



GE Hungary CSR Report 2018



Doing the right thing

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Dear Reader,

GE delivers essential energy, healthcare and transportation infrastructure bringing innovation to every corner of the world. As the market and the industry evolves the company continues its transformation towards a more focused portfolio. GE has 125+ years of history in innovation. This company knows how to change. Building on its strong brand, extended local presence and deep customer relationships it operates in more than 180 countries, including Hungary where all its core businesses are present.

Shaping our future and taking responsibility for current and future generations is everyone's duty and we are proud that GE works with the highest integrity, compliance culture and respects for human rights while also drives measurements to reduce the impact of its technology and environmental footprint.

What is the company's indirect economic impact in Hungary? How does technology change our lives? How can we use the power of education and equal opportunity to support future generation? How can volunteerism strengthen the community within and outside the company? Explore our next Corporate Social Responsibility Report around our activities in Hungary focusing on sustainability and GE's contribution to our local communities to find answers to the above questions. Our achievements, our best practises show our commitment to our employees, customers, partners, stakeholders and the local communities where we live and operate.

Learn more about how we transform and how we promote corporate social responsibility by doing the right thing.

GE Hungary Leadership

Andreas Wilhelm
plant manager
GE Power

dr. Endre Ascsillán
vice president
GE Hungary

Bjorn Bergabo
general manager
GE Global Operations Európa

Casey Ott
general manager
GE Aviation

Gábor Deák
general manager
GE Renewable Energy

Gergő Lencsés
value stream global leader,
Gas and Aeroderivative Turbines,
GE Power

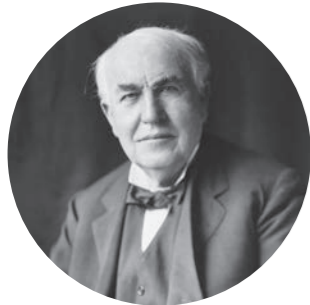
Norbert Horváth
general manager
BHGE

Leticia Szabó
GE HR Leader
GE Power

Tamás Vámos
general manager
GE Healthcare

What you need to know about GE

GE around the world



GE was founded by Thomas A. Edison in 1892.

GE drives the world forward by tackling its biggest challenges: energy, health, transportation—the essentials of modern life. By combining world-class engineering with software and analytics, GE helps the world work more efficiently, reliably, and safely.

For more than 125 years, GE has invented the future of industry, and today it leads new paradigms in additive manufacturing, materials science, and data analytics. GE people are global, diverse and dedicated, operating with the highest integrity and passion to fulfill GE's mission and deliver for our customers.

www.ge.com



GE in Central Eastern Europe



GE is active in more than 180 countries and employs more than 300,000 people around the world. Founded by Thomas A. Edison in 1878, under the name of Edison Electric Light. In 1892, General Electric was established by the merge of Edison General Electric and Thomson Houston Electric.

The key goal of GE's ongoing global transformation is to moderate the complexity of the company in order to make its structure simpler, and the company more powerful and efficient.

In the future, GE wants to focus its resources on four outstandingly successful business areas: Aviation, Power, Renewable Energy and the Healthcare business, where GE can use its unique capabilities in the most efficient way to gain strategic advantage.

More information: www.ge.com/hu, www.gereportscee.com

What you need to know about GE

GE in Hungary

GE has been present in Hungary for over 30 years and is not only the biggest US investor but also one of the largest Hungarian companies.

The company has renewed its focus on manufacturing excellence and on leveraging the highest level of engineering expertise. Our business priority is to deliver products and services of excellent quality to our customers. We trust that the transformation will enhance our ability to be competitive and cost effective to better meet our customer's needs.

During the transformation there have been some significant changes, which also have effect on GE's presence in Hungary.

The transformation was started a few years ago in Hungary with significant investments in our Digital capabilities initially in GE Healthcare, Services and in Advanced Manufacturing in GE's core industrial businesses GE Power, GE Aviation and GE Oil & Gas.

As part of the merge of the GE Oil & Gas business with Baker Hughes (BHGE), employees at the Fót site were transferred to GE Oil & Gas Hungary Ltd. In 2018, GE announced that it intends to sell its shares in BHGE, which is expected to take place in the next 2-3 years. As part of the BHGE transaction, GE sold its Water business (Water & Process Technologies division) in 2017, due to the overlap with certain Baker Hughes product lines. The buyer of the global Water business was the French Suez SA.



In order to further optimize its portfolio, GE sold the Industrial Solutions division, belonging to Energy Connection business, having sites in Ózd and Budapest in Hungary. The transaction was closed in 2018, the new owner of the business unit delivering global energy solution is ABB.

Who we are how we operate

GE sold its GE Lighting business, having manufacturing plants in 5 Hungarian locations; Budapest, Zalaegerszeg, Nagykanizsa, Kisvárdá and Hajdúböszörmény. Current, powered by GE is not part of the sale. The transaction was closed in April 2018, GE sold GE Lighting business in Europe, the Middle East, Africa and Turkey (EMEAT), as well as its Global Automotive Lighting business, which continues to operate under the name Tungfram Group – under the leadership of Joerg Bauer.

Along with the transformation of the company's operations, flexibly adapting to the new strategic directions, Global Operations' organization also got reorganized. To be able to serve the business more efficiently in the future, employees who continue to provide horizontal support to GE's business lines were taken over by the company's strategic partner, Genpact in December 2018. At the same time, employees working in each business-specific process will continue to work directly at GE business.

To support GE's digital transformation employees at GE Budapest Technology Center provide innovative technology solutions and its customers through industrial internet and digital solutions.

In accordance with the ongoing changes within GE Group, GE has reorganized its Healthcare business into a separate business company and as of May 1, 2019 invariably continues to operate in GE Healthcare Magyarország Ltd.

