

# Sustainability Reporting Frameworks

## Task Force on Climate-related Financial Disclosures (TCFD)

TOPIC	RESPONSE OR LOCATION
<b>Governance</b>	
Disclose the organization’s governance around climate-related risks and opportunities.	<p>Our Process: How GE Operates to Succeed in Our Mission — Board Oversight, <a href="#">pages 51-53</a></p> <p>2023 Proxy Statement: Governance — Key Areas of Board Oversight — Enterprise Risk Management, Sustainability, <a href="#">page 18</a></p> <p><a href="#">GE Governance Principles</a></p> <p><a href="#">GE Governance and Public Affairs Committee Charter</a></p> <hr/> <p>Our Process: How GE Operates to Succeed in Our Mission — Integrated Approach to Strategy, Risk and Sustainability — GE’s Enterprise Risk Management Framework, <a href="#">page 50</a>; Operationalizing and Improving GE’s Sustainability Efforts through the Sustainability Council, <a href="#">page 54</a></p> <p>2023 Proxy Statement: Governance — Key Areas of Board Oversight — Enterprise Risk Management, Sustainability, <a href="#">page 18</a></p>
<b>Strategy</b>	
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning where such information is material.	<p>2022 Form 10-K: About General Electric, <a href="#">pages 4-6</a></p> <p>2022 Form 10-K: Management’s Discussion and Analysis of Financial Condition and Results of Operations (MD&amp;A)—Risk factors, <a href="#">pages 30-39</a></p> <p>Our Innovation and Technology: Propelling GE into a New Era — Leading the energy transition: Sustainability, Reliability and Affordability, <a href="#">pages 20-35</a>; Developing the future of flight: Defining Flight for Today, Tomorrow and the Future, <a href="#">pages 36-47</a>; GE Research: Delivering Innovation to Build a More Sustainable World, <a href="#">pages 48-49</a>; Our Process: How GE Operations to Succeed in Our Mission— Integrated approach to Strategy, Risk and Sustainability, <a href="#">pages 54-57</a></p>
<b>Risk Management</b>	
Disclose how the organization identifies, assesses, and manages climate-related risks.	<p>Our Process: How GE Operates to Succeed in Our Mission — Integrated Approach to Strategy, Risk and Sustainability — GE’s Enterprise Risk Management Framework, <a href="#">page 54</a></p>
<b>Metrics and Targets</b>	
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	<p>Key Metrics: Our Performance and Priorities, <a href="#">pages 12-13</a>; Our Innovation and Technology: Propelling GE Into a New Era — Innovating Solutions for the World’s Most Pressing Challenges — Thought-Leadership in the Energy Transition — GE Vernova’s Actions Toward its 2050 Scope 3 Net Zero Ambition, <a href="#">pages 32-35</a>; GE Aerospace’s Actions Toward its 2050 Scope 3 Net Zero Ambition, <a href="#">pages 44-47</a>; Our Commitments: GE Respects Our People, Our Planet and Our Communities — Environment, <a href="#">page 85</a>; Climate Change, <a href="#">pages 86-88</a></p>

# Sustainability Accounting Standards Board (SASB)

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE OR LOCATION
<b>Industry: Aerospace &amp; Defense</b>					
<b>Table 1. Sustainability Disclosure Topics &amp; Accounting Metrics</b>					
Energy & Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	RT-AE-130a.1	(1) GE Operational Energy Use (million GJ) for 2022 is 20.4. (2) Total Electricity (in MWh) for 2022 is 2,950,000. (3) Renewable Energy Used (in MWh) for 2022 is 141,000.  Key Metrics: Our Performance and Priorities, <a href="#">pages 12-13</a> ; Our Commitments: GE Respects Our People, Our Planet and Our Communities — Climate Change — Ambition to be a Net Zero Company by 2050 for the Scope 3 Emissions from Use of Sold Products, <a href="#">page 86</a>
Data Security	Description of approach to identifying and addressing data security risks in (1) company operations and (2) products	Discussion and Analysis	n/a	RT-AE-230a.2	We have adopted a “defense in depth” approach, in which multiple layers of security controls are placed throughout our systems, and a security by design approach to build security into our products, both of which enable GE to proactively protect against and respond to a dynamic cyber threat landscape.  Our Process: How GE Operates to Succeed in Our Mission — Privacy and Cybersecurity, <a href="#">pages 67-68</a>  2022 Form 10-K: Risk Factors — Operational Risks, <a href="#">pages 30-39</a>
Product Safety	Number of recalls issued, total units recalled	Quantitative	Number	RT-AE-250a.1	GE does not disclose this information.  Our Process: How GE Operations to Succeed in Our Mission — Product Safety and Quality, <a href="#">pages 60-62</a>
	Number of counterfeit parts detected, percentage avoided	Quantitative	Number, Percentage (%)	RT-AE-250a.2	GE does not disclose this information.  Our Process: How GE Operations to Succeed in Our Mission — Product Safety and Quality, <a href="#">pages 60-62</a>
	Number of Airworthiness Directives received, total units affected	Quantitative	Number	RT-AE-250a.3	GE does not disclose this information.  Our Process: How GE Operations to Succeed in Our Mission — Product Safety and Quality, <a href="#">pages 60-62</a>
	Total amount of monetary losses as a result of legal proceedings associated with product safety	Quantitative	Reporting currency	RT-AE-250a.4	No legal proceedings associated with product safety are disclosed in the Sustainability Report and Form 10-K.  Our Process: How GE Operations to Succeed in Our Mission — Product Safety and Quality, <a href="#">pages 60-62</a>
Fuel Economy & Emissions in Use-phase	Revenue from alternative energy-related products	Quantitative	Reporting currency	RT-AE-410a.1	GE does not disclose this information.
	Description of approach and discussion of strategy to address fuel economy and greenhouse gas (GHG) emissions of products	Discussion and Analysis	n/a	RT-AE-410a.2	Propelling GE Into a New Era — Innovating Solutions for the World’s Most Pressing Challenges — Developing the Future of Flight: Defining Flight for Today, Tomorrow and the Future, <a href="#">pages 36-47</a>
Materials Sourcing	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	n/a	RT-AE-440a.1	Our Commitments: GE Respects Our People, Our Planet and Our Communities — Human Rights — Ethical Supply Chain and Responsible Mineral Sourcing — Responsible Mineral Sourcing, <a href="#">page 105</a>  <a href="#">2022 Conflict Minerals Report</a>  <a href="#">Responsible Mineral Sourcing Principles</a>
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with incidents of corruption, bribery, and/or illicit international trade <sup>8</sup>	Quantitative	Reporting currency	RT-AE-510a.1	No legal proceedings associated with incidents of corruption, bribery, and/or illicit international trade are disclosed in the Sustainability Report and Form 10-K.  Always with Unyielding Integrity: GE’s Ethics & Compliance Program, <a href="#">pages 65-66</a>
	Revenue from countries ranked in the “E” or “F” Band of Transparency International’s Government Defence Anti-Corruption Index	Quantitative	Reporting currency	RT-AE-510a.2	Revenue by region is disclosed in the Form 10-K, but breakdown of countries per region is not disclosed  2022 Form 10-K: Audited Financial Statements and Notes — Note 25. Operating Segments, <a href="#">pages 80-83</a>

