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# OUR APPROACH AND GOVERNANCE

We seek opportunities to make life at home, in our communities and in our operations better, acting in line with our values-driven culture of integrity.

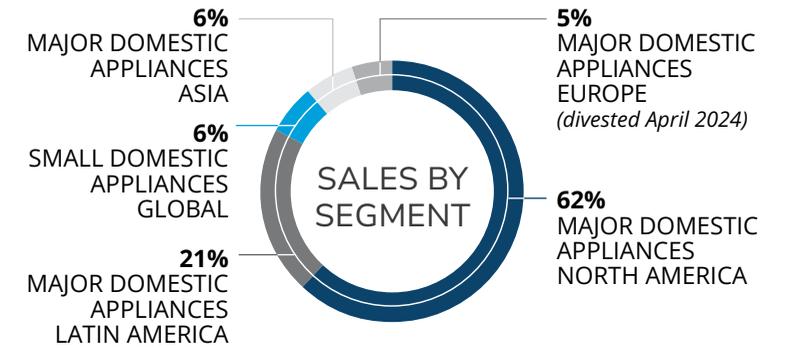
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# Who We Are

Whirlpool Corporation (NYSE: WHR) is a leading home appliance company, in constant pursuit of improving life at home. As the last remaining major U.S.-based manufacturer of kitchen and laundry appliances, the company is driving meaningful innovation to meet the evolving needs of consumers through its iconic brand portfolio, including *Whirlpool*, *KitchenAid*, *JennAir*, *Maytag*, *Amana*, *Brastemp*, *Consul* and *InSinkErator*. In 2024, the company reported approximately \$17 billion in annual sales — close to 90% of which were in the Americas — 44,000 employees and 40 manufacturing and technology research centers. Additional information about the company can be found at [WhirlpoolCorp.com](https://www.whirlpoolcorp.com).



# \$16.6B

Annual Sales

# 40

Manufacturing and Technology Centers

# 44,000

Employees

## OUR VISION

Be the best kitchen and laundry company, in constant pursuit of improving life at home.

## OUR MISSION

Earn trust and create demand for our brands in a digital world.

## OUR VALUES

Integrity, Respect, Inclusion and Diversity, One Whirlpool, Spirit of Winning.



MARC BITZER  
Chairman of the Board and  
Chief Executive Officer

## Message From Our CEO



For more than 110 years, our products have been used daily in the homes of our consumers — an honor we aim to earn and keep each day.”

Their challenges become our challenges, inspiring us to continually innovate and move forward on our commitments to create products that are more resource-efficient, improve the sustainability of our manufacturing and invest in our people and the places we call home.

### More than a mission

Today's Whirlpool Corporation is more focused than ever. We are relentlessly committed to meeting our consumers' needs while evolving to respond to a changing business environment. We are dedicated to improving the lives of our consumers, our communities and our operations, and we recognize the importance of reducing our impact on the environment.

In 2024, we made progress toward our goals. We continued to reduce the environmental impact of our products and improved recycling programs. We invested in renewable energy projects that help

reduce the footprint of our operations and engaged with industry groups to raise the bar on sustainable manufacturing practices. We also continue to hold ourselves to high ethical standards and promote a culture of integrity.

### Innovating for sustainability and performance

Across all product categories, we are making our appliances more sustainable while improving product performance. This year we celebrated the launch of a new *Consul* washer line in Brazil, designed to reduce environmental impact by helping consumers reduce energy and water usage, reuse water for other purposes in their homes and use the right amount of washing powder. We also continue to innovate with inclusive design, including a dishwasher accessory that contributes to greater accessibility, allowing a wheelchair user to more easily reach the entire bottom rack.

### Taking pride in our operational and manufacturing excellence

We continue to advance our global commitment to reach Net Zero emissions in our plants and operations by 2030. In 2024, we invested heavily in the replacement of fossil fuel-powered electric energy with renewables. For the first time, we are matching our electricity consumption in both the United States and Brazil at 100% and have been recognized as one

of the largest U.S. green energy investors by the U.S. Environmental Protection Agency. We also partnered with our suppliers to collect emissions data, which will help inform our understanding of our scope 3 emissions and future reduction strategies.

### Keeping people at the center

Our people are at the heart of our success. Workforce development remains a key effort for us to attract and develop the best talent available, and we continue to expand our leadership and operational excellence training.

Through strategic engagement in projects that leverage our specialized expertise, we are making a tremendous impact on the communities in which we live and work. We celebrated longstanding relationships with community organizations in 2024, including our 25th anniversary of work with Habitat for Humanity International, an organization that shares our commitment to improving life at home. We also launched a collaboration with The Washing Machine Project to help provide manual washing machines to underserved communities, thereby alleviating the burden of handwashing clothes.

### Prepared for the future

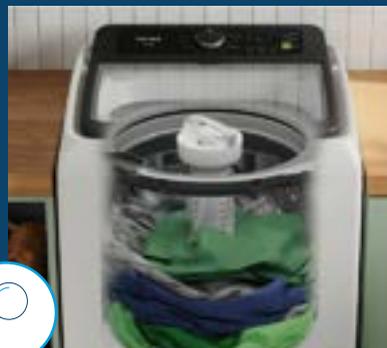
For more than 110 years, Whirlpool Corporation has never forgotten where we started. We remain committed to consumers, our employees and the planet, as evidenced by the progress we've made in 2024. As we look ahead with this strong foundation, we are prepared to respond to the needs and challenges of the future. We thank you for your continued belief in what we can achieve together.

Sincerely,

**Marc Bitzer**

Chairman and CEO, Whirlpool Corporation

Explore key stories in the 2024 report:



#### Sustainable Product Innovation

Driving continuous improvement across our product portfolio.



#### Renewable Energy

Investing in on-site renewable projects that reduce our reliance on fossil fuels.



#### Habitat for Humanity®

Celebrating 25 years of collaboration while continuing to expand our collective impact.



#### The Washing Machine Project

Reclaiming time and improving lives for under-resourced populations around the globe.

## Awards and Recognition

**We are proud to have been recognized for our efforts this past year. Our commitment to a healthy and equitable workplace, social responsibility and environmental sustainability has guided our approach. This is some of the recognition we received in 2024.**

### CORPORATE/REGION

**Dow Jones Sustainability Index World Index** — *3rd consecutive year*  
**North America Index** — *18th year*

**Green Power Partnership Top Partner List**  
 U.S. Environmental Protection Agency

**100 Best Corporate Citizens**  
 3BL

**World's Most Admired Companies**  
 Fortune  
*14th consecutive year*

**100 Best Companies for Working Parents Inclusion Index Organization**  
 Seramount

**Best Place to Work for Disability Inclusion Disability Equality Index**  
 100% score  
*8th consecutive year*

**60 Best Companies to Sell For**  
 Selling Power

**Sustainable Flight Department Flight Accreditation** for Whirlpool Corp. Business Travel Center  
 National Business Aviation Association

**Super Company for Women**  
 Top Companies México & Expansión Magazine  
*3rd consecutive year*

**Socially Responsible Company**  
 CEMEFI — Mexico

### BRAND/PRODUCT

**Best Washing Machines — Best for Pet Households**  
 Tom's Guide  
 Maytag

**Best Washer and Dryer Sets — Best for Pets**  
 U.S. News & World Report  
 Maytag

**Best Top-Load Washers — Best for Pet Owners**  
 Architectural Digest  
 Maytag

**Best Product Awards: Kitchen — Best Refrigerator**  
**Best Kitchen Appliance Brands That Offer Unparalleled Performance**  
 Forbes Vetted  
 Maytag