A key driver of GE's local activity is the cooperation with partners, local communities, business, academia, and the government. Due to its significant economic role, the Hungarian Government signed a strategic cooperation agreement with GE at the end of 2012.



Who we are how we operate

GE Hungary signed an agreement on supplier development program with the Ministry of National Economy (NGM) in 2017. GE aims to increase its Hungarian SME supplier base by sharing its know-how in the field of digital technologies and by supporting larger Hungarian SMEs to become regional suppliers.

The proximity of this supply chain cluster is in Pest County - representing the three core industrial businesses of GE - with the digital & services hub in Budapest being a globally unique advantage.



GE Businesses



Aviation

Every 6th second a commercial plane takes off globally with parts serviced in Veresegyház, Hungary.



Healthcare

Worldwide every 4th radiological exam uses imaging software developed in Budapest and Szeged, Hungary.



Power

One gas-powered LM6000 unit manufactured in Veresegyház provides energy for 50 000 households.



Power Generation Services

PGS empowers its customers to achieve cleaner, smarter, and more efficient power plant operations.



Renewable Energy

The recently introduced the Haliade-X 12 MW is the most powerful offshore wind turbine in the world. Its height is 260 meter above sea level and is nearly as tall as the Eiffel Tower.



BHGE

The length of the cable used to manufacture the Monitoring and Controls Solution cabinets at the Oil & Gas site in Fót would cover half of Hungary's borderline. Due to the intergration of GE and Baker Huges, the Oil & Gas division continues its operation as Baker Huges, a GE company.



Global Operations

Global Operations in Budapest is a diverse multicultural team of people, speaking 37 languages from 50 different nationalities.



Energy Connections

There are 100 000 pieces of circuit breakers and residual-current devices manufactured daily, which are widely used in Hungarian households and in industrial environments alike. GE sold its Industrial Solutions business to ABB in 2018.



Lighting

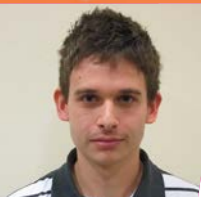
The GE Lighting Experience Centre is located in the regional headquarters for GE Lighting EMEA in Budapest, demonstrating our leading lighting solutions, for example LED. GE sold its Lighting buisness, which continues to operate under the name of Tungsram Group as of April 2018.



Capital

In the WCS office in Budapest, our colleagues from 22 countries are communicating in 30 different languages with clients in 100 countries.





Csaba Dér – GE Aviation

I started my career as an Engineer Assistant at GE's Aviation factory in Veresegyház. After completing my studies, I had the opportunity to become a full member of the Engineering sector. Currently, I am responsible for production support tasks for nearly 40 different products. According to this colorful product range, it always makes me proud to see when an engine with an equipment repaired by us lifts the aircraft high.



Zsóka Diószegi – GE Corporate

I started my GE journey 5 years ago as an IT Intern. Thanks to the flexible working hours, the supporting team and the meaningful, instructive tasks I could successfully gain my bachelor and master's degrees. As an IT Intern I had the opportunity to work in different GE businesses, got to know various processes, that made me enthusiastic to continue to work in this great community as a full-time employee too. Since then I'm part of GE family as Senior IT Project Manager.

Who we are how we operate



GE legal entities in Hungary

After recent changes, GE employs more than 4,000 colleagues in Hungary, where we have 4 manufacturing facilities, 3 research and development centers (GE Power, GE Healthcare, GE Aviation) as well as a regional business center.

GE legal entities in Hungary:

- GE Hungary Ltd.
- GE Infrastructure Hungary Holding Ltd.
- GE Energy Ltd.
- GE Aviation Hungary Ltd.
- GE Oil & Gas Hungary Ltd.

GE in Hungary

Based on GE's digital investments, well established supply chain and the country's manufacturing and digital capabilities, it produces state-of-the-art health, oil and gas, aviation and power generation equipments and machines in its Hungarian plants. High-value-added manufacturing, industrial internet solutions, innovation and R&D activities are complemented by the services of the Global Operations.



Who we are how we operate

GE employee number in Hungary 2018

Business	
Aviation	364
Capital (WCS)	29
Global Operations	1220
Digital	347
Healthcare	552
Oil&Gas	315
Power	1445
Renewables	20
Total number of employees as of 31st. December 2018 (without Industrial Solutions és Lighting)	4292
Lighting (as of 31st. March 2018)	4351
Industrial Solutions (as of 31st. May 2018)	1419

University partners

GE co-operates with several educational institutions, universities and colleges, to launch educational programs to provide future generations with a competitive knowledge.

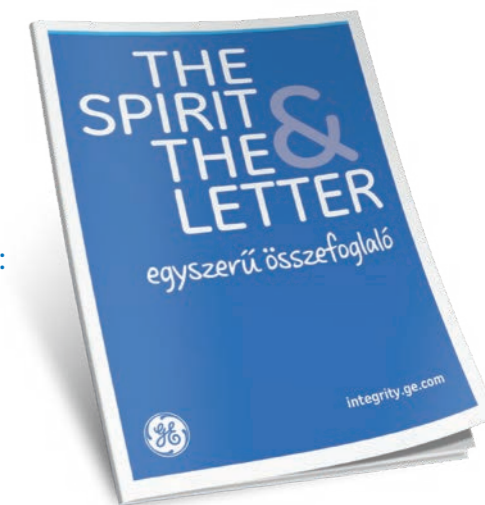
Our university partners are: University of Szeged, Semmelweis University of Medical Science, the University of Debrecen and Pannon University, Moholy-Nagy University of Art and Design, Szent István University, Corvinus University of Budapest, Budapest University of Technology and Economics, Óbuda University.



