## 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
Financial Performance (\$M)					
Total Revenues		\$97,012	\$95,214	\$79,619	
GE Industrial Organic Revenues*		a	\$84,051	\$73,180	
Adjusted GE Industrial Profit*		a	\$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**</b> (pages 55–59)					
GE U.S. Workforce, all employees					5 GENDER EQUALITY
Total Race & Ethnic Minority				24.1%	_ =
Asian				8.7%	● (
Black/African American				6.8%	10 REDUCED INEQUALITIES
Hispanic/Latinx				6.5%	<b>√</b> ≜≻
American Indian/Alaskan Native				0.3%	`₹′
Native Hawaiian/Pacific Islander				0.2%	
Multiracial				1.6%	
Global Female Representation per Category					
Female representation, all employees				21.9%	
Female representation, professional employees				26.2%	
Female representation in leadership***				26.0%	
Human Rights: Supplier Responsibility Program	<sup>b</sup> (pages 77–79)				
Number of Global Audits <sup>c</sup>				1,286	8 DECENT WORK AND ECONOMIC GROWTH
Total Suppliers Approved <sup>d</sup>				1,039	U ECONOMIC GROWTH
New Suppliers				433	
Existing Suppliers				553	10 REDUCED INEQUALITIES
Supplier From Acquisition				53	_
Total Suppliers Rejected <sup>d</sup>				71	<b>₹</b>
New Suppliers				62	16 PEACE, JUSTICE AND STRONG
Existing Suppliers				8	INSTITUTIONS
Supplier from Acquisition				1	<u>, — </u>
Total Findings				7,348	17 PARTNERSHIPS FOR THE GOALS
Percentage of Findings per Category:					<b>&amp;</b>
Health & Safety				29%	<b>6</b>
Environment				31%	
Emergency Preparedness				21%	
Human Rights & Labor				16%	
Dormitory Standards				<1%	
Conflict Minerals				2%	
Security / Other <sup>e</sup>				<1%	
Audits per Region:					
China				41%	
India				28%	
North and South America				13%	
Europe, Middle East & Africa				9%	
Rest of Asia				9%	

ТОРІС	BASELINE	2018	2019	2020	UN SDG
Safety <sup>f</sup> (pages 61–64)					
Injury & Illness Total Recordable Rate <sup>g</sup>		0.55	0.60	0.51	3 GOOD HEALTH
Days Away From Work Incident Rate <sup>h</sup>		0.24	0.28	0.26	A . A
Fatalities - Employees		2	3	3	-w
Fatalities - Contractor Workers		6	2	4	8 DECENT WORK AND ECONOMIC GROWTH

SO 14001 sites   185   107   97   105	Environmental Performance				
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           Climate Change and Energy         2019 Baseline         2         2.30         2.80         2.39         2.07           Equivalent) (market based)         2.30         2.80         2.39         2.07         2.07         2.00         3.00         3.00         3.00         3.00         2.00         2.00         2.00         3.00         3.00         3.00         3.00         3.00         3.00			195	107	07
Spills & Releases (Count) <sup>1</sup> 41         36         47           Air Exceedances (Count) <sup>1</sup> 1         1         9           Wastewater Exceedances (Count) <sup>1</sup> 25         17         11           Climate Change and Energy <sup>1</sup> 2019 Baseline         2         2.30         2.80         2.39         2.07           Equivalent) (market based)         2.30         2.80         2.39         2.07           Ecope 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)         1.51         1.39         1.16           market based)         1.51         1.39         1.16           BEC 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         30,300,000           Renewable Energy Used (MWh)         44,541         31,800         53,000           Water <sup>k</sup> 2011 Baseline           Total Freshwater Use (Billions of Gallons)         2.27         1.64         1.85           Direct Frough Cooling Water					
Air Exceedances (Count) 1 1 9  Wastewater Exceedances (Count) 1 1 1 9  Wastewater Exceedances (Count) 1 1 1 1 9  Wastewater Exceedances (Count) 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1					