**Best Wall Oven Brand**  
 Consumer Reports  
 KitchenAid

**Best Electric Dryers — Best Budget**  
 Forbes  
 Whirlpool

**Best Espresso Machines for At-Home Baristas — Best Fully Automatic Best Products**  
 KitchenAid

**Best of The Kitchen & Bath Industry Show (KBIS)**  
 Reviewed.com  
 JennAir 30" Column Refrigerator with *SlimTech* insulation technology  
 KitchenAid Counter Depth 4-Door Refrigerator

**Red Dot Award: Product Design**  
 KitchenAid Espresso Collection

**Best Refrigerators — Best for Small Kitchens / Best Brand for Replacing Parts**  
 CNET  
 Whirlpool

**iF Design Award**  
 KitchenAid Go System  
 KitchenAid Grain and Rice Cooker

**Best of KBIS Gold Award**  
 JennAir 30" Column Refrigerator with *SlimTech* insulation technology

# Our Purpose and ESG Strategy

**Our approach to environmental, social and governance (ESG) is an integral part of our strategic imperatives and operating priorities. It is deeply embedded in our vision, mission and values as an organization. We seek opportunities to continue making life at home, in our communities and in our operations better today and in the future.**



## Improving Life at Home Through:



### Our Products

We work to develop innovative, reliable products with both the needs of consumers and the planet in mind.



### Our People and Communities

We value diverse thoughts, ideas and people, and strive to support our employees and communities in which we live and work.



### Our Plants and Operations

We deliver operational excellence, focusing on the safety of our employees and responsible use of resources in manufacturing our products.



### Our Governance

We are committed to operating sustainably and creating long-term value through the highest standards of ethical conduct.

# In Conversation With Our Sustainability Leaders

Pam Klyn, Executive Vice President of Corporate Relations and Sustainability and Beat Stocker, Senior Director of Global Sustainability reflect on 2024 and the importance of sustainability to Whirlpool Corporation.



**Pam Klyn**  
Executive Vice President of Corporate Relations and Sustainability

**Beat Stocker**  
Senior Director of Global Sustainability

**Q:** Pam, as you think about your 31 years at Whirlpool, where do you feel we have made the most progress in sustainability?

*When you're an industry leader with a global reach, big commitments that signal your priorities and values matter. We were the first appliance manufacturer to set an emissions reduction target — pursuing Net Zero in our plants and operations by 2030. We are making great strides in reducing scopes 1 and 2 market-based greenhouse gas emissions with three consecutive years of double-digit emissions reduction. Other key accomplishments support this commitment, including achieving 97% or higher landfill diversion rate in all of our large manufacturing sites worldwide. Because of the commitment of past and present leaders, our teams and the organization as a whole, sustainability and our business are interwoven — shaping our portfolio, enhancing stakeholder engagement and earning strong ESG ratings and industry awards.*

**Q:** Where do you see the greatest opportunities for impact with respect to Corporate Social Responsibility efforts?

*Our House+Home strategy drives intentional collaboration with organizations that align with the mission and vision of our company and the Whirlpool Foundation. We increasingly seek initiatives that combine the social and environmental aspects of sustainability, such as Habitat for Humanity's BuildBetter with Whirlpool program to build climate-resilient and energy-efficient homes that go far beyond the efficient appliances we put in them. This builds on our 25-year relationship with Habitat for Humanity International in an exciting new way.*

*We also deepen our impact by taking a hands-on approach in addition to providing expertise and financial resources. A great example is our new relationship with The Washing Machine Project, in which we are not only providing funding but also helping to design, assemble and deliver thousands of manual washing machines to global communities and households in need.*

**Q:** Beat, with 2030 on the horizon, what is Whirlpool prioritizing to further its sustainability goals?

*One important target is Net Zero in our operations, so we are prioritizing levers to accelerate emissions reductions and investments in renewables. With emissions reductions in our operations and beyond, we are determined to drive long-term, meaningful change, even when it means choosing the tougher path. For instance, to tackle the complex area of scope 3 emissions, we continue to build our capacity to quantify and reduce emissions from products in use, while not backing off on the level of performance we are committed to delivering to consumers. We will continue to explore opportunities that enable product emissions reductions while meeting the high standards consumers expect from us.*

**Q:** What do you want people to know about how Whirlpool is navigating changes in the external sustainability environment?

*Over the past century, the external landscape has shifted many times. Through it all, we have remained true to our value of Integrity — making decisions that support our people and planet today and in the future. Our former CEO, Bud Gray, put it well when he opened our first Office of the Environment in 1970: "We cannot separate our business from the communities in which we operate, and hope to grow and prosper." Guided by those words, we continue working to make our operations, supply chain and products more sustainable — with no shortcuts or excuses. This is the Whirlpool way and has been for more than 110 years.*

# Material Topics and ESG Reporting

## Material Issues<sup>1</sup> and Stakeholder Engagement

Through our [ESG Governance](#) structure, we monitor industry trends, regulatory developments and the risks and opportunities of emerging issues. We formally assess ESG topics as part of our annual Enterprise Risk Assessment survey. Further, through formal and informal methods, we hold ongoing dialogue and engagement with our stakeholders — including consumers, employees, investors, trade partners, suppliers, regulators, community members and more — to help us understand and address impacts, risks and opportunities to better serve them.

In 2024, we collaborated with a third-party consultant to develop a double materiality assessment in alignment with the European Union’s Corporate Sustainability Reporting Directive (CSRD). We will use the assessment’s results to inform our disclosures for the fiscal year 2025 reporting cycle. Our previously identified ESG material topics and disclosures, identified below, are generally consistent with the preliminary results of the assessment.

## Our Material Topics<sup>2</sup>



### Very High Impact

- Greenhouse Gas Emissions
- Innovation and Design for Sustainability
- Product Safety and Quality
- Responsible Sourcing
- Materials Use and Impacts
- Circular Economy
- Energy Management
- Occupational Health and Safety
- Inclusion and Diversity
- Local Communities



### High Impact

- Corporate Governance and Ethics
- Water Management
- Waste Management
- Employee Engagement and Workplace Culture
- Cybersecurity
- Customer Privacy
- Human Rights
- Labor Rights
- Training and Development
- Regulatory Risks and Public Policy



### Medium Impact

- Environmental Compliance
- Anti-Corruption
- Economic Performance
- Anti-Competitive Behavior
- Climate Risk
- Biodiversity
- Risk Management and Resilience
- Product Marketing and Labeling
- Pay and Equal Remuneration
- Product Access



<sup>1</sup> "Materiality," as used in this report and our ESG materiality assessment process is different, and in many ways more expansive, than the definition used in the context of filings with the U.S. Securities and Exchange Commission.

<sup>2</sup> Based on the ESG materiality assessment completed by a third-party consultant in 2022 using the GRI's Material Topics 2021 standard (GRI 3). In certain areas, Whirlpool Corporation chooses to report on topics beyond those identified as material. For more information, please refer to the [Forward-Looking Statements](#) section of this report.

## Materiality Assessment Approach

- 1 Assess the Universe of ESG Topics**  
Gather input from company materials, global ESG standards, frameworks and regulations, peer and industry leader reports and our external advisory team.
- 2 Obtain Feedback and Prioritize**  
Conduct interviews and surveys with internal and external stakeholders and assess industry guidance to narrow the list of possible topics based on our ability to influence and drive impact.
- 3 Review Changes and Finalize**  
Review and validate the prioritization of ESG material topics by key functional and regional leadership and subject matter experts. Obtain approval of assessment results by senior leadership, including members of the Executive Committee.
- 4 Ongoing Engagement**  
Assess emerging issues and shifts in prioritization through regular engagement with ESG Councils and Task Force. On an annual basis, our ESG priorities are approved by senior leadership, including members of the Executive Committee.