Corporate governance

The Hungarian GE businesses have separate governance and decision-making systems but to maintain an active local collaboration, cross business forums have been also established (Business Council, HR Council, CSR and Volunteer Committees). GE has its global ethical code of conduct; The Spirit and the Letter which also serves the synergy of the local divisions.

The Spirit and the Letter:





Attila Tasi – GE Power

Challenges make my job exciting. I started my career at GE in 2001 as a quality engineer and this experience has fundamentally shaped my mindset. Over the years, my leaders have given me the opportunity to challenge myself in increasingly difficult and complex areas, and today my job is strategic planning. It's exciting to see why we do what we do and what is behind global decisions.



Péter Bencsik – GE Healthcare

We live in an exciting period of time, where medicine is combined with digital technologies. At GE Healthcare we work on cloud based, digital solutions for diagnostics using Artificial Intelligence and Machine Learning in cooperation with our domestic and international partners to enhance our patient's recovery. As a physician I really enjoy working within this innovative environment.

Who we are how we operate

Compliance and ethics

One of the world's most ethical companies for the 13th time

GE was awarded a place on Ethisphere's list of the World's Most Ethical Companies in conglomerate category for the 13th year in a row. Ethisphere has honored those companies who recognize their role in society to influence and drive positive change in the business community and societies around the world. These companies also consider the impact of their actions on their employees, investors, customers and other key stakeholders. They leverage values and a culture of integrity as the underpinnings to the decisions they make each day.

GE has been committed to supporting the corporate culture in which every employee can raise a concern on violation of corporate policies or laws. GE compliance policy requires that each compliance concern raised in the Company's Open Reporting system is investigated in a timely manner by unbiased, objective and trained internal investigators. The investigations are conducted on a confidential basis. After the investigations are over, the concern raisers, subject to confidentiality and data privacy requirements, receive feedback from the Compliance team of the respective GE business (except for the anonymously raised concerns). The GE businesses in Hungary extensively used the Company's Open Reporting system in 2018 in so much as 80 concerns were raised.

Most of the concerns were raised by employees and the fact that the ratio of anonymously raised concerns was very low, is a great manifestation of the employees' trust in the Company's Open Reporting system, including the zero tolerance of retaliation.

All GE employees must acknowledge GE's „The Spirit & The Letter” as part of the on-boarding process and this acknowledgment has to be made every 12 months. Also, Multi-channel compliance campaigns (intranet, all-employee emails, posters, visual board etc.) keep employees' compliance awareness up-to-date.



Innovation and Sustainability

Research and Development

GE has invested more than 6 billion HUF in 2018 into R&D, beside the Lighting business mainly in connection with innovative solutions for Healthcare.

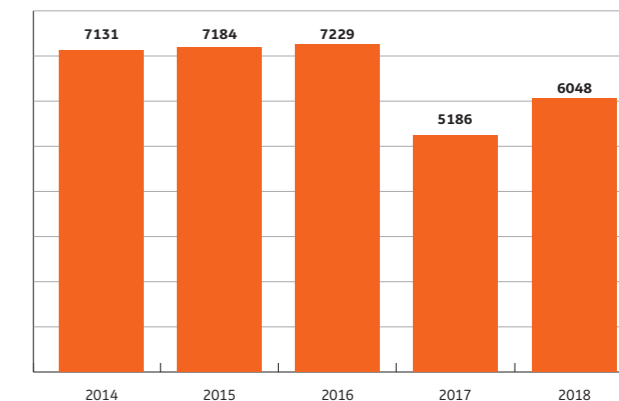
Building on the capacity of new research positions developed by the former health information technology (HIT) development, GE Healthcare has successfully applied for the development of a tumor therapy procedure based on MR diagnostic image visualization using artificial intelligence within EIT Health. In addition to University of Szeged, the prestigious Erasmus Medical Center (Netherlands) and Newcastle University (UK) are also members of the consortium.

Hungarian and American software engineers of GE Healthcare developed the analytic management system of the Olympic Winter Games. Designed in partnership with the International Olympic Committee (IOC), the digital analytical system allows doctors and healthcare professionals get real-time data on the health status, injuries and possible illness of the competitors.

In addition to the popular medical software development subjects run at domestic universities, we have launched a summer university in international academic cooperation. HelloAI Summer School presents the medical usage of artificial intelligence. In 2018 altogether 60 students from 8 countries participated the course.

In 2018 a regional accelerator program, EIT Health Venture Lab has been launched power by GE Healthcare that provides a unique opportunity for startups working

GE's R&D investment in Hungary (M HUF)



on innovative solutions for healthcare from Europe and beyond to enter an international ecosystem of innovation. 19 enthusiastic team from 13 European countries have participated the program run in Budapest.

Health Venture Lab become listed among the best #HealthTech accelerators in Europe by Sifted – a Financial Times backed publication in 2019.





Adrienn Cser – GE Power

GE technology changes lives, whenever we need energy GE Power is there. I work for GE for 15 years in five different businesses and I continue to be amazed by the multitude of well-established processes we operate at GE. As a female leader with technology background I'm happy to see the diverse initiatives driven by Women's Network that support female career opportunities in critical roles like Women in Technology, Commercial Women, and Women in Operations.



Zoltán Vasi – GE Power

I joined GE Power in Veresegyház as a welder and I have been working here since the beginning. However, the most important for me is that I managed to obtain a mechanical engineering qualification with the support of my leaders, plus recently completed also a 3D modelling training. Today, I support the engineering team, as a lead manufacturing specialist, which requires all my experiences. I always had managers I could only learn from- so that's why I appreciate them so much!