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE OR LOCATION
	Discussion of processes to manage business ethics risks throughout the value chain	Discussion and Analysis	n/a	RT-AE-510a.3	<p>Our Process: How GE Operates to Succeed in Our Mission — Always with Unyielding Integrity: GE's Ethics &amp; Compliance Program, <a href="#">pages 65-66</a>; Our Commitments: GE Respects Our People, Our Planet and Our Communities — Human Rights, <a href="#">pages 104-106</a></p> <p>2021 Human Rights Report, <a href="#">pages 11-13</a></p> <p>The Spirit &amp; The Letter, <a href="#">page 12</a></p> <p><a href="#">Whistleblowing Policy</a></p> <p><a href="#">Ethical Supply Chain Program</a></p> <p><a href="#">GE Integrity Guide for Suppliers, Contractors &amp; Consultants</a></p>

ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE OR LOCATION
<b>Table 2. Activity Metrics</b>				
Production by reportable segment	Quantitative	Number	RT-AE-000.A	<p>Number of units produced are not disclosed, but revenues by segment (GE Aerospace) and units sold (commercial engines, military engines and spare parts) are disclosed.</p> <p>Our Innovation and Technology: Propelling GE Into a New Era — Innovating Solutions for the World's Most Pressing Challenges, <a href="#">pages 18-19</a></p> <p>2022 Annual Report: How GE Performed in 2022, <a href="#">page 6</a></p> <p>2022 Form 10-K: Managements Discussion and Analysis of Financial Condition and Results of Operations (MD&amp;A) — Segment Operations, <a href="#">page 8</a></p>
Number of employees	Quantitative	Number	RT-AE-000.B	<p>Approximately 172,000, based on full-time equivalent, active employees. On January 3, 2023, GE completed the planned separation of its healthcare business, launching GE HealthCare Technologies Inc. (GE HealthCare). As of December 31, 2022, GE had ~123,000 employees excluding GE HealthCare employees who are now part of the standalone company.</p> <p>Our Sustainability Priorities, <a href="#">page 6</a></p> <p>2022 Annual Report: How GE Performed in 2022, <a href="#">page 6</a></p> <p>2022 Form 10-K: About General Electric, <a href="#">pages 4-6</a></p>

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE OR LOCATION
<b>Industry: Electrical &amp; Electronic Equipment</b>					
<b>Table 1. Sustainability Disclosure Topics &amp; Accounting Metrics</b>					
Energy & Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	RT-EE-130a.1	Key Metrics: Our Performance and Priorities, <a href="#">pages 12-13</a> ; Our Commitments: GE Respects Our People, Our Planet and Our Communities — Climate Change — Ambition to be a Net Zero Company by 2050 for the Scope 3 Emissions from Use of Sold Products, <a href="#">page 86</a>
Hazardous Waste Management	Amount of hazardous waste generated, percentage recycled	Quantitative	Metric tons (t), Percentage (%)	RT-EE-150a.1	GE does not disclose this information. Our Commitments: GE Respects Our People, Our Planet and Our Communities — Environment, <a href="#">page 85</a>
	Number and aggregate quantity of reportable spills, quantity recovered	Quantitative	Number, Kilograms (kg)	RT-EE-150a.2	Key Metrics: Our Performance and Priorities, <a href="#">pages 12-13</a> ; Our Commitments: GE Respects Our People, Our Planet and Our Communities — Environment, <a href="#">page 85</a>
Product Safety	Number of recalls issued, total units recalled	Quantitative	Number	RT-EE-250a.1	GE does not disclose this information. Our Process: How GE Operations to Succeed in Our Mission — Product Safety and Quality, <a href="#">pages 60-62</a>
	Total amount of monetary losses as a result of legal proceedings associated with product safety	Quantitative	Reporting currency	RT-EE-250a.2	No legal proceedings associated with product safety are disclosed in the Sustainability and Form 10-K. Our Process: How GE Operations to Succeed in Our Mission — Product Safety and Quality, <a href="#">pages 60-62</a>

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE OR LOCATION
Product Lifecycle Management	Percentage of products by revenue that contain IEC 62474 declarable substances <sup>6</sup>	Quantitative	Percentage (%) by revenue	RT-EE-410a.1	GE does not disclose this information.  Our Commitments: GE Respects Our People, Our Planet and Our Communities — Human Rights — Ethical Supply Chain and Responsible Mineral Sourcing — Responsible Mineral Sourcing, <a href="#">page 105</a>  <a href="#">2022 Conflict Minerals Report</a>  <a href="#">Responsible Mineral Sourcing Principles</a>
	Percentage of eligible products, by revenue, that meet ENERGY STAR® criteria	Quantitative	Percentage (%) by revenue	RT-EE-410a.2	GE does not disclose this information.
	Revenue from renewable energy-related and energy efficiency-related products	Quantitative	Reporting currency	RT-EE-410a.3	GE does not disclose this information.
Materials Sourcing	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	n/a	RT-EE-440a.1	Tantalum and tungsten are 2 of the critical materials mentioned by GE that are contained in some products obtained by GE's supply chains.  Our Commitments: GE Respects Our People, Our Planet and Our Communities — Human Rights — Ethical Supply Chain and Responsible Mineral Sourcing — Responsible Mineral Sourcing, <a href="#">page 105</a>  <a href="#">2022 Conflict Minerals Report</a>  <a href="#">Responsible Mineral Sourcing Principles</a>
Business Ethics	Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behavior	Discussion and Analysis	n/a	RT-EE-510a.1	Our Process: How GE Operates to Succeed in Our Mission — Always with Unyielding Integrity: GE's Ethics & Compliance Program, <a href="#">page 65</a>  <a href="#">Improper Payments Prevention Policy</a>  <a href="#">GE integrity Guide for Suppliers, Contractors &amp; Consultants</a>
	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Quantitative	Reporting currency	RT-EE-510a.2	No legal proceedings associated with bribery or corruption are disclosed in the Sustainability Report and Form 10-K.
	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Quantitative	Reporting currency	RT-EE-510a.3	Alstom has cases involving anti-competitive activities prior to the acquisition of its Thermal, Renewables and Grid businesses by GE in November 2015. Total amount of monetary losses is not disclosed.  2021 Form 10-K: Audited Financial Statements and Notes—Note 24. Commitments, Guarantees, Product Warranties and other Loss Contingencies, <a href="#">page 77</a>

ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE OR LOCATION
<b>Table 2. Activity Metrics</b>				
Number of units produced by product category	Quantitative	Number	RT-EE-000.A	Number of units produced are not disclosed, but revenues by segment (GE Vernova) and units sold (gas turbines) are disclosed.  Our Innovation and Technology: Propelling GE Into a New Era — Innovating Solutions for the World's Most Pressing Challenges, <a href="#">pages 18-19</a>  2022 Annual Report: How GE Performed in 2022, <a href="#">page 6</a>  2022 Form 10-K: Managements Discussion and Analysis of Financial Condition and Results of Operations (MD&A) — Segment Operations, <a href="#">page 8</a>
Number of employees	Quantitative	Number	RT-EE-000.B	Approximately 172,000, based on full-time equivalent, active employees. On January 3, 2023, GE completed the planned separation of its healthcare business, launching GE HealthCare Technologies Inc. (GE HealthCare). As of December 31, 2022, GE had ~123,000 employees excluding GE HealthCare employees who are now part of the standalone company.  Our Sustainability Priorities, <a href="#">page 6</a>  2022 Annual Report: How GE Performed in 2022, <a href="#">page 6</a>  2022 Form 10-K: About General Electric, <a href="#">pages 4-6</a>