## ESG Reporting

Our approach to ESG reporting is informed by engagement with our stakeholders and assessment of external frameworks such as the Global Reporting Initiative (GRI) Universal Standards, Sustainability Accounting Standards Board (SASB), the United Nations Sustainable Development Goals (UN SDGs), and the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). Further, as we navigate the rapidly evolving and complex space of ESG regulations, we have begun to assess the alignment of our reporting with the European Union's CSRD, the International Sustainability Standards Board (ISSB) sustainability disclosure standards and other regulations in the jurisdictions in which we operate.



*Refer to the 2024 appendix for our [GRI](#), [SASB](#), [UN SDG](#) and [TCFD](#) disclosures.*

*Refer to the [Whirlpool corporate site](#) for our previous Sustainability Reports.*

# How We Govern ESG

The governance of ESG is directly linked to the oversight of our company. Our Board of Directors operates pursuant to a set of [Corporate Governance Guidelines](#) that provides that the Board will periodically review the company's ESG policies, initiatives and objectives. This approach allows us to uncover new issues, address rising topics and respond to the evolving needs of our stakeholders.

In addition to the Board of Directors, we have ESG oversight across our leadership teams, including Executive Committee members and our ESG Council, consisting of senior leadership across multiple functions. There is additional oversight at the management and functional levels which supports the execution of key ESG initiatives. Our current ESG Task Force includes representation from:

- Communications
- Compliance
- Corporate Social Responsibility
- Environment, Health and Safety
- Finance
- Global Information Systems
- Global Product Organization
- Global Product Quality
- Global Product Safety and Regulatory
- Global Strategic Sourcing
- Government Relations
- Human Resources
- Investor Relations
- Legal
- Manufacturing
- Risk Management
- Sustainability
- Tax
- Treasury

## Our ESG Oversight

### BOARD OF DIRECTORS

- Oversees the integration of ESG principles throughout Whirlpool Corporation
- Reviews and receives updates on sustainability strategy and key long-term ESG initiatives annually
- Oversees risk management

### BOARD COMMITTEES

- Audit Committee monitors ethics and compliance risks
- Human Resources Committee reviews human capital management metrics
- Corporate Governance and Nominating Committee monitors governance trends and shareholder feedback
- Finance Committee reviews transactions related to ESG strategy

### CEO/EXECUTIVE COMMITTEE

- Sets ESG strategic priorities throughout the organization
- Sponsors ESG Council

### ESG COUNCIL

- Composed of regional business leaders and senior leaders from our key operational and corporate functions
- Evaluates our strategic priorities on relevant ESG issues based on results of our ESG Materiality Assessment and input from our ESG Task Force

### ESG TASK FORCE

- Responsible for planning, communication, education, prioritization and reporting around key ESG matters and for monitoring emerging ESG trends
- Oversees progress against the strategic priority framework established by our ESG Council



## Board of Directors

Our Board of Directors sets the tone and leads our values-driven culture, which is essential for our sustainable operations and the generation of shareholder value. Our Board is composed of 13 directors, including an independent Presiding Director and one employee director who is our Chairman and CEO, Marc Bitzer. Our Board comprises leaders with expertise in key areas essential to our operational excellence and strategic vision, including corporate governance/sustainability, human capital management and cybersecurity. The Board functions within a robust governance framework, with each specialized committee — Audit, Corporate Governance and Nominating, Human Resources and Finance — guided by specific charters. The Board regularly evaluates our Board leadership structure with continual focus on operating effectively in the current environment.



### Board Refreshment and Diversity

We strive to maintain a Board that harmonizes continuity with fresh perspectives, best positioned to steer our company through current challenges and future opportunities. Our approach to Board composition considers the balance of diverse business acumen, leveraging in-depth company insights and embracing a wide spectrum of viewpoints. To achieve this, our Corporate Governance and Nominating Committee seeks out candidates who bring unique backgrounds and experiences to the table to foster innovation, ensure continuity and adapt to evolving market dynamics.



*Our latest Proxy Statement contains information on Board tenure, experience and qualifications.*

### Monitoring Key ESG Developments

Our Board engages regularly to monitor trends that help inform ESG decision-making and oversight. This year, the Board participated in a deep-dive session on key regulatory developments in the global ESG landscape, including ESG disclosure regulations in Europe, California and other jurisdictions. The Board also reviewed the company's progress against key sustainability initiatives and reviewed a preliminary emissions assessment following significant divestiture and acquisition activities.



## Risk Management

Part of our plan to deliver long-term value to our consumers and shareholders is our strong oversight and risk management approach. Our enterprise risk management (ERM) process involves systematic risk identification, assessment, mitigation and monitoring, covering enterprise, strategic, financial, nonfinancial, operational, compliance and reporting risks. The Board of Directors oversees the ERM process and reviews a comprehensive enterprise risk assessment and prioritization process each year.

Our company's Executive Committee is accountable for ensuring enterprise risks are being effectively managed. Our ERM process is driven by our Enterprise Risk Committee (ERC) — which is sponsored by our chief financial and administrative officer (CFO/CAO) and composed of senior leadership within Legal, Accounting, Treasury and Internal Audit.

As part of its oversight responsibilities, the ERC undertakes an annual risk assessment in conjunction with the company's annual budgeting cycle and with input from the company's Executive Committee. The risk assessment then bifurcates risks into expected and extraordinary risks. Expected risks are governed by the ERC and existing management processes, such as monthly operational reviews.

The ERC categorizes extraordinary risks into high, medium and low priority based on likelihood of occurrence and degree of impact. The ERC then assigns an executive-level owner for each risk, with responsibility for monitoring and appropriately managing the assigned risk.

For example, the ERM process identified a plant shutdown due to a significant supply chain disruption as an extraordinary risk. The ERC assigned the Executive Committee as the owner of the risk, and mitigation plans — including driving our dual-sourcing program and competitive and resilient supply chain initiative — are to be driven by our head of strategic sourcing. As a second example, cyber system failure was identified as an extraordinary risk, with assignment of the risk to our chief information officer. System monitoring mitigation plans are driven by our CFO/CAO and our chief information officer, while cyber incident mitigation plans involving cyber insurance are driven by our CFO/CAO and our corporate treasurer.

The ERC meets at least four times a year to review significant risks facing the company and ensure those risks are being managed appropriately. Risk assessment and mitigation plans are reviewed and aligned with the company's Executive Committee, and performance is monitored throughout the year, both by the ERC itself and by Internal Audit. The Board and its committees review and receive updates on the 14 categories of risk throughout the year. The Board also reviews the ERM system holistically each year. The risk management process is subject to review by the ERC with support from Internal Audit and our external auditor every two years.



# Ethics, Integrity and Compliance

Our ethics and compliance initiatives are grounded in the pursuit of the highest standards of integrity and accountability.

We foster an environment of continuous improvement through our internal culture of “Speak Up, Listen Up.” This approach aims to cultivate a workplace where every individual feels welcomed, heard, respected and valued, and, at the same time, is meant to instill a sense of shared ownership in the company’s success among our team members. We want our employees to feel empowered and to support their professional growth through active engagement with our corporate ethos. That is why our policies regarding employee expectations align so closely with our core values and why we encourage employees to actively communicate any issues through a variety of integrity channels.

