



Global Reporting Initiative (GRI) Content Index for Report Year 2019

Updated December 2020

This report has been prepared in accordance with the GRI Standards: Core option.

We have not provided information where sufficient relevant information is not available, not tracked, or where confidentiality constraints prohibit disclosure.

Please see our online Environmental, Social and Governance report here: www.ge.com/sustainability.

GRI Standard & Disclosures		Source	Page number, direct link, or additional information
Universal Standards			
GRI 102: General Disclosures 2016			
Organizational Profile			
102-1	Name of organization	General Electric Company	GE 2019 Annual Report, Form 10-K
102-2	Activities, brands, products, and services	GE 2019 Annual Report, Form 10-K	Annual Report pages 2-4 10-K pages 3, 7-19
102-3	Location of headquarters	GE 2019 Annual Report, Form 10-K	10-K pages 1, 3 Executive Offices: 5 Necco Street Boston, MA 02210 Registered Office: 1 River Road Schenectady, NY 12345-6999
102-4	Location of operations	GE 2019 Annual Report, Form 10-K	10-K page 3
102-5	Ownership and legal form	GE 2019 Annual Report, Form 10-K	10-K page 1
102-6	Markets served	GE 2019 Annual Report, Form 10-K	10-K pages 3, 8-20
102-7	Scale of the organization	GE 2019 Annual Report, Form 10-K	10-K pages 3, 8-20, 49
102-8	Information on employees and other workers	GE 2019 Annual Report, Form 10-K	10-K page 3

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102-9	Supply chain	GE 2019 Annual Report, Form 10-K GE Environmental, Social and Governance – Reports Hub	10-K pages 3, 53 Ethical Supply Chain Program Modern Slavery 2020 GE U.K. Modern Slavery Act Statement California Transparency in Supply Chains Act
102-10	Significant changes to the organization and its supply chain	GE 2019 Annual Report, Form 10-K	Annual Report page 6 10-K pages 5, 8-19
102-11	Precautionary Principle or approach	GE 2019 Annual Report, Form 10-K	10-K pages 50-57, 72-73
102-12	External initiatives	GE Environmental, Social and Governance – Reports Hub GE 2020 Proxy UN Global Compact	Modern Slavery 2020 GE U.K. Modern Slavery Act Statement Partnerships & Initiatives Human Rights Statement of Principles GE 2020 Proxy Page 28 UNGC signatory since 2008 UN Global Compact Principles Index
102-13	Membership of associations	GE Environmental, Social and Governance – Reports Hub Global Business Initiative Leadership Group for Responsible Recruitment UN Global Compact National Electrical Manufacturers Association Aerospace Industries Association	Partnerships & Initiatives 2020 GE U.K. Modern Slavery Act Statement UNGC signatory since 2008 UN Global Compact Principles Index National Electrical Manufacturers Association member GE Aviation is a full member of the Aerospace Industries Association

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Strategy			
102-14	Statement from senior decision-maker	Statement from Chairman & CEO, October 2020	Rising to the challenges of the energy transition
102-15	Key impacts, risks, and opportunities	GE 2019 Annual Report, Form 10-K	10-K pages 50-57, 58
Ethics and integrity			
102-16	Values, principles, standards, and norms of behavior	The Spirit & The Letter Note: link is to English version, multiple languages available	Pages 1 – 24
102-17	Mechanisms for advice and concerns about ethics	GE Environmental, Social and Governance website The Spirit & The Letter Note: link is to English version, multiple languages available GE Environmental, Social and Governance – Reports Hub	Integrity Page 5 2019 ESG Results
Governance			
102-18	Governance structure	GE 2019 Annual Report, Form 10-K 2020 GE Proxy GE Governance Webpage Governance and Public Affairs Committee Charter	10-K page 122 Pages 4-5, 10-15, 20
102-19	Delegating authority	Governance Principles 2020 GE Proxy Governance and Public Affairs Committee Charter	Pages 1, 3 Pages 20, 27
102-21	Consulting stakeholders on economic, environmental, and social topics	2020 GE Proxy Governance Principles	Pages 18, 20-22, 27, 28 Page 1
102-22	Composition of the highest governance body and its committees	GE 2019 Annual Report, Form 10-K 2020 GE Proxy	10-K page 122 Pages 4-5, 10-16
102-23	Chair of the highest governance body	2020 GE Proxy GE 2019 Annual Report, Form 10-K	Page 17 Page 122
102-24	Nominating and selecting the highest governance body	2020 GE Proxy GE 2019 Annual Report, Form 10-K	Pages 4, 5, 10-18, 21, 61 Page 122