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE OR LOCATION
<b>Industry: Wind Technology &amp; Project Developers</b>					
<b>Table 1. Sustainability Disclosure Topics &amp; Accounting Metrics</b>					
Workforce Health & Safety	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	Quantitative	Rate	RR-WT-320a.1	(1) Injury & Illness Total Recordable Rate: 0.47 (2) (a) Fatalities - Employees: 0 (2) (b) Fatalities - Contractor Workers: 3  Key Metrics: Our Performance and Priorities, <a href="#">pages 12-13</a> ; Our Commitments: GE Respects Our People, Our Planet and Our Communities — Safety, <a href="#">pages 82-84</a>
Materials Sourcing	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	n/a	RR-WT-440a.1	Tantalum and tungsten are 2 of the critical materials mentioned by GE that are contained in some products obtained by GE's supply chains.  Our Commitments: GE Respects Our People, Our Planet and Our Communities — Human Rights — Ethical Supply Chain and Responsible Mineral Sourcing — Responsible Mineral Sourcing, <a href="#">page 105</a> <a href="#">2022 Conflict Minerals Report</a> <a href="#">Responsible Mineral Sourcing Principles</a>
Materials Efficiency	Description of approach to optimize materials efficiency of wind turbine design	Discussion and Analysis	n/a	RR-WT-440b.3	Lean is a set of principles that emphasizes customer focus, elimination of waste, high- quality growth, and ruthless prioritization of work to improve safety, quality, delivery, and cost. In connection with GE's sustainability strategy, lean is more than a contributor: lean is fundamental to how we execute our strategy. Lean principles help us examine processes and continually improve them by solving problems at their root cause. Lean principles allow us to identify where we can ensure worker safety, limit emissions, eliminate hazardous wastes, reduce our footprint, and deliver products quickly and efficiently.  Our Process: How GE Operations to Succeed in Our Mission — Product Safety and Quality, <a href="#">pages 60-62</a>

ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE OR LOCATION
<b>Table 2. Activity Metrics</b>				
Number of delivered wind turbines, by wind turbine class	Quantitative	Number	RR-WT-000.A	The number of wind turbines delivered in 2022 is 2,190.  No data disclosed by wind turbine class.  2022 From 10-K: Segment Operations — Renewable Energy, <a href="#">pages 10-11</a>
Aggregate capacity of delivered wind turbines, by wind turbine class	Quantitative	Megawatts (MW)	RR-WT-000.B	Capacity of delivered wind turbines in 2022 is 7.5 gigawatts.  2022 From 10-K: Segment Operations — Renewable Energy, <a href="#">pages 10-11</a>
Amount of turbine backlog	Quantitative	Reporting currency	RR-WT-000.C	Backlog for GE Renewable Energy is \$32,830 in FY22 and is inclusive of Onshore Wind, Offshore Wind, Grid Solutions Equipment and Services, Hydro Solutions and Hybrid Solutions.  2022 From 10-K: How GE Performed in 2022, <a href="#">page 6</a> ; Segment Operations — Renewable Energy, <a href="#">pages 10-11</a>
Aggregate capacity of turbine backlog	Quantitative	Megawatts (MW)	RR-WT-000.D	GE does not disclose this information.

# Global Reporting Initiative (GRI)

**STATEMENT OF USE** General Electric Company has reported the information cited in this GRI content index for the period of calendar year 2022 (unless otherwise noted) with reference to the GRI Standards.

**GRI 1 USED** GRI 1: Foundation 2021

## GRI STANDARD DISCLOSURE LOCATION

### GRI 2: General Disclosures 2021

2-1 Organizational details	<p><b>Name of the organization:</b> General Electric Company</p> <p><b>Ownership and legal form:</b> GE Company is incorporated in New York</p> <p><b>Location of headquarters:</b> Boston, Massachusetts, US</p> <p><i>2022 Form 10-K:</i> About General Electric — Additional Information About GE, <a href="#">page 6</a></p> <p><b>Location of operations:</b> GE Directory</p> <p><i>2022 Annual Report:</i> How GE Performed in 2022, <a href="#">page 6</a></p> <p><i>2022 Form 10-K:</i> About General Electric, <a href="#">pages 4-6</a></p>
2-2 Entities included in the organization's sustainability reporting	<p>This 2022 report addresses our global operations for GE Vernova and GE Aerospace unless otherwise stated.</p> <p>About this Report, <a href="#">page 11</a>; Key Metrics: Our Performance and Priorities, <a href="#">pages 12-13</a>; Our Process: How GE Operates to Succeed in Our Mission — Advancing Diversity, Equity and Inclusion — Transparency, <a href="#">pages 72-80</a></p> <p><i>2022 Form 10-K:</i> About General Electric, <a href="#">pages 4-6</a></p>
2-3 Reporting period, frequency and contact point	<p><b>Reporting period:</b> This report covers the environmental, social and governance (ESG) activities of GE, primarily for 2022.</p> <p><b>Reporting cycle:</b> Annual</p> <p>Calendar year 2022 unless otherwise noted.</p> <p><b>Publication date of the report:</b> June 2023</p> <p><b>Contact point for questions regarding the report:</b> <a href="mailto:sustainability@ge.com">sustainability@ge.com</a></p>
2-4 Restatements of information	None
2-5 External assurance	<p>About This Report, <a href="#">page 11</a></p> <p><a href="#">2022 Sustainability Report Appendices</a></p>
2-6 Activities, value chain and other business relationships	<p>About this Report, <a href="#">page 11</a>; Key Metrics: Our Performance and Priorities, <a href="#">pages 12-13</a>; Our Innovation and Technology: Propelling GE Into a New Era, <a href="#">pages 15-49</a></p> <p><i>2022 Form 10-K:</i> About General Electric, <a href="#">pages 4-6</a>; Management's Discussion and Analysis of Financial Condition and Results of Operations (MD&amp;A) — Segment Operations, <a href="#">pages 8-14</a></p> <p><i>2023 Proxy Statement:</i> GE: A New Era Begins, <a href="#">pages 2-3</a></p> <p><i>2022 Annual Report:</i> How GE Performed in 2022, <a href="#">page 6</a></p> <p><a href="#">Military Products</a></p> <p><a href="#">UK Modern Slavery Act Statement</a></p> <p><a href="#">Australian Modern Slavery Act Statement</a></p> <p><a href="#">Government Business</a></p> <p><a href="#">Trade organization and 501(c)4 disclosure</a></p>
2-7 Employees	<p>Approximately 172,000, based on full-time equivalent, active employees. On January 3, 2023, GE completed the planned separation of its healthcare business, launching GE HealthCare Technologies Inc. (GE HealthCare). As of December 31, 2022, GE had ~123,000 employees excluding GE HealthCare employees who are now part of the standalone company.</p> <p>Key Metrics: Our Performance and Priorities, <a href="#">pages 12-13</a>; Our Process: How GE Operates to Succeed in Our Mission — Advancing Diversity, Equity and Inclusion — GE's 2022 Workforce Representation Data, <a href="#">pages 72-80</a></p> <p><i>2022 Form 10-K:</i> About General Electric, <a href="#">pages 4-6</a></p>
2-8 Workers who are not employees	GE does not disclose this information.