## Oversight of Ethics and Compliance

### GLOBAL ETHICS AND COMPLIANCE STEERING COMMITTEE

- Composed of senior leaders
- Reviews trends across the company and externally
- Reviews ethics and compliance results, policies, programming and training to drive alignment with Our Integrity Manual

### GLOBAL ETHICS AND COMPLIANCE TEAM

- Assesses ethics and compliance matters raised through our integrity channels
- Assesses and remediates reporting trends and investigation results
- Reports trends and recommendations to the committees

## Our Integrity Manual

Our Integrity Manual serves as the cornerstone of our integrity-driven culture. This comprehensive code of ethics is structured around two key themes: a foundational section in which we describe a culture guided by our values and a principles section demonstrating how those values translate into action. Employees, including leadership, receive training on Our Integrity Manual during their onboarding and are expected to recertify their Integrity Commitment annually.

## Our Culture of Ethics and Compliance

Our rigorous controls and policies are reinforced by our employees’ critical role in identifying and escalating any ethics or compliance concerns. Our culture of “Speak Up, Listen Up” hinges on everyone embodying qualities of open dialogue and mutual accountability. To support this, we:

- Invest in comprehensive employee training programs
- Offer diverse integrity channels for raising questions or concerns
- Employ a dedicated Global Ethics and Compliance team

When concerns are voiced, our team follows a rigorous, standardized global protocol to thoroughly assess, investigate and resolve each issue. With this systematic approach, every employee’s input is treated with seriousness and care, reinforcing our unwavering commitment to ethical operations in all aspects of our business.



See [Our Integrity Manual](#) and comprehensive list of [Global Enterprise Policies](#) for more detail.

## Whirlpool Corporation Integrity Line

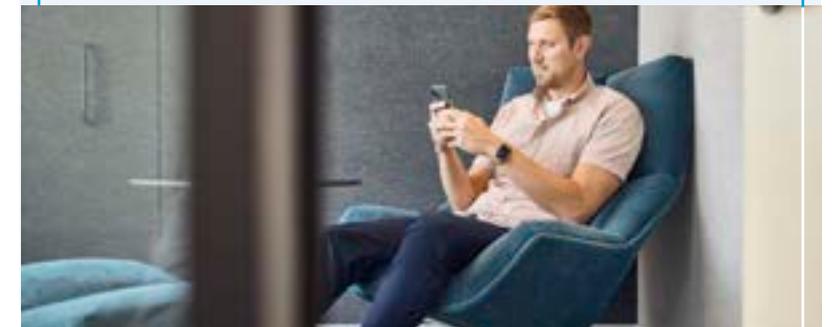
We prioritize our employees’ insights and believe their ideas are vital for our growth and success. [The Integrity Line](#) is a confidential resource that allows individuals to raise ethics-, compliance- and values-related questions or concerns anonymously and without fear of retribution or retaliation. This resource can be accessed via the web or phone and is administered by an independent third party with translation capabilities.

### Global Integrity Quarter

During this year’s Global Integrity Quarter, we covered an expanded list of topics and provided a wide array of opportunities for employees to participate in educational events and conversations related to our culture of ethics and compliance.

#### Topics covered during the Global Integrity Quarter included:

- Lead with Integrity
- Information Management
- Privacy
- Conflicts of Interest
- Competing Fairly
- Environment, Health and Safety





# OUR PRODUCTS

We reduce energy and water consumption, enhance recyclability and embrace circular design to create innovative, reliable and efficient appliances that benefit both consumers and the planet.

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- 25 Responsible Sourcing



# Sustainable Products

**We design best-in-class products that enhance the lives of our consumers while addressing global environmental challenges.**

Our Design for Sustainability approach integrates environmental responsibility across the entire product life cycle, from initial design and material choices to consumer usage and end of life. By employing circular economy principles, this approach reflects our commitment to creating sustainable, high-performing appliances that meet consumer needs while preserving energy, water and material resources. Through a focus on durability and reparability, we also work to ensure that our products are built to last.

Whirlpool Corporation is working to reduce emissions from our products in use (scope 3 category 11) by 20% by 2030, compared to a 2016 baseline, and achieved a reduction of over 65% from 2005 to 2024.<sup>1</sup>

## On a Water Mission in Latin America

Our Water Mission (“Misión Agua”) campaign in select countries in our Latin America region (LAR) underscores our commitment to water conservation and sustainability. This initiative aims to raise awareness about responsible water usage and achieving water savings through eco-friendly products such as high-efficiency washing machines and dishwashers.

### The Water Mission campaign advances:

#### Product Innovation

We communicate our commitment to the environment through the water-saving capabilities of our appliances. This includes the *Whirlpool* brand’s high-efficiency washing machines and dishwashers, which are optimized to reduce water consumption.

#### Consumer Education

We believe consumers are agents of change and give them tools to make positive changes and encourage the adoption of more sustainable practices at home.

#### Regional Impact

The principles of Misión Agua address pressing water scarcity issues in some countries. By promoting efficient water use, Whirlpool contributes to broader environmental sustainability efforts in the region.



*The Down With Food Waste consumer education campaign shows consumers how using a garbage disposal in conjunction with their green bin helps divert the maximum amount of food waste from landfills reducing methane emissions — benefiting communities and helping slow the acceleration of climate change.*

<sup>1</sup> On April 1, 2024, Whirlpool Corporation completed its transaction to divest the EMEA major domestic appliance business. 2024 scope 3 category 11 emissions data is inclusive of the EMEA business through the transaction closing date. In 2025, we will be reevaluating the baseline and boundaries associated with our scope 3 category 11 emissions target in response to changes in Whirlpool Corporation’s organizational structure.

# Washers: Setting a New Standard for Eco-Friendly Solutions

**More than a century ago, the business that would become Whirlpool Corporation introduced the first electric wringer washer. While life looks much different than it did in 1911, families' need to wash their clothes in a simple, efficient and affordable way remains constant. Today we are providing solutions our earliest consumers could only have dreamed of.**

## Launching a More Sustainable Washing Option

This year we launched a new *Consul* washer lineup in Brazil, representing the latest in sustainable washer innovations. These *Consul* models boast features that reduce the environmental footprint, such as:

- Eco Mode which can save up to 15% of water and up to 25% of electricity
- Water reuse which allows consumers to reuse water for other uses in their home
- Water level indicators to use the correct level of water, and
- Measured dosage which helps identify the ideal amount of laundry powder required for each wash.



## Building on a Legacy of Innovation

Whirlpool continues to increase investments in high-efficiency front load washers with 2024 product launches in North America like the *Maytag* Pet Pro front load washer and dryer and new *Whirlpool* brand front load washers and dryers. Whirlpool also opened new manufacturing lines in Argentina and India this year to expand production of front load washers in those countries.

In India, we completed a laundry energy transition project in 2024. A greater than 10% energy improvement was required to meet new regulations, and Whirlpool maintained a 5 Star rating, the highest energy-efficiency label assigned by India's Bureau of Energy Efficiency, for 100% of our washer portfolio.

Many of the washers in our brands' lineups today include environmentally sustainable features such as:

 Delayed Start, which allows consumers to set the washer to start at a later time, potentially allowing them to take advantage of off-peak electricity rates.

 Auto Sensing, which automatically adjusts water levels based on load size to help save water and energy.

These latest innovations build on a long legacy of advancement in washer technology, improving both energy and water efficiency.

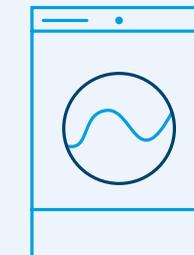
### 1910s

More than a century ago, the business that would become Whirlpool Corporation introduced the first electric wringer washer.

### 1990s

Whirlpool Corporation produced the first energy/water-efficient top load washer in 1998 and the first large capacity front load washer in the U.S. in 1999.

### 2020s



The average clothes washers built today use nearly 78% less energy than those built in 1992, while their capacity has increased by 60%.<sup>1</sup> In the U.S., ENERGY STAR-certified clothes washers offer approximately \$590 savings over the lifetime of the product compared to a standard top load model.