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102-25	Conflicts of interest	2020 GE Proxy Governance Principles The Spirit & The Letter Note: link is to English version, multiple languages available Governance and Public Affairs Committee Charter	Pages 18, 24 Page 5 Page 19 Page 1
102-25	Conflicts of interest	2020 GE Proxy Governance Principles The Spirit & The Letter Note: link is to English version, multiple languages available Governance and Public Affairs Committee Charter	Pages 18, 24 Page 5 Page 19 Page 1
102-26	Role of highest governance body in setting purpose, values, and strategy	Governance Principles 2020 GE Proxy	Pages 1, 3 Page 20
102-27	Collective knowledge of highest governance body	Governance Principles 2020 GE Proxy	Pages 1, 4, 8 Pages 19, 21
102-28	Evaluating the highest governance body's performance	2020 GE Proxy Governance Principles	Pages 10, 14, 17, 18, 21 Page 4
102-29	Identifying and managing economic, environmental, and social impacts	2020 GE Proxy	Pages 20, 21, 27, 28
102-30	Effectiveness of risk management processes	2020 GE Proxy Governance Principles	Pages 14, 18, 20, 27 Pages 1, 3
102-31	Review of economic, environmental, and social topics	2020 GE Proxy	Pages 5, 18, 27
102-32	Highest governance body's role in sustainability reporting	2020 GE Proxy Governance and Public Affairs Committee Charter	Pages 18, 20 Page 1, 2

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102-33	Communicating critical concerns	2020 GE Proxy Governance Principles The Spirit & The Letter Note: link is to English version, multiple languages available	Pages 22, 65 Pages 1, 6, 7 Pages 1, 3-5, 8, 10
102-35	Remuneration policies	2020 GE Proxy	Pages 30 – 55
102-36	Process for determining remuneration	2020 GE Proxy	Pages 6-7, 30-55
102-37	Stakeholders' involvement in remuneration	2020 GE Proxy	Page 22-23
102-38	Annual total compensation ratio	2020 GE Proxy	Page 35, 53
Stakeholder Engagement			
102-40	List of stakeholder groups	2020 GE Proxy GE Environmental, Social and Governance – Reports Hub	Page 20, 21, 27 Modern Slavery 2020 GE U.K. Modern Slavery Act Statement
102-41	Collective bargaining agreements	GE 2019 Annual Report, Form 10-K GE Environmental, Social and Governance – Reports Hub	10-K page 3 Labor Relations
102-42	Identifying and selecting stakeholders	GE Environmental, Social and Governance – Reports Hub	Partnerships & Initiatives Setting Public Policy Priorities
102-43	Approach to stakeholder engagement	GE Environmental, Social and Governance – Reports Hub	Partnerships & Initiatives Setting Public Policy Priorities
102-44	Key topics and concerns raised	2020 GE Proxy GE Environmental, Social and Governance – Reports Hub	Page 21 Partnerships & Initiatives Setting Public Policy Priorities
Reporting Practice			
102-45	Entities included in the consolidated financial statements	GE 2019 Annual Report, Form 10-K	10-K pages 69, 113-115
102-46	Defining report content and topic Boundaries	Environmental, Social and Governance website	ESG Priorities
102-47	List of material topics	Environmental, Social and Governance website	ESG Priorities

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102-48	Restatements of information	GE Environmental, Social and Governance – Reports Hub	See Notes in 2019 ESG Results
102-49	Changes in reporting	No changes	
102-50	Reporting period	Calendar year 2019 unless otherwise noted	
102-51	Date of most recent report	2019 unless otherwise noted	
102-52	Reporting cycle	Annual with content additions and/or updates as needed	
102-53	Contact point for questions regarding the report	GE Environmental, Social and Governance – Reports Hub	Contact page – General Inquires Email: sustainability@ge.com
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option.	
102-55	GRI content index	Environmental, Social and Governance website	GRI Index Report Year 2019
102-56	External assurance	All ESG metrics and claims have been internally reviewed and verified. ESG content has been reviewed and approved by GE senior management responsible for their subject matter area.	
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Environmental, Social and Governance website	ESG Priorities: Integrity & Compliance, Human Rights, Climate & Energy
103-2	The management approach and its components	Environmental, Social and Governance website GE Environmental, Social and Governance – Reports Hub	Integrity Human Rights & Supply Chain Human Rights statement Climate Change Statement
103-3	Evaluation of the management approach	GE Environmental, Social and Governance – Reports Hub	Integrity Human Rights & Supply Chain Human Rights statement Climate Change Statement 2019 ESG Results