Innovation and Sustainability

Products and Services

Ecomagination is GE's growth strategy to enhance resource productivity and reduce environmental impact at a global scale. As a part of this strategy, we are investing in cleaner technology and business innovation. Developing solutions to enable economic growth whilst avoiding emissions and reducing water consumption. Furthermore, GE is also committing to reduce the environmental impact in our own operations and develop strategic partnerships to solve some of the toughest environmental challenges at scale. This will ultimately create a cleaner, faster, smarter tomorrow.

Energy Efficiency Company Award for GE Power

GE Power Veresegyház factory received the „Energy Efficiency Company” Award announced within the framework of the „Virtual Power Plant Program” Energy Efficiency Excellence Award competition. Thanks to the winning project we save 2,4GWh electric energy yearly in our factory, preventing the emission of more than 2000 mt CO2 into our atmosphere.



Innovation and Sustainability

GE Power Vocational Training Center

GE Power, in cooperation with the Újpest Bilingual Secondary Technical and Vocational School started a 2-year, full-time state-funded dual education program to train electricians in September 2016. Students aged between 18 and 25 can gain practical experience in real-life conditions and projects and can also use advanced educational tools to expand their theoretical knowledge in digital production, information technology and electrics. 7 students graduated in 2018, many of them performed excellently on nationwide study competitions. By creating and opening the training center, the company has created its own professional pipeline.

GE Power

The GE Power site in Veresegyház is a fully digitalized plant which employs more than 1500 highly skilled professionals. GE Veresegyház plant manufactures and reconditions the super alloy parts of industrial gas turbines, assembles and tests small and medium size power plants driven by gas engines or gas turbine.

Veresegyház Aeroderivative gas turbine assembly business received the 1st order for LM6000 which is capable for Hybrid technology. GE's LM6000 Hybrid EGT™ integrates a Battery Energy Storage system with the LM6000 gas turbine, enabling contingency (spinning) reserve without fuel-burn between demand events. This also enables high speed regulation, primary frequency response, and voltage support (-8 to +5 MVAR) with the combined response of the gas turbine and battery storage system. The 2 powerplants being installed in California in 2019.

(source: www.ge.com/power/services/gas-turbines/upgrades/hybrid-egt)





Péter Gurcsó – Renewable Energy

I'm with GE for many years and when I joined Renewable Energy business in December '18, my manager told me: welcome to the green side... that was a majestic moment in my career. GE Renewable Energy is a growing business and I'm happy to see how teams expand in Hungary working on end-to-end solutions to provide reliable and affordable green power to our customers.



Katalin Suhai – BHGE

As a customer care representative at BHGE I consider a day successful if I manage to communicate news to our customers keeping them content and satisfied with our service. I'm certain that our job does make a difference!

Innovation and Sustainability

GE Supplier Program

At GE, we believe that having a strong local supply base is a key factor in making the company competitive. By aligning with the industrial and global GE standards, our suppliers support the local economy as well as the operations of GE in Hungary.

GE is aiming to build a safe and compliant supply chain which enables us to work with our suppliers in a responsible manner and therefore provide quality and reliable products.

Supply chain at GE is more than simply expectations about quality and sourcing, it is also about networking and building trust.

GE Hungary has signed an agreement on the Supplier development program with the Ministry of National Economy (NGM). GE aims to increase its Hungarian SME supplier base by sharing its know-how in the field of digital technologies and by supporting larger Hungarian SMEs to become regional suppliers.

In 2018 GE co-hosted the GE Supplier Forum event series in cooperation with the Hungarian Investment Promotion Agency, the Ministry of Foreign Affairs and Trade, the Ministry of Innovation and Technology, The Hungarian Chamber of Commerce and the State Secretariat Responsible for Paks II. The goal of the events was to explore the opportunities of integrating Hungarian SMEs through GE's supply chain into the global economic processes.

Based on the success of the conference series and on the commitment of GE to the Central and Eastern Europe, the company will also regionally expand its supplier program in the future.



Green Operations at Váci Greens

- Greywater system used for green area watering, as well as in toilets
- Water saving fittings in the washrooms
- Excellent insulation to prevent heat loss
- Highly efficient heat recovery in the ventilation system
- Light sensors, adjusting to external light and movement/presence in the office
- Recycled materials used
- Leak detection for the water network
- Video conference rooms to decrease travel costs and negative environmental impact

Innovation and Sustainability

Energy Efficiency and Climate Change

GE's global goal is to reduce GHG emissions by 27% and fresh water usage by 25% by 2020. By the end of 2018 this goal was met globally, to which Hungarian plants have also contributed by significant reduce of CO₂. We will continue to work on developing, deploying and expanding technologies that will further improve our CO₂ emissions and energy profile.

Night of Modern Factories

GE Aviation and GE Power factories in Veresegyház and our BHGE Fót site have also opened their gates to welcome visitors, who are enthusiastic about technology at the Night of Modern Factories, an country wide program initiated by the Minsitry of National Economy and IVSZ. More than 200 people visited our factories to learn more about GE's technology via the regulary started guided visits.

GE is pleased to support any awareness-raising initiatives whose primary objective is to demonstrate industry 4.0 best examples, technology development and digital solutions for small and medium-sized companies.





Balázs Czefernek – BHGE

I started my career at GE in 2012 as a mechanical assembler, currently I work at the department of electric works as a senior mechanic. My Career advancement was always ensured depending on my ambitions. We can participate in manufacturing process developments and we also have customized training opportunities. The competitive salary and to work in a good team surrounded by helpful colleagues is essential for me and I feel it is perfectly realized here.