ENERGY STAR-certified front load washers use less energy and water than top load agitator washers:

**~45%**  
less energy

**~50%**  
less water

<sup>1</sup> Based on U.S. Department of Energy (DOE) testing data.

## Advancing Sustainability Across All Product Categories

Since Whirlpool Corporation's earliest days, we have innovated to make life at home more efficient. We're proud to lead the way in finding new ways to increase sustainability in our products without sacrificing performance for consumers.



### Innovations in Cooking

Innovative ranges offer consumers grilling and air-powered cooking cycles for enhanced cooking versatility. Across our regions, we offer electric, gas and induction cooktop and range products that meet consumers' needs with less energy. And in North America, we're collaborating with BORA, a German kitchen appliance company, on revolutionary induction downdraft cooktop technology that eliminates the need for a separate overhead ventilation unit.

<sup>1</sup> Source: [Home appliances get more power efficient to draw consumers. International Valor, October 2021.](#)

<sup>2</sup> Based on U.S. DOE testing data.

### Refrigeration Done Right

With the 2023 introduction of *SlimTech* insulation, refrigerator wall thickness could be reduced by up to 66% and capacity increased by up to 25%. In alternate configurations from increased capacity, *SlimTech* insulation walls allow a refrigerator to be up to 50% more energy efficient.

We're currently refining the recycling process of *SlimTech* with Goodwill's Green Works, a subsidiary of Goodwill Industries of Greater Detroit (Michigan), to recycle the metal from *SlimTech* doors, capture the insulation powder and return it to our raw material supplier for reprocessing.

In Brazil and India, we launched new refrigerator models to meet local energy standards, with a growing lineup of energy efficient offerings. In Brazil, our *Brastemp* brand launched refrigerators with inverter technology, which offers more precise temperature control. We offer refrigerators that earned the A+++ rating from Brazil's PROCEL label for appliance energy efficiency, the highest rating available for this standard.<sup>1</sup>



### Stand Mixers That Stand Out

According to a recent life cycle assessment, *KitchenAid* stand mixers have some of the best environmental impact ratings in their category. The *KitchenAid* stand mixer led in the areas of materials and material sourcing, electricity consumption and climate impact during product life. We use more sustainable materials like zinc in our stand mixer and are in the process of reducing the use of single-use plastic in packaging for our small appliance products. We are currently transitioning to expanded polystyrene (EPS)-free packaging for small appliances shipping to Australia and New Zealand in 2025, which has the potential to avoid more than 25,000 pounds of EPS per year.

### Dishwasher Designs for All

We're continually finding ways to make dishwashing more efficient and more accessible. Whirlpool dishwashers use significantly less water and energy, saving an average of 2,500+ gallons of water per year compared to hand washing. And the average dishwasher today uses 50% less water and 37% less energy than those made in 1998.<sup>2</sup> On select new dishwasher models in 2024, we introduced a Door Opening System that uses fresh air to dry dishes, reducing energy consumption in the drying phase. We are also innovating with inclusive design. In addition to the Americans with Disabilities Act-compliant dishwasher models, we're offering a Spin&Load Dishwasher Rack accessory, a rack that rotates from a center point for greater accessibility, which can be helpful to a variety of consumers. A wheelchair user can park in one spot and reach the entire bottom rack of the dishwasher from that position.



# Sustainable Use

**As a global leader in home appliances, Whirlpool strives to minimize our environmental footprint by adopting energy-efficient technologies, enhancing reparability and recyclability and promoting a circular economy without compromising on performance, product safety, reliability and our high standards.**

## Scope 3 Emissions

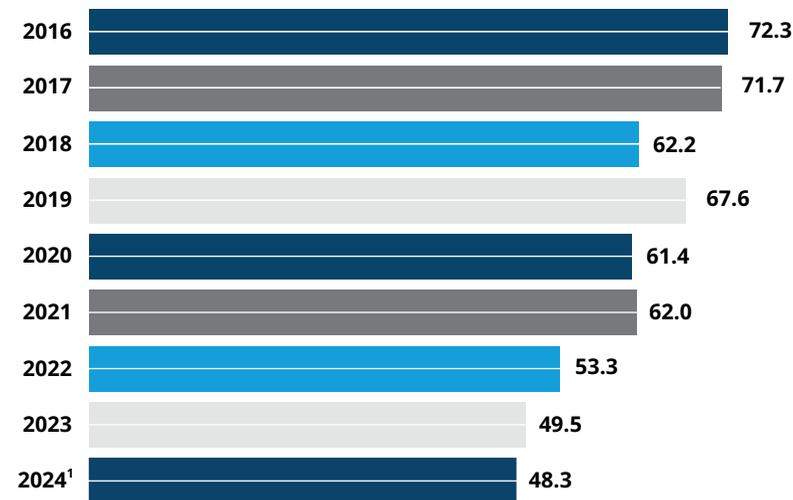
Through assessments of our major appliances, we have learned that our largest area of impact is in the product use phase due to energy consumption (scope 3 category 11). For this reason, increasing product energy efficiency through design and engineering innovations is a top priority.

In 2024, we saw an ~2.5% reduction in greenhouse gas emissions from the use of our products as a result of product efficiency improvements and grid improvements in most sales regions. We also engaged regularly with platform stakeholders to find opportunities to meet or exceed our scope 3 category 11 emissions target, developed a cross-category energy-efficiency roadmap and invested in improvements to our emissions reporting process.

We continue to progress toward our Science-Based Targets initiative-approved target of 20% reduction in emissions resulting from the use of our products (scope 3 category 11) by 2030, compared to 2016 levels. Recent wins in this area include a growing number of ENERGY STAR-certified products in our portfolio, more cooking appliances that do not use gas and other product innovations such as *SlimTech* refrigeration insulation that help reduce lifetime emissions. We are continuously enhancing our emissions modeling capabilities to project business scenarios and rank contributing factors, supporting progress tracking toward our targets.

### Scope 3 Category 11 Emissions

(MT CO<sub>2</sub>eq in millions)



### Understanding the Life Cycle of Our Products

We use life cycle assessments to analyze the environmental impacts of our products, often using a single product as a representative example of impacts across a particular category.

For example, we recently performed a life cycle assessment for our *KitchenAid* small appliance products, including the stand mixer, blender and food processor, examining materials and supplier operations, manufacturing, use, distribution and end of life.



<sup>1</sup> 2024 scope 3 category 11 emissions data is inclusive of the divested EMEA business through the transaction closing date. In 2025, we will be reevaluating the baseline and boundaries associated with our scope 3 category 11 emissions target in response to changes in Whirlpool Corporation's organizational structure.