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Economic Standards			
GRI 201: Economic Performance 2016			
201-1	Direct economic value generated and distributed	GE 2019 Annual Report, Form 10-K Environmental, Social and Governance website	Pages 8-25, 62-68, 72-74, 89-93, 99-100 Philanthropy webpage
201-2	Financial implications and other risks and opportunities due to climate change	CDP Climate Change Questionnaire 2020 GE 2019 Annual Report, Form 10-K	Responses C2.2a, C2.3, C2.3a, C2.4, C2.4a Pages 51, 55, 57
201-3	Defined benefit plan obligations and other retirement plans	GE 2019 Annual Report, Form 10-K	Pages 54, 56, 73, 89-93
GRI 203 - Indirect Economic Impacts 2016			
203-1	Infrastructure investments and services supported	GE 2019 Annual Report, Form 10-K	Annual Report page 6 10-K pages 9-20, 52-53, 55
203-2	Significant indirect economic impacts	GE 2019 Annual Report, Form 10-K	Annual Report page 6 10-K pages 9-20, 52-55
GRI 205 - Anti-Corruption 2016			
205-1	Operations assessed for risks related to corruption	GE Environmental, Social and Governance – Reports Hub GE 2019 Annual Report, Form 10-K 2020 GE Proxy	Anticorruption Pages 50-57 Page 20
205-2	Communication and training about anti-corruption policies and procedures	Environmental, Social and Governance website GE Environmental, Social and Governance – Reports Hub	Integrity Anticorruption Modern Slavery 2020 GE U.K. Modern Slavery Act Statement
205-3	Confirmed incidents of corruption and actions taken	GE 2019 Annual Report, Form 10-K	Page 106-109
GRI 206 - Anti-Competitive Behavior 2016			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	GE 2019 Annual Report, Form 10-K The Spirit & The Letter Note: link is to English version, multiple languages available	Page 106-109 Page 12

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Environmental Standards			
GRI 302 - Energy 2016			
302-1	Energy consumption within the organization	CDP Climate Change Questionnaire 2020 GE Environmental, Social and Governance - Reports Hub	Responses 8.2a-e 2019 ESG Results Greenhouse Gas Inventory Methodology
302-2	Energy consumption outside of the organization	CDP Climate Change Questionnaire 2020 GE Environmental, Social and Governance - Reports Hub	Responses 8.2a-e 2019 ESG Results Greenhouse Gas Inventory Methodology
302-4	Reduction of energy consumption	CDP Climate Change Questionnaire 2020 GE Environmental, Social and Governance - Reports Hub	Response C4.3 2019 ESG Results
GRI 303 - Water and Effluents 2016			
303-1	Interactions with water as a shared resource	GE Environmental, Social and Governance - Reports Hub	Water Inventory Methodology
303-5	Water consumption	GE Environmental, Social and Governance - Reports Hub	2019 ESG Results
GRI 305 - Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	GE Environmental, Social and Governance - Reports Hub	Greenhouse Gas Inventory Methodology 2019 ESG Results
305-2	Energy indirect (Scope 2) GHG emissions	GE Environmental, Social and Governance - Reports Hub	Greenhouse Gas Inventory Methodology 2019 ESG Results
305-3	Other indirect (Scope 3) GHG emissions	GE Environmental, Social and Governance - Reports Hub	Greenhouse Gas Inventory Methodology GE reports GHG emissions from investments in which GE holds an equity interest based upon the business unit's percentage of equity ownership as Scope 3 emissions. 2019 ESG Results
305-5	Reduction of GHG emissions	GE Environmental, Social and Governance - Reports Hub	2019 ESG Results Greenhouse Gas Inventory Methodology

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GRI 306 - Effluents and Waste 2016			
306-3	Significant spills	GE Environmental, Social and Governance – Reports Hub	2019 ESG Results
GRI 307 - Environmental Compliance 2016			
307-1	Non-compliance with environmental laws and regulations	GE 2019 Annual Report, Form 10-K GE Environmental, Social and Governance – Reports Hub	Pages 57, 109 2019 ESG Results
GRI 308 - Supplier Environmental Assessment 2016			
308-1	New suppliers that were screened using environmental criteria	GE Environmental, Social and Governance – Reports Hub	Modern Slavery 2020 GE U.K. Modern Slavery Act Statement Ethical Supply Chain Program California Transparency in Supply Chains Act
308-2	Negative environmental impacts in the supply chain and actions taken	GE Environmental, Social and Governance – Reports Hub	Ethical Supply Chain Program Modern Slavery 2020 GE U.K. Modern Slavery Act Statement 2019 ESG Results
Social Standards			
GRI 403 - Occupational Health and Safety 2016			
403-1	Occupational health and safety management system	GE Environmental, Social and Governance – Reports Hub The Spirit & The Letter Note: link is to English version, multiple languages available	Environment, Health, and Safety at GE Page 14 Environment, Health & Safety
403-2	Hazard identification, risk assessment, and incident investigation	The Spirit & The Letter Note: link is to English version, multiple languages available GE Environmental, Social and Governance – Reports Hub	Pages 5, 14 Environment, Health, and Safety at GE
403-3	Occupational health services	GE Environmental, Social and Governance – Reports Hub The Spirit & The Letter Note: link is to English version, multiple languages available	Environment, Health, and Safety at GE Pages 13-14, 17