Renáta Sárdi – GE Healthcare

We put great emphasis on supporting the different career paths within the company; either building a career as a people leader or as an expert or participating in volunteers activities to strengthen the company's social responsibility. For almost eight years at GE, I had the privilege to work at four GE businesses, all positions and businesses provided me different learning and development opportunities thanks to the supportive corporate culture and my leaders.

One for all



Employee Health and Safety



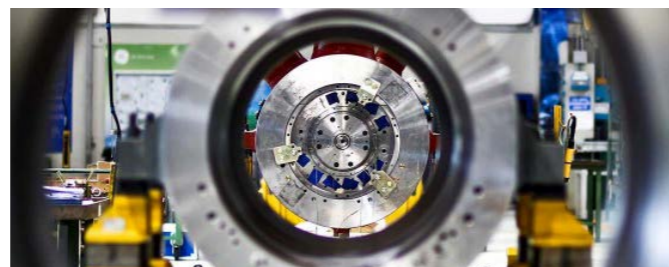
GE believes that prevention is more important than any other effort done in order to provide safe and healthy working environment for its employees. To prevent accidents and incidents every site executes risk assessments to find the areas where they should improve or change something to make it safer.

In 2018, 39 recordable accidents were reported in the Hungarian GE businesses, which equates to 1 recordable per 300 000 working hours.

Within GE, recordable accidents by definition, mean more than what is stated by Hungarian legislation; it also covers certain additional elements adopted from

the respective US rule of laws (not only lost days but even medical attendances are counted as recordable).

In total 16 recordable incidents with lost days were reported in 2018 within the Hungarian GE businesses, or 1 case per 750 000 working hours. No fatality happened in the Hungarian GE businesses in 2018.

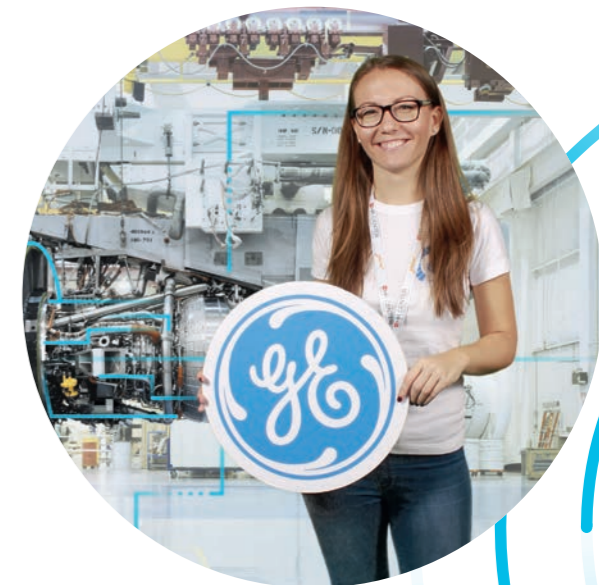


One for all

Employment

We believe that engagement and wellbeing are the main factors that make employees feel safe and comfortable in the workplace. It also enables them to perform the best of their ability.

One of the most effective tools to achieve this is our diverse compensation system which includes cafeteria, employee discounts, various opportunities for sport, flexible working hours, home office and part-time positions. GE also pays special attention to always provide sufficient information to the employees. For example, information about the terms of employment and the length of the notice period are highlighted during the induction period.



Did you know?

GE supports the integration of parents returning from maternity leave and provides part time positions.



Developing our employees is a well-paid strategic decision

\$Millions were spent globally on training which is essential for building capability and ensuring we achieve our long-term vision. Looking at a balanced approach to address vocational (dual education system in Hungary) and digital upskilling and re-skilling. GE also provides language and soft skill trainings to ensure our global workforce of the future is educated, resilient and flexible. Internship programs and university relations are popular within the company, which take different forms (dual training, summer internship, diploma thesis writing, company visits, onsite university seminars, internship, long-term cooperative training). In addition, we have traditional and brand-new structured leadership training programs in different areas, the most popular ones are the Digital Technology Leadership Program and the Operations Management Leadership Program.

One of GE'S unique positions come from the fact that the company has its own corporate university, called GE Crotonville. The global Learning and Development team that designs leadership skills, soft skills and functional training courses for all GE businesses.

Apart from joining the learning opportunities offered by our global university, GE businesses in Hungary also focus on local market needs and business specific requirements. Several businesses have their own dedicated Induction program to enable the induction of new joiners.

Since 2017 people leaders enjoy special focus and utilize various leadership programs. In the businesses leadership and employee trainings are delivered by manager as it is also their responsibility to grow people in specific topics.

We utilize both face-to face and virtual learning possibilities and employees have the benefit of accessing materials from external providers as well through our internal online learning platform, BrilliantYOU.

In addition, thousands of digital books, book extracts, videos and Harvard Business Review case studies are also available to our colleagues.



Innovative medical services

Váci Greens Medical Center was opened within a framework of extraordinary cooperation between Affidea, Fónix-Med and GE. The Center, operated by Affidea and Fónix-Med provides modern diagnostic imaging examinations and a wide range of medical specialists in one of Budapest's most rapidly developing business quarters, which is also home to GE. The clinic is easily accessible not only to GE employees but also to the residents of the district as well as the agglomeration. Its location is favorable, and as a regional reference centre its mission is far-reaching. The new clinic owns a unique machine park that presents the latest technology of GE to the patients. Thus, this is the first time that the GE MR equipment of 3 Tesla with the largest gradient is available in Hungary for those who choose private healthcare services. The 3-dimensional mammography is also unique as the patients can adjust the force of compression themselves, which makes the process more comfortable. Also, the CT equipment of 128 slices, the most modern ultrasound and the digital X-ray equipment provide high-end diagnostics and service in the Center for a wide range of people who opt for private health care and for GE co-workers.