Wastewater Exceedances (Count) <sup>1</sup> 25         17         11           Climate Change and Energy <sup>1</sup> 2019 Baseline         Coperational GHG Emissions (million metric tons of CO <sub>2</sub> equivalent)         2.30         2.80         2.39         2.07           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)         1.51         1.39         1.16           market based)         2.49         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           Water*         2011 Baseline           Total Freshwater Use (Billions of Gallons)         6.52         6.54         4.93         5.12           Droce-Through Cooling Water (Billions of Gallons)         2.27         1.64         1.85           EGE Company Contributions via GE Businesses and to the coundation (\$M)         90.7         55.4         44.9           Employe	· · · · · · · · · · · · · · · · · · ·				
Climate Change and Energy 2  GE Operational GHG Emissions (million metric tons of CO <sub>2</sub> 2.30 2.80 2.39 2.07 Equivalent) (market based)  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) 1.51 1.39 1.16  Example 2 Emissions (million metric tons of CO <sub>2</sub> equivalent) 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  Fotal Electricity (MWh) 3,690,000 3,420,000 3,030,000  Renewable Energy Used (MWh) 44,541 31,800 53,000  Water*  2011 Baseline  Fotal Freshwater Use (Billions of Gallons) 6.52 6.54 4.93 5.12  Conce-Through Cooling Water (Billions of Gallons) 2.27 1.64 1.85  Lifting Our Communities (pages 81–85)  GE Company Contributions via GE Businesses and to the Foundation (\$M)  Employee and Retiree Contributions matched by GE 38.8 24.6 16.8  Foundation (\$M)					
SEC Operational GHG Emissions (million metric tons of CO <sub>2</sub> 2.30 2.80 2.39 2.07 equivalent) (market based)  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) 1.51 1.39 1.16 (market based)  SEC 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 (Mater ** 2011 Baseline**  Total Freshwater Use (Billions of Gallons) 6.52 6.54 4.93 5.12 (Direc-Through Cooling Water (Billions of Gallons) 2.27 1.64 1.85 (Direc-Through Cooling Water (Billions of Gallons) 3.00 (Section ** 2.27 1.64 1.85 (Section ** 2.27 1.64			25	1/	11
Equivalent) (market based)  Scope 1 Emissions (million metric tons of CO <sub>2</sub> equivalent)  Scope 2 Emissions (million metric tons of CO <sub>2</sub> equivalent)  The property of the prop	<u> </u>		2.00	2.70	2.07
Scope 2 Emissions (million metric tons of CO <sub>2</sub> equivalent) market based)  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  Water* 2011 Baseline  Total Freshwater Use (Billions of Gallons) 6.52 6.54 4.93 5.12  Dince-Through Cooling Water (Billions of Gallons) 2.27 1.64 1.85  Lifting Our Communities (pages 81–85)  GE Company Contributions via GE Businesses and to the Foundation (\$M)  Employee and Retiree Contributions matched by GE 500ndation (\$M)  Total GE "Family" Giving (\$M) 129.5 80.0 61.7	GE Operational GHG Emissions (million metric tons of CO <sub>2</sub> equivalent) (market based)	2.30	2.80	2.39	2.07
market based) GE Operational Energy Use (million MMBtu) 24.9 30.1 25.7 23.2 Direct SF6 Emissions (thousand metric tons CO₂ 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 Water <sup>k</sup> 2011 Baseline Total Freshwater Use (Billions of Gallons) 6.52 6.54 4.93 5.12 Direct Through Cooling Water (Billions of Gallons) 2.27 1.64 1.85  GE Company Contributions via GE Businesses and to the Foundation (\$M) Employee and Retiree Contributions matched by GE Foundation (\$M) Fou	Scope 1 Emissions (million metric tons of CO₂ equivalent)		1.29	1.00	0.92