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403-6	Promotion of worker health	GE Career Benefits The Spirit & The Letter Note: link is to English version, multiple languages available	Click right arrow to "Work & Life" Pages 13, 14, 17
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	The Spirit & The Letter Note: link is to English version, multiple languages available GE Environmental, Social and Governance – Reports Hub GE 2019 Annual Report, Form 10-K	Page 14 Environment, Health & Safety Environment, Health, and Safety at GE Pages 52-53 Operational Risks
Topic-specific disclosures			
403-9	Work-related injuries	GE Environmental, Social and Governance – Reports Hub	2019 ESG Results Environment, Health, and Safety at GE
403-10	Work-related ill health	GE Environmental, Social and Governance – Reports Hub	2019 ESG Results Environment, Health, and Safety at GE
GRI 405 - Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees	GE website 2020 GE Proxy	Leadership GE's Board of Directors Pages 4, 5, 14
GRI 406 - Non-discrimination 2016			
406-1	Incidents of discrimination and corrective actions taken	GE Environmental, Social and Governance – Reports Hub The Spirit & The Letter Note: link is to English version, multiple languages available 2020 GE Proxy	2019 ESG Results Page 13 Page 28
GRI 407 - Freedom of Association and Collective Bargaining 2016			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	The Spirit & The Letter Note: link is to English version, multiple languages available GE Environmental, Social and Governance – Reports Hub GE Integrity Guide for Suppliers, Contractors & Consultants	Pages 8, 13 Human Rights Statement of Principles Ethical Supply Chain Program

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GRI 408 - Child Labor 2016			
408-1	Operations and suppliers at significant risk for incidents of child labor	The Spirit & The Letter Note: link is to English version, multiple languages available GE Integrity Guide for Suppliers, Contractors & Consultants GE Environmental, Social and Governance – Reports Hub	Pages 8, 13 Human Rights Statement of Principles Modern Slavery 2020 GE U.K. Modern Slavery Act Statement California Transparency in Supply Chains Act
GRI 409 - Forced or Compulsory Labor 2016			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	The Spirit & The Letter Note: link is to English version, multiple languages available GE Integrity Guide for Suppliers, Contractors & Consultants GE Environmental, Social and Governance – Reports Hub	Pages 8, 13 Human Rights Statement of Principles Modern Slavery 2020 GE U.K. Modern Slavery Act Statement California Transparency in Supply Chains Act
GRI 410 - Security Practices 2016			
410-1	Security personnel trained in human rights policies or procedures	GE Environmental, Social and Governance – Reports Hub	Modern Slavery 2020 GE U.K. Modern Slavery Act Statement
GRI 412 - Human Rights Assessment 2016			
412-1	Operations that have been subject to human rights reviews or impact assessments	GE Environmental, Social and Governance – Reports Hub	Human Rights Statement of Principles Modern Slavery 2020 GE U.K. Modern Slavery Act Statement

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412-2	Employee training on human rights policies or procedures	GE Environmental, Social and Governance – Reports Hub	Modern Slavery 2020 GE U.K. Modern Slavery Act Statement California Transparency in Supply Chains Act
GRI 413 - Local Communities 2016			
413-1	Operations with local community engagement, impact assessments, and development programs	Environmental, Social and Governance website GE Environmental, Social and Governance – Reports Hub	Philanthropy Education & Skills Developing Health Disaster and Humanitarian Relief GE Volunteers Modern Slavery 2020 GE U.K. Modern Slavery Act Statement Human Rights Statement of Principles Public Policy Priorities Setting Public Policy Priorities
413-2	Operations with significant actual and potential negative impacts on local communities	GE 2019 Annual Report, Form 10-K	Pages 50 – 57 Risk Factors Page 109 Note 23 Environmental, Health and Safety Matters
GRI 414 - Supplier Social Assessment 2016			
414-1	New suppliers that were screened using social criteria	GE Environmental, Social and Governance – Reports Hub	Modern Slavery 2020 GE U.K. Modern Slavery Act Statement
414-2	Negative social impacts in the supply chain and actions taken	GE Environmental, Social and Governance – Reports Hub GE 2019 Annual Report, Form 10-K	Modern Slavery 2020 GE U.K. Modern Slavery Act Statement California Transparency in Supply Chains Act Pages 50-57

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GRI 415 - Public Policy 2016			
415-1	Political contributions	GE Environmental, Social and Governance – Reports Hub 2020 GE Proxy	Political Contributions Political Contributions Policy Page 24
GRI 416 - Customer Health and Safety 2016			
416-1	Assessment of health and safety impacts of product and service categories	GE 2019 Annual Report, Form 10-K 2020 GE Proxy	Pages 52-53 Page 27