## Circular Economy

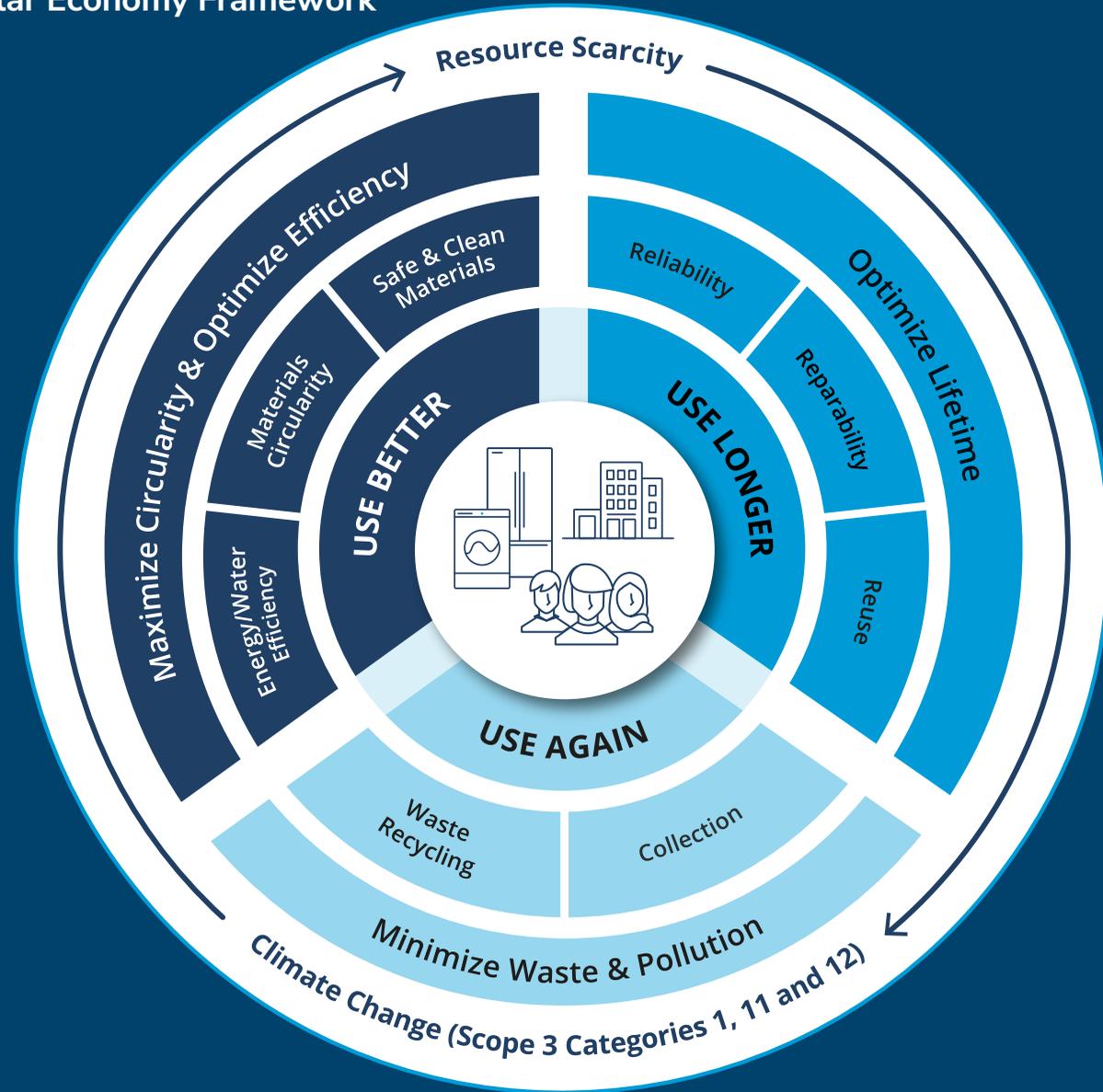
Whirlpool is committed to integrating circular economy principles into our product design, manufacturing and in the management of appliances' end of life. We leverage our expertise as a leader in sustainable design as well as that of suppliers throughout our supply chain to design products, processes and systems that help to minimize waste, maximize resource efficiency and promote the reuse and recycling of materials throughout a product's life cycle. We focus on embedding reliability, reparability and durability into the product development process, taking steps to engineer our products for sustainability.

Circularity is a key component of our sustainability strategy, embedded company-wide and aligned with standards such as International Organization for Standardization (ISO) 14009:2020, which helps increase circularity across the life cycle of our products. Our approach encompasses:

- Material choices to minimize the use of virgin and/or fossil-based materials
- Circular use to extend and optimize the useful lifetime of products
- End-of-life product recovery to minimize e-waste pollution and allow material recycling

Recognizing the complexity as well as opportunity embedded within the life cycle of durable consumer goods, Whirlpool Corporation established an Enterprise Circularity program at the beginning of 2024. Enterprise Circularity represents the intersection of the concepts of Using Better, Using Longer and Using Again, while also incorporating the potential for developing new sources of revenue and value recovery.

### Our Circular Economy Framework



## Materials Use

We select product materials with the same care and attention that our consumers use when choosing appliances for their homes and adhere to current industry compliance standards stating what is not in a component.

### Restricted Materials List

We use a restricted materials list with our suppliers to help ensure that our products comply with various regulations relating to the use of chemicals, materials and other substances in our products. Our policies and materials guidance are reviewed and updated yearly to reflect new restrictions and consumer requirements. This process fosters proactive strategies that pave the way for future material innovations.

Suppliers play a pivotal role in our efforts, and we focus on equipping them with the tools and capabilities needed to increase and accelerate disclosure. We use surveys and other means to assess their performance and alignment with our standards and policies.

### Packaging

Whirlpool seeks ways to replace non-recyclable packaging and other disposable materials with more eco-friendly solutions. We collaborate with suppliers on design enhancements and suggest alternative materials. As one example, we are actively exploring alternatives to traditional single-use plastic packaging. Through technical qualifications, we have also identified opportunities in foam and film replacements without compromising product performance. These developments are expected to help us reduce our dependence on fossil fuels, minimize scope 3 emissions and increase our use of renewable resources.

### Material Recyclability

We recently successfully replaced virgin plastic materials with post-consumer resin (PCR) in our Rio Claro and Joinville plants in Brazil. A resin blend containing recycled plastic is now being used on washer tubs and refrigeration evaporation trays. In 2024, this increased the PCR content in laundry tubs to 12% and in evaporation trays to 60%, without impacting quality or performance.



## Product Safety

Whirlpool has a comprehensive product safety system, encompassing the entire product life cycle and focused on identifying, evaluating and mitigating potential hazards to ensure consumer safety. Our safety system is designed to prevent issues from occurring. Therefore, we focus on training and development of our employees, the design and manufacturing of our products, and setting policies that promote proper oversight and governance of product safety. Many of our management systems are certified to industry standards.

To help equip employees across functional areas to meet expectations for product safety, we offer various training and competency programs. In our product development functions, we require each employee to achieve a targeted level of tools and methods proficiency based on their level in the organization. In our manufacturing function, Whirlpool employees are trained on the importance of process control and critical parameter management to promote the highest standards of quality and product safety.

In addition, we have procedures in place to monitor consumer complaints that could be evidence of a potential product safety risk. This allows us to quickly identify root causes of incidents, gives us the information we need to pursue corrective and preventive actions to help eliminate the possibility of recurrence and informs our decisions to pursue a recall where necessary to protect consumers. When we choose to initiate a recall, Whirlpool discloses this publicly, and we have procedures in place to manage recall operations and crisis management. There were no recalls initiated in 2024.

In 2024, 100% of new products launched to the market were evaluated in our own engineering test laboratories against internal and external product safety standards and tested and certified by a third-party laboratory. We also implemented an independent audit program for our product safety operations, which provides a “fresh eyes” review, fostering disciplined execution and identifying corrective

actions where needed in the system. An audit was completed in 2024, resulting in the highest possible result, with subsequent audits scheduled for following years.

Whirlpool participates in industry technical committees to elevate external safety standards that protect consumers and advance product safety across the industry. In 2024, we had 89 employees participate in technical committees and nine employees leading with insight, data and expertise. We are taking decisive actions to sharpen our involvement and leadership in these efforts in coming years.

## Prioritizing Reliability

We intentionally design products with reliability — and therefore safety and sustainability — in mind. To make our products more reliable and protect our consumers, we have developed accelerated lifespan and forced failure testing which allow us to anticipate issues and design appropriate solutions. We craft our products for enduring quality and support consumers with warranty programs and component accessibility.