Direct SF6 Emissions (thousand metric tons CO2 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  Water* 2011 Baseline  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  Lifting Our Communities (pages 81–85)  GE Company Contributions via GE Businesses and to the foundation (\$M)  Employee and Retiree Contributions matched by GE 38.8 24.6 16.8  Foundation (\$M)  Total GE "Family" Giving (\$M) 129.5 80.0 61.7	Scope 2 Emissions (million metric tons of CO₂ equivalent) (market based)		1.51	1.39	1.16
Total Electricity (MWh) 3,690,000 3,420,000 3,030,000 Renewable Energy Used (MWh) 44,541 31,800 53,000 Water Renewable Energy Used (MWh) 2011 Baseline  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 Company Contributions via GE Businesses and to the Foundation (\$M) 55.4 44.9 Foundation (\$M) 55.4 Foundation	GE Operational Energy Use (million MMBtu)	24.9	30.1	25.7	23.2
Renewable Energy Used (MWh)  Water <sup>k</sup> 2011 Baseline  Total Freshwater Use (Billions of Gallons)  Conce-Through Cooling Water (Billions of Gallons)  Energy Used (MWh)  Conce-Through Cooling Water (Billions of Gallons)  Energy Used (MWh)  Conce-Through Cooling Water (Billions of Gallons)  Energy Used (MWh)  Conce-Through Cooling Water (Billions of Gallons)  Conc	Direct SF6 Emissions (thousand metric tons CO₂ equivalent)		179	164	138
Water <sup>k</sup> 2011 Baseline  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  Lifting Our Communities (pages 81–85)  GE Company Contributions via GE Businesses and to the 90.7 55.4 44.9  Foundation (\$M)  Employee and Retiree Contributions matched by GE 38.8 24.6 16.8  Foundation (\$M)  Total GE "Family" Giving (\$M) 129.5 80.0 61.7	Fotal Electricity (MWh)		3,690,000	3,420,000	3,030,000
Fotal Freshwater Use (Billions of Gallons)  6.52 6.54 4.93 5.12 Conce-Through Cooling Water (Billions of Gallons)  2.27 1.64 1.85  Lifting Our Communities (pages 81–85)  GE Company Contributions via GE Businesses and to the foundation (\$M)  Employee and Retiree Contributions matched by GE Foundation (\$M)  Fotal GE "Family" Giving (\$M)  129.5 80.0 61.7	Renewable Energy Used (MWh)		44,541	31,800	53,000
Conce-Through Cooling Water (Billions of Gallons)  2.27 1.64 1.85  Lifting Our Communities (pages 81–85)  EE Company Contributions via GE Businesses and to the oundation (\$M)  Employee and Retiree Contributions matched by GE 38.8 24.6 16.8 Foundation (\$M)  Fotal GE "Family" Giving (\$M) 129.5 80.0 61.7	Water <sup>k</sup> 2	011 Baseline			
Lifting Our Communities (pages 81–85)  GE Company Contributions via GE Businesses and to the 90.7 55.4 44.9 Foundation (\$M)  Employee and Retiree Contributions matched by GE 38.8 24.6 16.8 Foundation (\$M)  Fotal GE "Family" Giving (\$M) 129.5 80.0 61.7	Total Freshwater Use (Billions of Gallons)	6.52	6.54	4.93	5.12
GE Company Contributions via GE Businesses and to the soundation (\$M)  Employee and Retiree Contributions matched by GE 38.8 24.6 16.8 Foundation (\$M)  Fotal GE "Family" Giving (\$M) 129.5 80.0 61.7	Once-Through Cooling Water (Billions of Gallons)		2.27	1.64	1.85
Foundation (\$M)  Employee and Retiree Contributions matched by GE 38.8 24.6 16.8  Foundation (\$M)  Fotal GE "Family" Giving (\$M) 129.5 80.0 61.7	Lifting Our Communities (pages 81–85)				
Foundation (\$M)         Total GE "Family" Giving (\$M)       129.5       80.0       61.7	·		90.7	55.4	44.9
. 0	Employee and Retiree Contributions matched by GE Foundation (\$M)		38.8	24.6	16.8
Total Contributions as a Percentage of GE Revenue (\$M) <sup>1</sup> 0.07% 0.06% 0.08%	Total GE "Family" Giving (\$M)		129.5	80.0	61.7
	Total Contributions as a Percentage of GE Revenue (\$M) <sup>I</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.
- 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.
- 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.
- I 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.