## GRI 2: General Disclosures 2021

2-9 Governance structure and composition	<p>Our Process: How GE Operates to Succeed in Our Mission — Board Oversight, <a href="#">pages 51-53</a>; Advancing Diversity, Equity and Inclusion — GE's 2022 Workforce Representation Data, <a href="#">pages 77-79</a></p> <p>2023 Proxy Statement: Governance — Board Nominees, <a href="#">page 7</a>; Qualifications and Attributes, <a href="#">page 7</a>; Nominee Biographies, <a href="#">pages 8-11</a>; Board Composition, <a href="#">pages 12-13</a>; Board Leadership Structure, <a href="#">page 14</a>; Board Committees, <a href="#">page 17</a></p> <p>Governance Principles — 1. Role of Board and Management, <a href="#">page 1</a>; 6. Board Committees, <a href="#">page 3</a>; 10. Board Leadership, <a href="#">page 4</a></p>
2-10 Nomination and selection of the highest governance body	<p>Our Process: How GE Operates to Succeed in Our Mission — Board Oversight, <a href="#">pages 51-53</a></p> <p>2023 Proxy Statement: Governance — Board Composition, <a href="#">pages 12-13</a></p> <p>Governance Principles — 3. Qualifications, <a href="#">pages 1-2</a>; 5. Size of Board and Selection Process, <a href="#">page 3</a></p> <p>2023 Proxy Statement: Governance — Board Composition, <a href="#">pages 12-13</a></p> <p>Governance Principles — 3. Qualifications, <a href="#">pages 1-2</a></p>
2-11 Chair of the highest governance body	<p>2023 Proxy Statement: Governance — Board Leadership Structure, <a href="#">page 14</a></p> <p>Governance Principles — 10. Board Leadership, <a href="#">page 4</a></p>
2-12 Role of the highest governance body in overseeing the management of impacts	<p>Our Process: How GE Operates to Succeed in Our Mission — Board Oversight, <a href="#">pages 51-53</a></p> <p>Operationalizing and improving GE's sustainability efforts through the Sustainability Council, <a href="#">page 55</a></p> <p>2023 Proxy Statement: Shareholder Engagement in 2022, <a href="#">page 5</a>; Board Operations; Board Operations, <a href="#">page 16</a>, Key Areas of Board Oversight, <a href="#">page 18</a></p>
2-13 Delegation of responsibility for managing impacts	<p>Our Process: How GE Operates to Succeed in Our Mission — Board Oversight, <a href="#">pages 51-53</a>; Integrated Approach to Strategy, Risk and Sustainability — GE's Enterprise Risk Management Framework, <a href="#">page 58</a>; Operationalizing and Improving GE's Sustainability Efforts through the Sustainability Council, <a href="#">page 55</a>; Always with Unyielding Integrity: GE's Ethics &amp; Compliance Program — Voice of Integrity: Open Reporting, <a href="#">page 65</a>; Compliance Governance, <a href="#">page 70</a>; Privacy and Cybersecurity — Cybersecurity Governance and Leadership at GE, <a href="#">page 72</a></p> <p>Our Commitments: GE Respects Our People, Our Planet and Our Communities — Human Rights — GE Human Rights Enterprise Policies and Standards, <a href="#">page 105</a></p> <p>2023 Proxy Statement: Governance — Board Committees, <a href="#">page 17</a>; Key Areas of Board Oversight, <a href="#">pages 18-19</a>; Other Governance Policies &amp; Practices — Independent Oversight of Political Spending, <a href="#">page 22</a></p> <p><a href="#">2021 Human Rights Report</a></p> <p><a href="#">Human Rights Statement of Principles</a></p> <p><a href="#">UK Modern Slavery Act Statement</a></p> <p><a href="#">Australian Modern Slavery Act Statement</a></p> <p><a href="#">Setting Public Policy Priorities</a></p> <p><a href="#">2022 Conflict Minerals Report</a></p>
2-14 Role of the highest governance body in sustainability reporting	<p>About this Report, <a href="#">page 11</a>; Our Process: How GE Operates to Succeed in Our Mission — Board Oversight, <a href="#">pages 51-53</a></p> <p>2023 Proxy Statement: Governance — Board Committees, <a href="#">page 17</a>; Key Areas of Board Oversight, <a href="#">pages 18-19</a></p>
2-15 Conflicts of interest	<p>2023 Proxy Statement: Governance — Other Governance Policies &amp; Practices — Board Integrity Policies, <a href="#">page 20</a>; How We Assess Director Independence — Relationships and Transactions Considered for Director Independence, <a href="#">page 21</a>; Related Person Transactions &amp; Other Information, <a href="#">page 22</a></p> <p>Governance Principles — 4. Independence of Directors, <a href="#">pages 2-3</a>; 13. Ethics and Conflicts of Interest, <a href="#">page 5</a>; 14. Approval of Certain Related Person Transactions, <a href="#">pages 5-6</a></p>
2-16 Communication of critical concerns	<p>2023 Proxy Statement: Governance — Other Governance Policies &amp; Practices, <a href="#">pages 20-22</a></p> <p>Governance Principles — 16. Reporting of Concerns to Independent Directors or the Audit Committee, <a href="#">pages 6-7</a></p>
2-17 Collective knowledge of the highest governance body	<p>2023 Proxy Statement: Governance — Board Governance Practices, <a href="#">page 15</a>; Board Operations, <a href="#">page 16</a></p> <p>Governance Principles — 22. Director Education, <a href="#">page 8</a></p>