Employee numbers in 2018

Business	Female	Male	Full-time	Part-time	Total
Aviation	37	327	364	0	364
Capital (WCS)	10	19	26	3	29
Global Operations	468	752	1123	97	1220
Digital	91	256	337	10	347
Healthcare	186	366	519	33	552
Oil&Gas	125	190	303	12	315
Power	319	1126	1415	30	1445
Renewables	7	13	19	1	20
Total number of employees as of 31st. December 2018 (without Industrial Solutions and Lighting)	1243	3049	4106	186	4292
Lighting (as of 31st. March 2018)	2022	2329	4289	62	4351
Industrial Solutions (as of 31st. May 2018)	805	614	1400	19	1419



Henriett Fejér – GE Healthcare

Sparkling sunshine, sporty colleagues, competition, cheerful atmosphere and various programs around healthy lifestyle – this is GE Hungary Sportsday. GE Power Veresegyház site hosted the event for the second time. Seeing so many enthusiastic colleagues I am confident that the Sport Day has reached its goal and has once again brought the GE Community together.

Nowak Stanislaw – BHGE

We all want to make efforts at workplace to create for ourselves an environment where everyone, regardless of who they are, feel free to be themselves. I strongly believe that when we give people the choice and opportunity to be more open and honest in the workplace, this will be transformational for the company.



One for all

All for one

Health and wellbeing

GE Hungary Sports Day

Sport is not only a big part of healthy lifestyle, but it is also an important basis of the GE culture. In line with the mission of GE HealthAhead initiative, GE has organized GE Hungary Sports day for the fifth time this year to encourage more and more colleagues to be active in sports and achieve their best health and well-being. In 2018, GE Power hosted the event where participants could challenge themselves in women’s and men’s soccer, volleyball, streetball, table tennis, squash, men’s and women’s cross-fit and in swimming.



Toastmasters

Toastmasters Club at GE is part of the global Toastmasters International organization, which is a world leader in communication and leadership development. We are proud to provide a supportive environment to our colleagues on our events, so they can improve their public speaking and leadership skills resulting in greater confidence and personal growth.

Diversity

We hire and promote the best talent everywhere in the world. We are committed to an environment where all employees contribute, and the best ideas win every day. This is GE’s Culture of Inclusion.

GLBTA Goals

At GE, we are on the path to ever-greater diversity and we strive to create an increasingly inclusive work environment. Our employees come from a diverse set of countries, with different ethnic origins, languages and cultures, as well as diversity of age, gender and sexual orientation.

The company makes efforts to provide a non-discriminatory work environment. Our affinity group is focused on diversity and inclusion of those who identify as GLBTA, driving changes to mitigate uncertainty around diversity within the company and supporting our colleagues to find the best way to be open and honest at the workplace.



HealthAhead

HealthAhead initiative encourages our colleagues and their families to achieve their best health and wellbeing at all our sites.

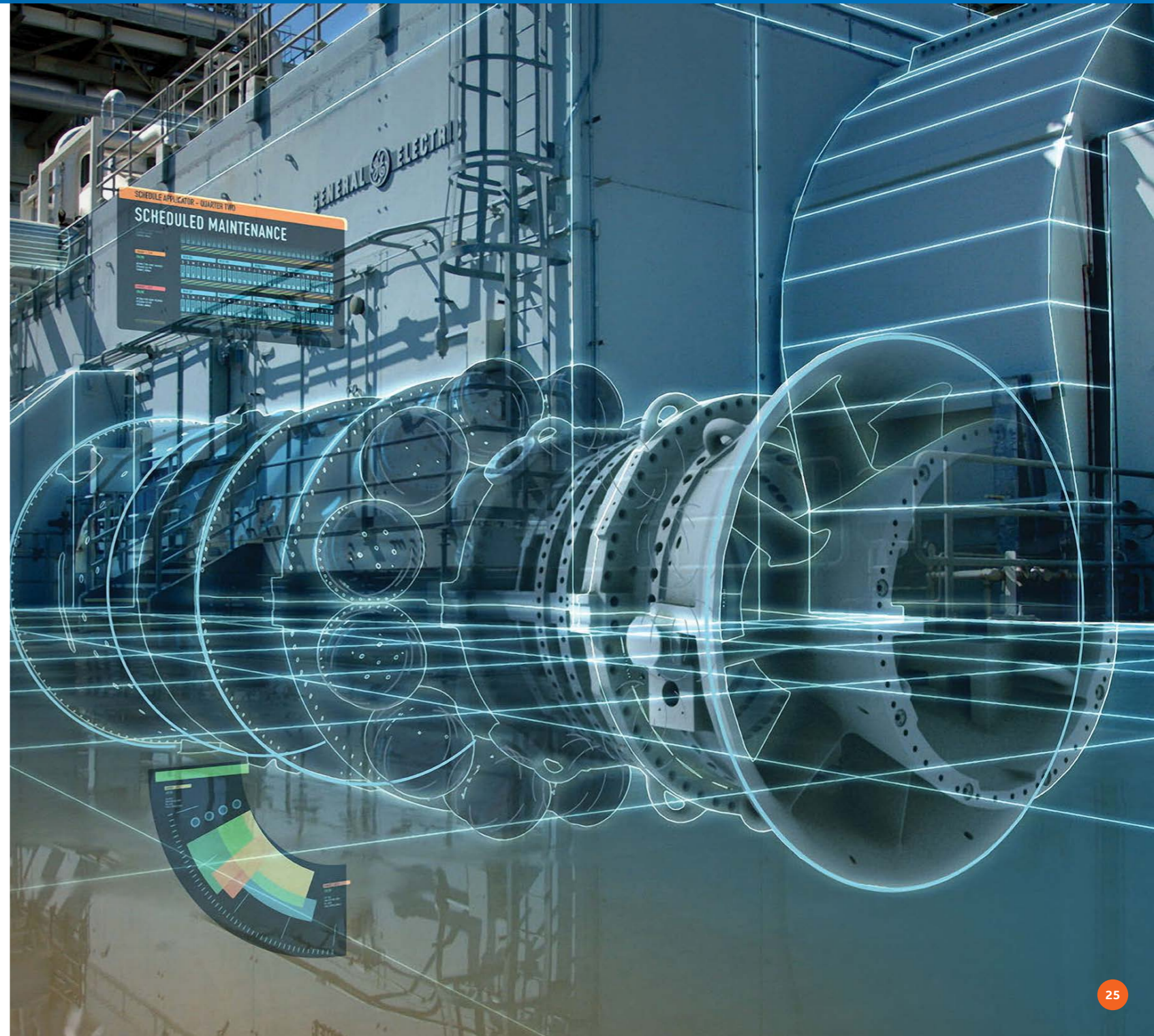
Highlight of the year was the HealthAhead Week organised by Global Operations and Healthcare at the Váci Greens Campus in June. The event covered all elements of GE’s HealthAhead focus areas: Get Active, Eat Well, Sleep Soundly, Find Balance, Quit Tobacco and Stay Healthy. During the week medical screenings very available, participants could have their lungs, spines, feet, blood, skin and mental health checked by professionals and donate blood. Different kinds of championships also made colleagues meet up: table tennis and TRX challenges, running, yoga, zumba, salsa, street workout or even fitness sessions.

