Releases (Count) <sup>i</sup>		41	36	47		
Air Exceedances (Count) <sup>i</sup>		1	1	9		
Wastewater Exceedances (Count) <sup>i</sup>		25	17	11		
<b>Climate Change and Energy<sup>j</sup></b>						
		<b>2019 Baseline</b>				
GE Operational GHG Emissions (million metric tons of CO <sub>2</sub> equivalent) (market based)	2.30	2.80	2.39	2.07		
Scope 1 Emissions (million metric tons of CO <sub>2</sub> equivalent)		1.29	1.00	0.92		
Scope 2 Emissions (million metric tons of CO <sub>2</sub> equivalent) (market based)		1.51	1.39	1.16		
GE Operational Energy Use (million MMBtu)	24.9	30.1	25.7	23.2		
Direct SF6 Emissions (thousand metric tons CO <sub>2</sub> equivalent)		179	164	138		
Total Electricity (MWh)		3,690,000	3,420,000	3,030,000		
Renewable Energy Used (MWh)		44,541	31,800	53,000		
<b>Water<sup>k</sup></b>						
		<b>2011 Baseline</b>				
Total Freshwater Use (Billions of Gallons)	6.52	6.54	4.93	5.12		
Once-Through Cooling Water (Billions of Gallons)		2.27	1.64	1.85		
<b>Lifting Our Communities (pages 81–85)</b>						
GE Company Contributions via GE Businesses and to the Foundation (\$M)		90.7	55.4	44.9		
Employee and Retiree Contributions matched by GE Foundation (\$M)		38.8	24.6	16.8		
Total GE “Family” Giving (\$M)		129.5	80.0	61.7		
Total Contributions as a Percentage of GE Revenue (\$M) <sup>l</sup>		0.07%	0.06%	0.08%		

\* Non-GAAP Financial Measure.

\*\* Data representative of GE’s workforce as of December 31, 2020, extracted on February 10, 2021.

\*\*\* Leadership encompasses the top 1.5 percent of all active employees.

a 2018 recasted data not available.

b Beginning with the 2020 metric year, our Supply Chain metrics reflect changes and improvements in GE’s Supplier Responsibility Governance (SRG) program. 2018 and 2019 metrics do not represent today’s Supplier Responsibility Governance program and are not calculated.

c Total Global Audits is greater than total suppliers reviewed as some suppliers were audited twice (i.e., desktop audit due to COVID-19 restrictions followed by on-site visits) or there were return visits to confirm corrective actions were completed.

d New metric reported in 2020 from Supplier Responsibility Governance program and audits.

e “Other” includes findings not allocated to a category or relate to quality findings identified during Supplier Responsibility Governance audit.

f Due to the changing nature of GE’s enterprise business structure, figures are periodically updated to reflect changes in scope. For instance, acquired businesses may not have aligned data for the same time periods.

g Number of OSHA recordable injury and illness cases per risk population YTD based on 100 employees working 200,000 hours annually. Baker Hughes included in 2018.

h Days Away From Work Incident Rate uses the OSHA calculation for days-away-from-work cases (transfer or restricted cases are excluded), based on 100 employees working 200,000 hours annually. Baker Hughes included in 2018.

i Spills & Releases, Air Exceedances, and Wastewater Exceedances data includes Baker Hughes in 2018.

j For GHG and energy-related metrics, each year GE adjusts its 2019 baseline inventory to account for divestments and acquisitions. Interim years are not adjusted.

k For water metrics, each year GE adjusts its 2011 baseline inventory to account for divestments and acquisitions. Interim years are not adjusted.

l Total Contributions as a Percentage of GE Revenue was established as a metric in 2018 to align with Chief Executives for Corporate Purpose Giving in Numbers annual survey.

#### A NOTE ON THE IMPACT OF COVID-19

2020 was an incredibly challenging and unprecedented year for everyone across the globe, including GE and our operations. We believe that several of our 2020 metrics likely reflect the impacts of COVID-19 due to travel restrictions, populations working from home, and variable utilization of some of our facilities. We continue to be committed to transparency. The information in this report is overseen by subject matter experts and has been reviewed by GE’s dedicated internal resources.