## GRI 2: General Disclosures 2021

2-18 Evaluation of the performance of the highest governance body	<p>2023 Proxy Statement: Governance — Board Governance Practices, <a href="#">page 15</a></p> <p>Governance Principles — 11. Self-Evaluation, <a href="#">pages 4-5</a></p> <p><b>Frequency of the evaluations:</b> Annual</p>
2-19 Remuneration policies	<p>2022 Form 10-K: About General Electric, <a href="#">pages 4-6</a></p> <p>2023 Proxy Statement: Governance — Director Compensation, <a href="#">pages 23-24</a>; Compensation — Overview of Our Executive Compensation Program, <a href="#">pages 29-30</a>; Key Elements of Compensation for Our Named Executives, <a href="#">pages 30-38</a>; Compensation Actions for 2022, <a href="#">pages 39-41</a>; Pension Benefits, <a href="#">pages 49-50</a>; Potential Termination Payments, <a href="#">pages 53-56</a>; Other Executive Compensation Policies &amp; Practices — Clawbacks and Other Remedies for Potential Misconduct, <a href="#">page 56</a></p> <p>Governance Principles — 17. Compensation of the Board, <a href="#">page 7</a>; 25. Executive Stock Ownership and Retention Requirements, <a href="#">page 9</a>; 26. Other Share Ownership and Equity Grant Policies, <a href="#">pages 9-10</a>; 27. Shareholder Approval of Severance and Death Benefits, <a href="#">page 11</a>; 28. Potential Impact on Compensation from Misconduct, <a href="#">page 11</a></p>
2-20 Process to determine remuneration	<p>2023 Proxy Statement: Compensation — Shareholder Engagement on Executive Compensation, <a href="#">page 27</a>; Other Executive Compensation Policies &amp; Practices — Our Policies on Compensation Consultants, <a href="#">page 56</a></p> <p>Governance Principles — 17. Compensation of the Board, <a href="#">page 7</a>; 19. Annual Compensation Review of Senior Management, <a href="#">page 8</a>; 27. Shareholder Approval of Severance and Death Benefits, <a href="#">page 10</a></p>
2-21 Annual total compensation ratio	<p>2023 Proxy Statement: Compensation — CEO Pay Ratio, <a href="#">page 58</a></p>
2-22 Statement on sustainable development strategy	<p>CEO Letter, <a href="#">pages 1-3</a></p>
2-23 Policy commitments	<p>Our Process: How GE Operates to Succeed in Our Mission — Culture: Leading with Integrity and The Spirit &amp; The Letter — The Spirit &amp; The Letter, <a href="#">page 63</a>; Privacy and Cybersecurity — GE's Privacy Commitment and APEC Certification, <a href="#">page 68</a>; Human Capital: Investing in Our People — Respectful Workplace, <a href="#">page 70</a></p> <p>Our Commitments: GE Respects Our People, Our Planet and Our Communities — Safety — EHS Program — How We Work for Safety and the Environment: Our EHS Program, <a href="#">page 84</a>; Human Rights, <a href="#">pages 104-106</a></p> <p>2022 Form 10-K: About General Electric, <a href="#">pages 4-6</a></p> <p>2023 Proxy Statement: Governance — Other Governance Policies &amp; Practices — Board Integrity Policies, <a href="#">page 20</a></p> <p><a href="#">2021 Human Rights Report</a></p> <p><a href="#">UK Modern Slavery Act Statement</a></p> <p><a href="#">Australian Modern Slavery Act Statement</a></p> <p><a href="#">California Transparency in Supply Chains Act</a></p> <p><a href="#">The Spirit &amp; The Letter</a></p> <p><a href="#">Whistleblower Policy - Australia</a></p> <p><a href="#">Lobbying Disclosure Policy</a></p> <p><a href="#">GE Political Contributions Policy</a></p> <p><a href="#">Ethical Supply Chain Program</a></p> <p><a href="#">Responsible Mineral Sourcing Principles</a></p> <p><a href="#">Environment, Health, and Safety Policy</a></p> <p><a href="#">Open Reporting Policy</a></p> <p><a href="#">Respectful Workplace Policy</a></p> <p><a href="#">GE Integrity Guide for Suppliers, Contractors &amp; Consultants</a></p> <p><a href="#">Improper Payments Prevention Policy</a></p> <p>Governance Principles — 13. Ethics and Conflicts of Interest, <a href="#">page 5</a></p>



## GRI 2: General Disclosures 2021

2-24 Embedding policy commitments	<p>Our Sustainability Priorities, <a href="#">page 6</a>; Our Process: How GE Operations to Succeed in Our Mission — Integrated Approach to Strategy, Risk and Sustainability, <a href="#">pages 54-57</a></p> <p>Our Commitments: GE Respects Our People, Our Planet and Our Communities — Human Rights — GE Human Rights Enterprise Policies and Standards, <a href="#">page 105</a></p> <p><a href="#">Human Rights Statement of Principles</a></p> <p><a href="#">GE Political Contributions Policy</a></p> <p><a href="#">2021 Human Rights Report</a></p> <p><a href="#">UK Modern Slavery Act Statement</a></p> <p><a href="#">Australian Modern Slavery Act Statement</a></p> <p><a href="#">Ethical Supply Chain Program</a></p> <p><a href="#">California Transparency in Supply Chains Act</a></p> <p><a href="#">Whistleblower Policy - Australia</a></p>
2-25 Processes to remediate negative impacts	<p>Our Commitments: GE Respects Our People, Our Planet and Our Communities — Environmental Justice, <a href="#">pages 101-102</a></p> <p>Our Process: How GE Operates to Succeed in Our Mission — Always with Unyielding Integrity: GE's Ethics &amp; Compliance Program, <a href="#">page 65</a></p>
2-26 Mechanisms for seeking advice and raising concerns	<p>Our Process: How GE Operates to Succeed in Our Mission — Always with Unyielding Integrity: GE's Ethics &amp; Compliance Program — Voice of Integrity: Open Reporting, <a href="#">page 65</a>; Human Capital: Investing in Our People — Respectful Workplace, <a href="#">page 70</a></p> <p>Governance Principles — 16. Reporting of Concerns to Independent Directors or the Audit Committee, <a href="#">pages 6-7</a></p> <p><a href="#">Environment, Health, and Safety Policy</a></p> <p><a href="#">GE Integrity Guide for Suppliers, Contractors &amp; Consultants</a></p> <p><a href="#">The Spirit &amp; The Letter</a></p> <p><a href="#">Whistleblower Policy - Australia</a></p> <p><a href="#">Open Reporting Policy</a></p> <p><a href="#">Respectful Workplace Policy</a></p> <p><a href="#">GE Integrity Guide for Suppliers, Contractors &amp; Consultants</a></p> <p><a href="#">Improper Payments Prevention Policy</a></p>
2-27 Compliance with laws and regulations	<p><i>2022 Form 10-K</i>: Audited Financial Statements and Notes — Note 24. Commitments, Guarantees, Product Warranties and Other Loss Contingencies — Legal Matters, <a href="#">pages 78-80</a></p>
2-28 Membership associations	<p>Our Innovation and Technology: Propelling GE Into a New Era — Leading the Energy Transition: Electrification and Decarbonization — Our Collaborations, <a href="#">page 31</a>; Developing the Future of Flight: Defining Flight for Today, Tomorrow and the Future — Our Collaborations, <a href="#">page 43</a></p> <p>Our Process: How GE Operates to Succeed in Our Mission — Board Oversight, <a href="#">pages 51-53</a></p> <p>Our Commitments: GE Respects Our People, Our Planet and Our Communities — Climate Change — Policy Engagement and Thought Leadership on Climate Action — Lobbying — Advocacy through organizations and associations, <a href="#">page 91</a>; Positions of GE Trade Associations with Key Roles on Climate, <a href="#">page 96</a>; Human Rights, <a href="#">pages 104-106</a></p> <p><a href="#">2021 Human Rights Report</a></p> <p><a href="#">UK Modern Slavery Act Statement</a></p> <p><a href="#">Australian Modern Slavery Act Statement</a></p> <p><a href="#">Trade organization and 501(c)4 disclosure</a></p> <p><a href="#">2022 Conflict Minerals Report</a></p>
2-29 Approach to stakeholder engagement	<p>Our Process: How GE Operates to Succeed in Our Mission — Board Oversight, <a href="#">pages 51-53</a>; Operationalizing and improving GE's sustainability efforts through the Sustainability Council, <a href="#">page 55</a>; Our Commitments: GE Respects Our People, Our Planet and Our Communities — Human Rights — Stakeholder Engagements, <a href="#">page 105</a></p> <p><i>2023 Proxy Statement</i>: Shareholder Engagement in 2022, <a href="#">page 5</a>; Board Operations; Board Operations, <a href="#">page 16</a>, Key Areas of Board Oversight, <a href="#">page 18</a></p>
2-30 Collective bargaining agreements	<p>Our Commitments: GE Respects Our People, Our Planet and Our Communities — Freedom of Association, <a href="#">page 107</a></p> <p><i>2022 Form 10-K</i>: About General Electric, <a href="#">pages 4-6</a></p>