**PRODUCT SAFETY METRICS**

**655**  
employees' product safety competency improved through training and application

**4,340+**  
hours of training time completed

**18**  
potential safety issues resolved

**0**  
recalls issued



## Product Quality

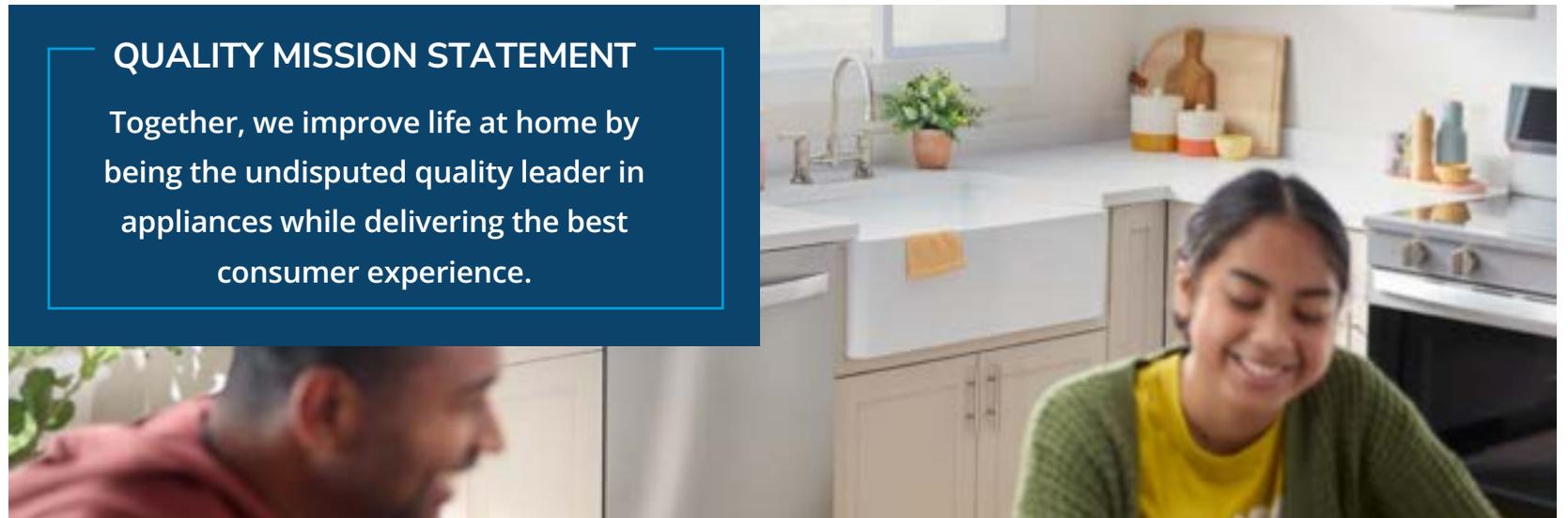
Our product portfolio is at the center of everything we do, and we are passionate about our products' quality. In 2024, we refreshed our Quality Principles and shared them across the organization. This work builds upon the new approach to our Product Leadership Scorecard, which prioritizes three important elements of consumer feedback — Quality, User Satisfaction and Value (a metric that weighs the cost of a product alongside its features, aesthetics and craftsmanship). This approach has raised the bar for the level of quality we expect to deliver to our consumers.

### Designing Quality Products

To drive advancements across a broad scale, the Quality team joined a cross-functional effort to create an improved Whirlpool Product Development process. One outcome of this work was the creation of a new Project Maturity Workbook to simplify project assessments and embed our longstanding Advanced Product Quality Planning principles into a common assessment tool. We also embedded Quality roles directly into project execution teams and engineering functions.

### Reacting to Quality Events

To address quality events when they do occur, we introduced several improvements in 2024, including an expanded Corrective Action/ Preventive Action system across all manufacturing locations and product categories that helps us better identify and prevent issues throughout the product life cycle. In 2024, we closed issues 35% faster by implementing a new management system for improved visibility of all open issues in the system. We also introduced data analytics tools that allow us to react swiftly to quality issues in the field. With these enhanced tools and early warning detection systems, we can identify potential issues faster than ever before to protect our consumers.



### QUALITY MISSION STATEMENT

Together, we improve life at home by being the undisputed quality leader in appliances while delivering the best consumer experience.

### Our Product Awards and Recognition



**Best Top-Load Washers — Best for Pet Owners**  
Architectural Digest  
*Maytag*

**Best Product Awards: Kitchen — Best Refrigerator**  
**Best Kitchen Appliance Brands That Offer Unparalleled Performance**  
Forbes Vetted  
*Maytag*

**Best Wall Oven Brand**  
Consumer Reports  
*KitchenAid*

**Best of The Kitchen & Bath Industry Show (KBIS)**  
Reviewed.com  
*JennAir 30" Column Refrigerator with SlimTech insulation technology*  
*KitchenAid Counter Depth 4-Door Refrigerator*

**Best Washing Machines — Best for Pet Households**  
Tom's Guide  
*Maytag*

**Best Electric Dryers — Best Budget**  
Forbes  
*WhirlpoolBest Espresso*

**Red Dot Award: Product Design**  
*KitchenAid Espresso Collection*

**Best Refrigerators — Best for Small Kitchens / Best Brand for Replacing Parts**  
CNET  
*Whirlpool*

**Best Washer and Dryer Sets — Best for Pets**  
U.S. News & World Report  
*Maytag*

**Machines for At-Home Baristas — Best Fully Automatic Best Products**  
*KitchenAid*

**iF Design Award**  
*KitchenAid Go System*  
*KitchenAid Grain and Rice Cooker*

**Best of KBIS Gold Award**  
*JennAir 30" Column Refrigerator with SlimTech insulation technology*

## Repairability and Refurbishment

To make our products more repairable, we make components accessible and easy to disassemble and offer spare parts for at least seven years in our North America region and 10 years in Europe and LAR. Our cross-functional team is working to make access to documentation, tools, diagnostics, service parts and firmware available to anyone who wants to repair and lengthen the lifespan of our products, adding to our already robust library of repair manuals.

Occasionally, products may be damaged, returned or discarded early in their lifespan. In these cases, they often can be restored to like-new condition at one of our refurbishment centers. There, they undergo a comprehensive inspection, are repaired if needed, tested and resold or sometimes donated to nonprofits through programs like our Feel Good Fridge program in the U.S. and disaster relief organizations. Whirlpool operates refurbishment centers in North America, South America and Europe. We operate these centers both independently and in collaboration with logistics centers, where we also repair and refurbish products.

### Promoting Repair and Refurbishment in the United States

Our *KitchenAid* Small Appliance Operations in Greenville, Ohio, inspects, repairs and refurbishes small appliance returns from the U.S. and Canada. In 2024, the team added seven new categories of products to their refurbishment process and refurbished more than 95,000 products, representing 43% of the returned product received. Many of the refurbished products are re-sold through internal sales with proceeds being donated to United Way.

#### GLOBAL REFURBISHMENT CENTERS RESULTS IN 2024:

**618,925**  
total returned  
products

**390,076**  
total refurbished  
products

**63%**  
returned products  
refurbished



## End-of-Life Management

End-of-life products are disposed of in line with Waste of Electrical and Electronic Equipment regulations. For countries with an Extended Producer Responsibility (EPR) policy in place, we work through producer responsibility organizations to comply with regional targets. For countries without an EPR policy, we aim to promote responsible collection and treatment of disposed appliances either directly or indirectly.