The whole week’s program included a vast amount of 67 different events with more than 1300 single registrations and around 500 unregistered attendances. Participants spent 270 registered hours with physical activities thanks to the HealthAhead Week while hundreds of HealthAhead menus had been sold throughout the five days.

Our awards



All for one



GE is a world-leading corporation:



Fortune
"World's Most Admired Companies®"



Interbrand
Best Global Brands



Human Rights Campaign
Best Places to Work



NYSE LISTED



Edina Látos – GE Global Operations

Change is the only constant – despite the ever-changing environment we work in, we keep organizing volunteering events with the same passion and spread the volunteering spirit all over the organization as our motto is 'Giving is the best investment.'



Gabriella Petrov – GE Healthcare

The health conscious lifestyle is an integral part of the GE company culture. In 2018 besides many smaller events a whole week was dedicated to increase awareness of the importance of mental and physical health by colorful and varied programs. We offered the opportunity to join various screening and meditation events because we believe the power of a sound mind is a sound body.

All for one



We are proud of our Volunteers

GE Volunteers is a global network that includes employees, friends and family – “good people doing great things” – all supported by GE businesses and corporate resources. The global mission of GE Volunteers is to facilitate and support volunteering activities that improve life in the communities where GE people live and work. The Hungarian Volunteer Hub was established in 1996 and supported the improvement of our society with more several projects to date.

GE Volunteers is to be considered as a separate affinity group, other initiatives we do voluntarily (HealthAhead, Women’s Network etc.) are showcased as different sections throughout the report.

Did you know?

You can also be a volunteer, join us!



All for one

GE Volunteers and Pro Bono

Volunteering at a global level is a key pillar of our company, our GE Volunteer teams are present at all our sites across the country and are actively working to improve our local communities and to shape our environment.

The so-called ‘skill-based’ volunteering programs form an essential part of our activities. There are many GE experts available covering multiple functions who are ready to share their expertise with the NGOs in need.

GE was the first multinational company in Hungary to organize Pro Bono Marathons together with ‘Volunteering Hungary - Centre of Social Innovation’ and is committed to hold whole-day workshops providing professional help to our non-profit partners.

In 2018 we hosted 7 NGO’s who spent an impactful day at Váci Greens Campus. This year GE hosted a workshop on pro bono volunteering for both the corporate and the non-profit side and its volunteer leaders held a presentation at the European Pro Bono Summit in Madrid talking about the challenges of making a skill-based events happen. This form of volunteering has been integrated into our leadership programs called RISE and Ignite Gold, which means that the ‘leaders-to-be’ get an opportunity to prove and improve their leadership skills.

Apart from the above initiatives GE is dedicated to make volunteering an enjoyable experience for its employees and to encourage them to join various types of events. In 2018 they could participate in a forest cleaning activity in the form of a paid working day, could take part in fundraisings, and could contribute to site donations. Red Cross blood donation opportunity was brought in-house multiple times plus several other traditional volunteering



initiatives including charity collections, charity running opportunities in addition to ad-hoc campaigns, like career day participation.

Purple week

Every 10th babies are born premature - before 37 gestational weeks worldwide. GE Healthcare is determined to support premature care with its advanced technology and solutions to enable more and more babies to reach adulthood healthily and happily.

In cooperation with an NGO, named “Right(s) Beside You Association” and supported by GE volunteers an initiative, called “Purple week” has been started in Hungary. To jointly foster prematurity awareness they organize several fund-raising activities across GE businesses, e.g. charity purple cookie fair, eat purple food for charity as well as professional presentations showcasing GE technology for perinatology devices.



Zsófia Nyilka – GE Capital

Women's Network is a voluntary based organization and our mission is providing a supportive environment that inspires personal and professional growth to help balance gender equation on all levels. If it wasn't for the Women's Network I could have never met all the fantastic colleagues with whom I had chance to interact, organize, share, inspire and energize each other.



Tibor Tóth – GE Corporate

The culture and its people differentiate a company from the crowd. Our company advocates volunteer groups that helps us to give back to the community. Within the GE Working Parents group we organize among other programs the Summer Camp for GE-children, where they build robots, make animation films and videos, learn English and definitely have a lot of fun!