## GRI 3: Material Topics 2021

3-1 Process to determine material topics	Our Process: How GE Operates to Succeed in Our Mission — Integrated Approach to Strategy, Risk and Sustainability — Operationalizing and Improving GE's Sustainability Efforts through the Sustainability Council — ESG Issues Assessments for GE And Each Business, <a href="#">page 55</a>
3-2 List of material topics	Our Process: How GE Operates to Succeed in Our Mission — Integrated Approach to Strategy, Risk and Sustainability — Operationalizing and Improving GE's Sustainability Efforts through the Sustainability Council — ESG Issues Assessments for GE And Each Business, <a href="#">page 55</a>
3-3 Management of material topics	<p>Our Innovation and Technology: Propelling GE Into a New Era, <a href="#">pages 15-49</a>; Our Process: How GE Operates to Succeed in Our Mission, <a href="#">pages 50-81</a></p> <p>Our Process: How GE Operates to Succeed in Our Mission — Lean Management Supporting Sustainability Priorities, <a href="#">page 58</a>; Our Process: How GE Operations to Succeed in Our Mission — Product Safety and Quality, <a href="#">pages 60-62</a>; Culture: Leading with Integrity and The Spirit &amp; The Letter — The Spirit &amp; The Letter, <a href="#">page 63</a>; Always with Unyielding Integrity: GE's Ethics &amp; Compliance Program, <a href="#">page 65</a>; Privacy and Cybersecurity — Protecting GE's Digital Ecosystem, <a href="#">page 67</a>; Human Capital: Investing in Our People — Respectful Workplace, <a href="#">page 70</a></p> <p>Our Commitments: GE Respects Our People, Our Planet and Our Communities, <a href="#">pages 81-116</a></p> <p>2022 Form 10-K: About General Electric, <a href="#">pages 4-6</a>; Audited Financial Statements and Notes — Note 24. Commitments, Guarantees, Product Warranties and Other Loss Contingencies — Environmental, Health and Safety Matters, <a href="#">page 80</a></p> <p><a href="#">2021 Human Rights Report</a></p> <p><a href="#">UK Modern Slavery Act Statement</a></p> <p><a href="#">Australian Modern Slavery Act Statement</a></p> <p><a href="#">California Transparency in Supply Chains Act</a></p> <p><a href="#">The Spirit &amp; The Letter</a></p> <p><a href="#">Whistleblower Policy - Australia</a></p> <p><a href="#">Lobbying Disclosure Policy</a></p> <p><a href="#">GE Political Contributions Policy</a></p> <p><a href="#">Ethical Supply Chain Program</a></p> <p><a href="#">Responsible Mineral Sourcing Principles</a></p> <p><a href="#">Environment, Health, and Safety Policy</a></p> <p><a href="#">Open Reporting Policy</a></p> <p><a href="#">Respectful Workplace Policy</a></p> <p><a href="#">GE Integrity Guide for Suppliers, Contractors &amp; Consultants</a></p> <p><a href="#">Improper Payments Prevention Policy</a></p>

## GRI 201: Economic Performance 2016

201-1 Direct economic value generated and distributed	<p><b>Revenues: \$76,555</b></p> <p>Key Metrics: Our Performance and Priorities, <a href="#">pages 12-13</a>; Our Commitments: GE Respects Our People, Our Planet and Our Communities — The GE Foundation — The GE Foundation Matching Gifts Program, <a href="#">page 116</a></p> <p>2022 Form 10-K: Management's Discussion and Analysis of Financial Condition and Results of Operations (MD&amp;A) — Consolidated Results, <a href="#">pages 6-7</a>; Segment Operations, <a href="#">pages 8-14</a>; Corporate, <a href="#">pages 14-15</a>; Audited Financial Statements and Notes — Note 25. Operating Segments — Basis for Presentation, <a href="#">pages 80-82</a></p>
201-2 Financial implications and other risks and opportunities due to climate change	2022 Sustainability Report Framework Results, <a href="#">TCFD appendix</a>
201-3 Defined benefit plan obligations and other retirement plans	2022 Form 10-K: Audited Financial Statements and Notes — Note 13. Postretirement Benefit Plans, <a href="#">pages 63-68</a>
201-4 Financial assistance received from government	Our Innovation and Technology: Propelling GE Into a New Era — Leading the Energy Transition: Electrification and Decarbonization — Innovating Breakthrough Technologies — Decarbonizing Gas Turbines Through Hydrogen and Carbon Capture Sequestration, <a href="#">page 26</a> ; GE Research: Delivering Innovation to Build a More Sustainable World, <a href="#">page 48</a>

GRI STANDARD DISCLOSURE	LOCATION
<b>GRI 203: Indirect Economic Impacts 2016</b>	
203-1 Infrastructure investments and services supported	Our Innovation and Technology: Propelling GE Into a New Era — GE Research: Delivering Innovation to Build a More Sustainable World, <a href="#">pages 48-50</a> ; Our Commitments: GE Respects Our People, Our Planet and Our Communities — Climate Change — Brownfields — GE's Environmental Justice Initiative and Focus on Brownfields, <a href="#">pages 101-102</a> ; The GE Foundation — Developing Health, <a href="#">page 113</a>
203-2 Significant indirect economic impacts	Our Process: How GE Operates to Succeed in Our Mission — Advancing Diversity, Equity and Inclusion — Meet Our Employee Resource Groups, <a href="#">page 77</a> ; Our Commitments: GE Respects Our People, Our Planet and Our Communities — The GE Foundation, <a href="#">pages 108-116</a>  <a href="#">2021 Human Rights Report</a>
<b>GRI 205: Anti-corruption 2016</b>	
205-1 Operations assessed for risks related to corruption	<a href="#">2022 Form 10-K: Risk Factors, pages 30-39</a>  <a href="#">2023 Proxy Statement: Key Areas of Board Oversight, pages 18-19</a>  <a href="#">The Spirit and The Letter</a>  <a href="#">GE Improper Payments Policy</a>
205-2 Communication and training about anti-corruption policies and procedures	GE Environmental, Social and Governance website, Integrity  <a href="#">The Spirit and The Letter</a>  <a href="#">GE Improper Payments Policy</a>  <a href="#">GE Integrity Guide for Suppliers, Contractors and Consultants</a>
205-3 Confirmed incidents of corruption and actions taken	<a href="#">2022 Form 10-K: Audited Financial Statements and Notes, page 44</a>
<b>GRI 206: Anti-competitive Behavior 2016</b>	
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<a href="#">2022 Form 10-K: Risk Factors — Legal and Compliance Risks, pages 38-39</a> ; Audited Financial Statements and Notes — Note 24. Commitments, Guarantees, Product Warranties and Other Loss Contingencies — Legal Matters — Alstom legacy legal matters, <a href="#">page 78</a>
<b>GRI 301: Materials 2016</b>	
301-1 Materials used by weight or volume	Our Commitments: GE Respects Our People, Our Planet and Our Communities — Environment — Product Stewardship, <a href="#">page 97</a>
301-2 Recycled input materials used	
301-3 Reclaimed products and their packaging materials	
<b>GRI 302:Energy 2016</b>	
302-1 Energy consumption within the organization	Key Metrics: Our Performance and Priorities, <a href="#">pages 12-13</a> ; Our Commitments: GE Respects Our People, Our Planet and Our Communities — Climate Change, <a href="#">pages 86-103</a>  GE Environmental, Social and Governance — <a href="#">Reports Hub</a> , 2022 Sustainability Report Appendices
302-2 Energy consumption outside of the organization	GE Environmental, Social and Governance — <a href="#">Reports Hub</a> , 2022 Sustainability Report Appendices
302-4 Reduction of energy consumption	Key Metrics: Our Performance and Priorities, <a href="#">page 13</a>  Our Commitments: GE Respects Our People, Our Planet and Our Communities — Environment — Climate Change, <a href="#">page 85</a>
302-5 Reductions in energy requirements of products and services	Our Innovation and Technology: Propelling GE into a New Era — GE Vernova's Actions Toward Its 2050 Scope 3 Net Zero Ambition, <a href="#">pages 32-35</a> ; GE Aerospace's Actions Toward its 2050 Scope 3 Net Zero Ambition, <a href="#">pages 44-47</a>
<b>GRI 303:Water and Effluents 2018</b>	
303-1 Interactions with water as a shared resource	Our Commitments: GE Respects Our People, Our Planet and Our Communities — Environment — Water, <a href="#">page 85</a>
303-2 Management of water discharge-related impacts	Our Commitments: GE Respects Our People, Our Planet and Our Communities — Environment — Our Environmental Program, <a href="#">page 85</a>
303-4 Water discharge	Our Commitments: GE Respects Our People, Our Planet and Our Communities — Environment — Our Environmental Program, <a href="#">page 85</a>
303-5 Water consumption	Key Metrics: Our Performance and Priorities, <a href="#">pages 12-13</a> ; Our Commitments: GE Respects Our People, Our Planet and Our Communities — Environment — Water, <a href="#">page 85</a>
<b>GRI 304: Biodiversity 2016</b>	
304-3 Habitats protected or restored	Our Commitments: GE Respects Our People, Our Planet and Our Communities — Climate Change — Biodiversity, <a href="#">page 100</a>

GRI STANDARD DISCLOSURE	LOCATION
<b>GRI 305: Emissions 2016</b>	
305-1 Direct (Scope 1) GHG emissions	Key Metrics: Our Performance and Priorities, <a href="#">pages 12-13</a> ; Our Commitments: GE Respects Our People, Our Planet and Our Communities — Climate Change, <a href="#">pages 86-103</a>  GE Environmental, Social and Governance — Reports Hub, 2021 Sustainability Report Appendices
305-2 Energy indirect (Scope 2) GHG emissions	Key Metrics: Our Performance and Priorities, <a href="#">pages 12-13</a> ; Our Commitments: GE Respects Our People, Our Planet and Our Communities — Climate Change, <a href="#">pages 86-103</a>  GE Environmental, Social and Governance — Reports Hub, 2022 Sustainability Report Appendices
305-3 Other indirect (Scope 3) GHG emissions	Key Metrics: Our Performance and Priorities, <a href="#">pages 12-13</a> ; Our Commitments: GE Respects Our People, Our Planet and Our Communities — Climate Change, <a href="#">pages 86-103</a>  GE Environmental, Social and Governance — Reports Hub, 2022 Sustainability Report Appendices
305-5 Reduction of GHG emissions	Key Metrics: Our Performance and Priorities, <a href="#">pages 12-13</a> ; Our Commitments: GE Respects Our People, Our Planet and Our Communities — Climate Change, <a href="#">pages 86-103</a>  <a href="#">GE Environmental, Social and Governance — Reports Hub, 2022 Sustainability Report Appendices</a>
<b>GRI 306: Waste 2020</b>	
306-1 Waste generation and significant waste-related impacts	Our Commitments: GE Respects Our People, Our Planet and Our Communities — Environment — Product Stewardship, <a href="#">pages 97-99</a>
306-2 Management of significant waste-related impacts	Our Commitments: GE Respects Our People, Our Planet and Our Communities — Environment — Product Stewardship, <a href="#">pages 97-99</a>
<b>GRI 308: Supplier Environmental Assessment 2016</b>	
308-1 New suppliers that were screened using environmental criteria	Key Metrics: Our Performance and Priorities, <a href="#">pages 12-13</a>
308-2 Negative environmental impacts in the supply chain and actions taken	Our Commitments: GE Respects Our People, Our Planet and Our Communities — Human Rights — Ethical Supply Chain and Responsible Mineral Sources, <a href="#">page 105</a>  <a href="#">California Transparency in Supply Chains Act</a>  <a href="#">2022 Conflict Minerals Report</a>
<b>GRI 401: Employment 2016</b>	
401-1 New employee hires and employee turnover	Our Process: How GE Operates to Succeed in Our Mission — Human Capital: Investing in Our People — GE's U.S. Family Benefits, Including Fertility, Parental Leave and Child Care, <a href="#">page 69</a>
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">2022 Form 10-K: Audited Financial Statements and Notes — Note 17. Share-Based Compensation, pages 72-73</a>
401-3 Parental leave	Our Process: How GE Operates to Succeed in Our Mission — Human Capital: Investing in Our People — GE's U.S. Family Benefits, Including Fertility, Parental Leave and Child Care, <a href="#">page 69</a>
<b>GRI 402: Labor/Management Relations 2016</b>	
402-1 Minimum notice periods regarding operational changes	Our Commitments: GE Respects Our People, Our Planet and Our Communities — Freedom of Association, <a href="#">page 107</a>
<b>GRI 403: Occupational Health and Safety 2018</b>	
403-1 Occupational health and safety management system	Our Commitments: GE Respects Our People, Our Planet and Our Communities — Safety — EHS Program — How We Work for Safety and the Environment: Our EHS Program, <a href="#">page 84</a>
403-2 Hazard identification, risk assessment, and incident investigation	Our Commitments: GE Respects Our People, Our Planet and Our Communities — Safety — EHS Program, <a href="#">page 84</a>  Our Process: How GE Operations to Succeed in Our Mission — Product Safety and Quality, <a href="#">page 60-62</a> ; Our Commitments: GE Respects Our People, Our Planet and Our Communities — Safety, <a href="#">pages 82-84</a>  <a href="#">The Spirit and The Letter</a>  <a href="#">Environment, Health, and Safety Policy</a>
403-3 Occupational health services	Our Commitments: GE Respects Our People, Our Planet and Our Communities — Safety, <a href="#">pages 82-84</a>  <a href="#">The Spirit and The Letter, page 24</a>  Note: Link is to English version; multiple languages are available
403-4 Worker participation, consultation, and communication on occupational health and safety	Our Process: How GE Operates to Succeed in Our Mission — Always with Unyielding Integrity: GE's Ethics & Compliance Program, <a href="#">page 65</a> ; Our Commitments: GE Respects Our People, Our Planet and Our Communities — Safety, <a href="#">pages 82-84</a> ; Freedom of Association, <a href="#">page 107</a>
403-5 Worker training on occupational health and safety	Our Process: How GE Operations to Succeed in Our Mission — Product Safety and Quality, <a href="#">page 60-62</a> ; Our Commitments: GE Respects Our People, Our Planet and Our Communities — Safety — EHS Program — How We Work for Safety and the Environment: Our EHS Program, <a href="#">page 84</a>
403-6 Promotion of worker health	Our Process: How GE Operates to Succeed in Our Mission — Human Capital: Investing in Our People — Global Well-Being, <a href="#">pages 70-71</a>
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Our Commitments: GE Respects Our People, Our Planet and Our Communities — Safety — Managing Health and Safety Risks Wherever We Work, <a href="#">pages 83-84</a>