All for one

All for one

Promoting Female talent

GE is a global leader in technology, with a coordinated struggle to overcome the prejudice that programming and other technology-based professions are exclusively for male. One of our most important goals is to have more and more women in the technical field globally by 2020.

By engaging and developing our colleagues in areas such as technology, operations and commercial roles, we are promoting growth leaders who will ensure both their career success and GE's growth as a company.

GE globally has been named one of the best places for women and diverse managers to work for five years in a row by Diversity MBA magazine.

GE in Hungary received the „Best Workplace for Women 2017” Award from the Association for Women's Career Development in Hungary based on this year's competition. Feedback of our colleagues reflect the commitment of GE and its volunteer groups to create an inspirational workplace. GE has shown how they support initiatives for female colleagues to achieve a balanced work-life, while develop a professional career.



Women's Network

Women's Network in Hungary is a supportive environment that inspires personal and professional growth to help balance gender equation on all levels.

Our network is active for 20+ years in Hungary and is all about growth. Along our mission we organise immense variety of activities around professional growth, development, empowerment, motivation, emotional intelligence, etc. just to mention a few. We invite external speakers and attend professional events regularly to inspire hundreds of colleagues both males and females.



Working Parents

The GE Working Parents Program was born as a voluntary initiative in 2012. All Hungarian businesses participate actively, and the male-female ratio of the WP leaders and followers is 50 – 50%. The GE Working Parents Program is a cross-country and cross-business social initiative with the mission to provide professional help to GE's working parents in finding a healthy work-life balance whilst continuing to perform at their best at work. (e.g. counseling support for returning parents, assisting their integration, conferences and lectures, kids room at particular sites, maternity parking).

Working Parents Day is traditionally organized on the 15th of May, on the date of the International Day of Families. In 2018 in parallel with the conference organized in Budapest many other GE sites from the region and a number of other Hungarian and foreign companies joined the initiative and held their own „Working Parents Day”. Numerous diverse programs help parents during the year of which the most popular are the digital summer camps where we can host more than 70 children every year in Hungary, or the student exchange program, with nearly registered 200 families from 34 countries.

The aim of GE Babies Club is to provide an informal framework, where mothers and dads on maternity leave, or colleagues who wish to return to work have an opportunity to meet their colleagues or managers. Within the „New Born Welcome” program and with the support of GE Working Parents all new family members receive a gift package.

The initiative won the “Family-friendly Workplace and Mentor Company” award in 2018 again by the Három Királyfi, három Királyné Movement.

The most popular programs launched and organized by Working Parents for GE colleagues:

Teenager Day

Digital Summer Camps

Student Exchange





Hajnalka Albert – GE Healthcare

GE understands the need of working parents. I work for GE for 17 years currently as a program manager and after maternity leave, I could return to the same position. I could not exist as a mother and a leader without flexible work hours, home office – this is how work life balance becomes a reality.

Pápai Tamás – GE Aviation

Have you ever heard about that in every 6 seconds an aircraft with engine components repaired by GE Aviation in Veresegyház takes off somewhere in the world? It's impressive isn't it? I am a Lead Engineer in this company and in a diverse team We are working on it to make this happen constantly in the future.



All for one

All for one

Digital Theme Week

As a digital industrial company, it is important for us to bring the next generation closer to digital technologies in a playful way.

Throughout Digital Theme Week we built and programmed robots with approximately 200 elementary school students and teachers of 8 Hungarian schools who attended the event. For many children, this was the first time to meet the development methods of the digital world. We are proud that all of them went home with valuable knowledge that can become their hobby or perhaps profession one day.



VandoRobot program

GE is actively involved in several educational initiatives to promote digital technology. In collaboration with Abacusan Studio, GE Digital has launched a long-term educational program that will shape the interest of the future generation in digital technology and STEM objects. In total 22 schools, more than 1000 students across the country participated the VandoRobot program and further 3700 students were introduced to the programming bases via the presentations. Building on the success of the program and thanks to the support of GE Hungary, the program has been expanded with two additional robot packages, enabling another 6 schools to participate the initiative in 2018. GE volunteer colleagues support the program also as pro bono mentors and lead orientation discussions for the students.



Girls day

Diversity makes us more successful, gender balance makes us more effective as proved by many researches. That is what we truly believe in at GE, and that is why we are pleased to support programs that promotes gender equality in the industrial & ICT sector. During the Girls in ICT Day, initiated by the Association of Women in Technoogy we welcomed more than 110 talented Hungarian secondary school girls in three local GE sites, at GE Power plant in Veresegyház and in Budapest at GE Digital and GE Healthcare to help them find their way in shaping the future as engineers and IT professionals.



Female Career Day

To promote IT as a career option GE Healthcare and the Digital team has invited young, talented female university students for a 2-day long career meetup in collaboration with the Association for Women in Science. Participants learned about GE's technology and digital solutions, about the company's culture and had the opportunity to shadow successful female IT colleagues to explore the different functions within GE Digital and Healthcare Digital. At the workshop at Zipernowsky Gallery, GE Healthcare Digital's UX team presented the design thinking methodology in a playful way.

Digital Summer Camp

Promoting young talent has always been a priority at GE, therefore we take an active role in developing local children through innovative education programs.

The GE's Working Parents initiative in cooperation with our business sets new perspectives for hundreds of kids through playful IT summer camps and develops their future knowledge base at an early stage, also helping them to understand their parents' work at GE. For high school students, who need to decide on a career, they organize an orientation week to give an insight into the IT organization of a large company, like GE, enabling students to try out different IT jobs.



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