**GRI STANDARD DISCLOSURE      LOCATION**

<b>GRI 403: Occupational Health and Safety 2018</b>	
403-8 Workers covered by an occupational health and safety management system	Our Commitments: GE Respects Our People, Our Planet and Our Communities — Safety, <a href="#">pages 82-84</a> <a href="#">Environment, Health and Safety Policy</a>
403-9 Work-related injuries	Key Metrics: Our Performance and Priorities, <a href="#">pages 12-13</a> ; Our Commitments: GE Respects Our People, Our Planet and Our Communities — Safety, <a href="#">pages 82-84</a>
403-10 Work-related ill health	Key Metrics: Our Performance and Priorities, <a href="#">pages 12-13</a> ; Our Commitments: GE Respects Our People, Our Planet and Our Communities — Safety, <a href="#">pages 82-84</a>
<b>GRI 404: Training and Education 2016</b>	
404-1 Average hours of training per year per employee	Our Process: How GE Operates to Succeed in Our Mission — Human Capital: Investing in Our People — Developing Our People, <a href="#">page 69</a>
404-2 Programs for upgrading employee skills and transition assistance programs	<a href="#">2022 Form 10-K: About General Electric, pages 4-6</a>
404-3 Percentage of employees receiving regular performance and career development reviews	
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	
405-1 Diversity of governance bodies and employees	Key Metrics: Our Performance and Priorities, <a href="#">pages 12-13</a> ; Our Process: How GE Operates to Succeed in Our Mission — Advancing Diversity, Equity and Inclusion — GE’s 2022 Workforce Representation Data, <a href="#">pages 73-75</a> ; Our Process: How GE Operates to Succeed in Our Mission — Advancing Diversity, Equity and Inclusion — Equal Pay For all, <a href="#">page 76</a>
405-2 Ratio of basic salary and remuneration of women to men	<a href="#">2022 Form 10-K: About General Electric, pages 4-6</a> <a href="#">2023 Proxy Statement: Governance — Board Nominees, page 7</a>
<b>GRI 406: Non-discrimination 2016</b>	
406-1 Incidents of discrimination and corrective actions taken	Key Metrics: Our Performance and Priorities, <a href="#">pages 12-13</a> ; Human capital: Investing in our people — Respectful workplace, <a href="#">page 70</a> <a href="#">2023 Proxy Statement: Key Areas of Board Oversight, page 18</a> <a href="#">The Spirit &amp; The Letter, page 9-10</a> Note: Link is to English version; multiple languages are available.
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Our Commitments: GE Respects Our People, Our Planet and Our Communities — Freedom of Association, <a href="#">page 107</a> <a href="#">2022 Form 10-K: About General Electric, pages 4-6</a>
<b>GRI 408: Child Labor 2016</b>	
408-1 Operations and suppliers at significant risk for incidents of child labor	Our Commitments: GE Respects Our People, Our Planet and Our Communities — Human Rights, <a href="#">pages 104-106</a> <a href="#">2021 Human Rights Report</a>
<b>GRI 409: Forced or Compulsory Labor 2016</b>	
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Our Commitments: GE Respects Our People, Our Planet and Our Communities — Human Rights, <a href="#">pages 104-106</a> <a href="#">2021 Human Rights Report</a> <a href="#">UK Modern Slavery Act Statement</a> <a href="#">Australian Modern Slavery Act Statement</a>
<b>GRI 413: Local Communities 2016</b>	
413-1 Operations with local community engagement, impact assessments, and development programs	Ukraine — GE’s Commitment to the People of Ukraine, <a href="#">page 14</a> ; Our Process: Our Commitments: GE Respects Our People, Our Planet and Our Communities — The GE Foundation, <a href="#">pages 108-116</a> <a href="#">GE Philanthropy webpage</a> <a href="#">GE Environmental, Social and Governance — Reports Hub</a> <ul style="list-style-type: none"> <li>• Education &amp; Skills</li> <li>• Developing Health</li> <li>• Disaster and Humanitarian Belief</li> <li>• GE Volunteers</li> <li>• UK Modern Slavery Act</li> <li>• Human Rights Statement of Principles</li> <li>• Public Policy Priorities</li> <li>• Setting Public Policy Priorities</li> </ul>
413-2 Operations with significant actual and potential negative impacts on local communities	<a href="#">2022 Form 10-K: Risk Factors, page 30</a> ; Audited Financial Statements and Notes, <a href="#">pages 44-85</a>

**GRI STANDARD DISCLOSURE      LOCATION**

**GRI 414: Supplier Social Assessment 2016**

414-1 New suppliers that were screened using social criteria	Key Metrics: Our Performance and Priorities, <a href="#">pages 12-13</a> ; Our Commitments: GE Respects Our People, Our Planet and Our Communities — Human Rights — Ethical Supply Chain and Responsible Mineral Sourcing, <a href="#">page 105</a>
414-2 Negative social impacts in the supply chain and actions taken	2022 Form 10-K: Risk Factors, <a href="#">page 30</a>  <a href="#">2021 Human Rights Report</a>  <a href="#">GE Environmental, Social and Governance — Reports Hub</a> <ul style="list-style-type: none"> <li>• Australia Modern Slavery Act Statement</li> <li>• UK Modern Slavery Act</li> <li>• California Transparency in Supply Chains Act</li> </ul>

**GRI 415: Public Policy 2016**

415-1 Political contributions	Our Process: How GE Operates to Succeed in Our Mission — Board Oversight — Board Oversight of Public Policy and Lobbying, <a href="#">page 51</a>  <i>2023 Proxy Statement: Governance — Other Governance Policies &amp; Practices — Independent Oversight of Political Spending, <a href="#">page 22</a></i>  <a href="#">GE Political Contributions Policy</a>
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**GRI 416: Customer Health and Safety 2016**

416-1 Assessment of the health and safety impacts of product and service categories	Our Process: How GE Operates to Succeed in Our Mission — Product Safety and Quality, <a href="#">pages 60-62</a>  2022 Form 10-K: Risk Factors, <a href="#">page 30</a>  <i>2023 Proxy Statement: Key Areas of Board Oversight, <a href="#">pages 18-19</a></i>
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Our Process: How GE Operates to Succeed in Our Mission — Product Safety and Quality, <a href="#">pages 60-62</a>  2022 Form 10-K: Audited Financial Statements and Notes—Note 24. Commitments, Guarantees, Product Warranties and other Loss Contingencies, <a href="#">pages 77-80</a>

**GRI 418: Customer Privacy 2016**

418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Our Process: How GE Operates to Succeed in Our Mission — Privacy and Cybersecurity, <a href="#">pages 67-68</a>
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