To manage compliance and improve oversight of our waste management processes, we developed and implemented a Recycling Service Agreement with our vendors. This agreement requires they comply with local laws and regulations for proper waste management and provides procedural guidelines to help ensure that any hazardous components (as defined by laws and

regulations) are properly identified and processed in the end-of-life phase. We also require suppliers and subcontractors to follow the Basel Convention regarding the ban or exportation of e-waste from Organisation for Economic Co-operation and Development (OECD) countries to non-OECD countries.



### Addressing Electronic Waste in Brazil

In Brazil, Whirlpool is the first appliance company to offer free home collection nationwide for electronic equipment waste of any brand weighing more than 30 kilograms, including refrigerators, washing machines, dryers and ranges, through our Take Back System.

Consumers can also take small electronics and appliances to more than 15,000 collection points across 5,558 municipalities, throughout the country, free of charge. Whirlpool works with Circulare, a platform that connects a circular economy ecosystem focused on electronic waste management. Our Take Back System helps address the challenge of 2.4 million tons of electronic waste generated annually in the country,<sup>1</sup> fostering materials recycling and avoiding environmental impacts.

<p><b>55,000+ tons</b> electronic waste treated through Whirlpool Corporation's Take Back System (Sept. 2023–Dec. 2024)</p>	<p><b>15,000+</b> collection points nationwide</p>	<p><b>100%</b> of Brazil's territory municipalities with free home collection</p>
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<sup>1</sup> Source: [2024 E-waste monitor](#). United Nations Institute for Training and Research, November, 2024.

# Responsible Sourcing

Through our responsible sourcing strategy, we work to align purchasing practices with Whirlpool Corporation's overall environmental, social and governance strategy, promote compliance and enable sustainability through our supply base.

## Supplier Engagement

We follow sourcing standards that promote human rights and the responsible production of materials and components. Our Supplier Code of Conduct (SCoC) helps ensure our suppliers stay aligned with our values and high standards, and our compliance program governs responsible sourcing and mitigates compliance risks associated with third-party providers. We conduct due diligence and auditing activities through our SCoC auditing, third-party due diligence screening and conflict minerals tracking programs to support compliance with our high standards.

In 2024, we implemented an updated SCoC into the on-site audit process. While the values in the SCoC remain the same, the updated code promotes robust alignment with current corporate social responsibility standards and expectations consistent with Our Integrity Manual. This includes additional content and clarity around worker health and safety, forced labor and environmental management. We use screening and risk assessment criteria to prioritize frequency and cadence of audits across our supply base. If an issue arises, we can quickly identify it and provide remedial support.

## Expanding Supplier Sustainability Assessments

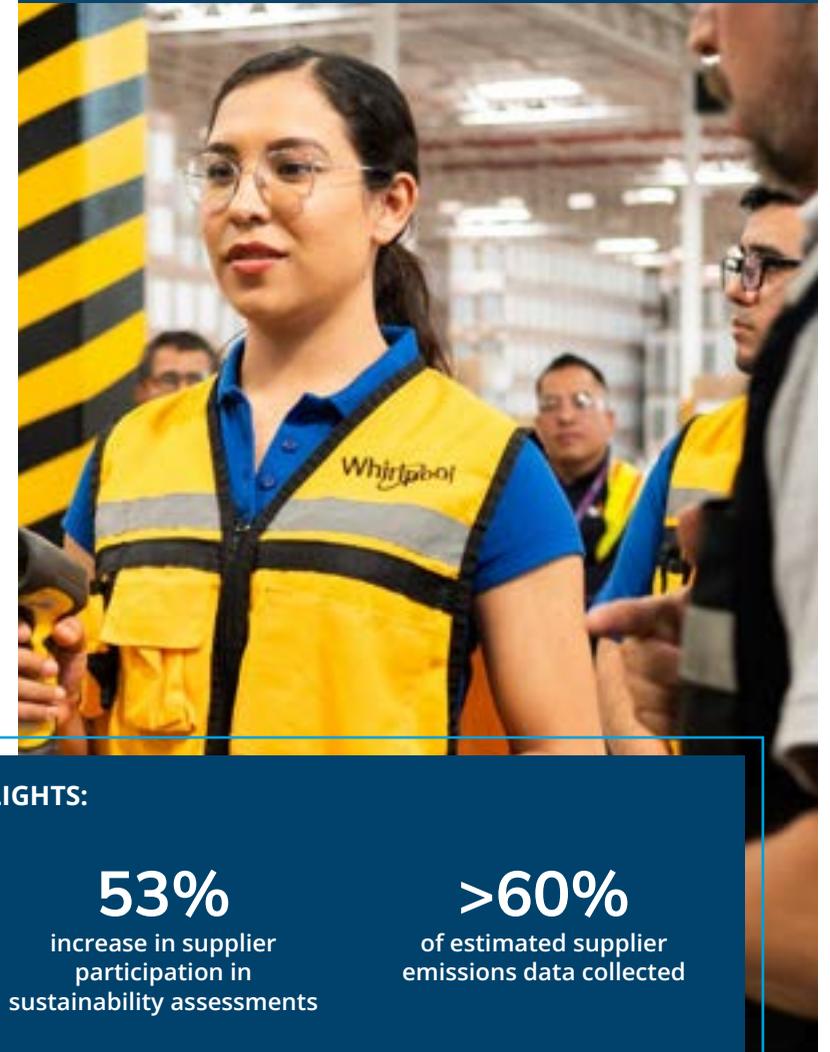
In collaboration with EcoVadis, we assess the overall sustainability performance of our suppliers to learn more about their environmental, social and ethical business practices. We provide suppliers with education and capability-building opportunities, including working with lower-performing suppliers to improve in targeted areas. Additionally, for suppliers that operate in areas with higher labor-related risks, we leverage the assessments to evaluate labor, human rights and supply chain practices. We also assess actions related to carbon emissions management. To enhance visibility and better inform purchasing decisions, we have developed an internal dashboard for supplier sustainability performance for our global procurement team.

## Supply Chain Emissions

In 2024, we took a significant initial step forward by collecting from our suppliers their scopes 1 and 2 emissions. This initiative will help us better understand our current scope 3 category 1 emissions landscape and support the development of future emissions reduction strategies. We've seen a strong initial response, with data covering over 60% of our estimated direct supplier emissions, providing a solid baseline to drive meaningful progress toward our sustainability goals.



See our [Supplier Code of Conduct](#) for more detail.



### 2024 HIGHLIGHTS:

271

SCoC audits performed

100%

of high-risk suppliers screened and dispositioned

53%

increase in supplier participation in sustainability assessments

>60%

of estimated supplier emissions data collected

## Enhancing Supplier Discovery

We believe that a diverse pool of suppliers results in innovative ideas, high-quality products and greater representation for our ever-growing diverse consumer base. We encourage inclusive procurement practices that widen the pool of potential suppliers, promote competition and improve results.

One way we advance inclusive procurement practices is through internal trainings. To further grow and diversify our supplier network, we are investing in pipeline-building initiatives. Our sourcing processes include mechanisms to encourage greater inclusion for all suppliers in business opportunities.

## Conflict Minerals Management

Managing conflict minerals is a key component of our responsible sourcing efforts. Conflict minerals — 3TG minerals (tantalum, tin, tungsten, gold) — are commonly mined in areas associated with significant human rights and environmental concerns, as well as extraction practices not in alignment with our own standards of safety and ethics. These metals are essential to many products we use daily. Whirlpool actively engages with suppliers to support adherence to our conflict minerals policy. We conduct an annual review of our supply base to communicate with vendors that may handle 3TG minerals and survey our vendors to learn about their individual practices and better understand their exposure to known areas of concern.

In 2024, we continued to survey suppliers on vendor practices regarding conflict minerals. We reached out to a greater number of suppliers than in 2023, receiving 22% more responses, which provided more visibility into our supply chain.





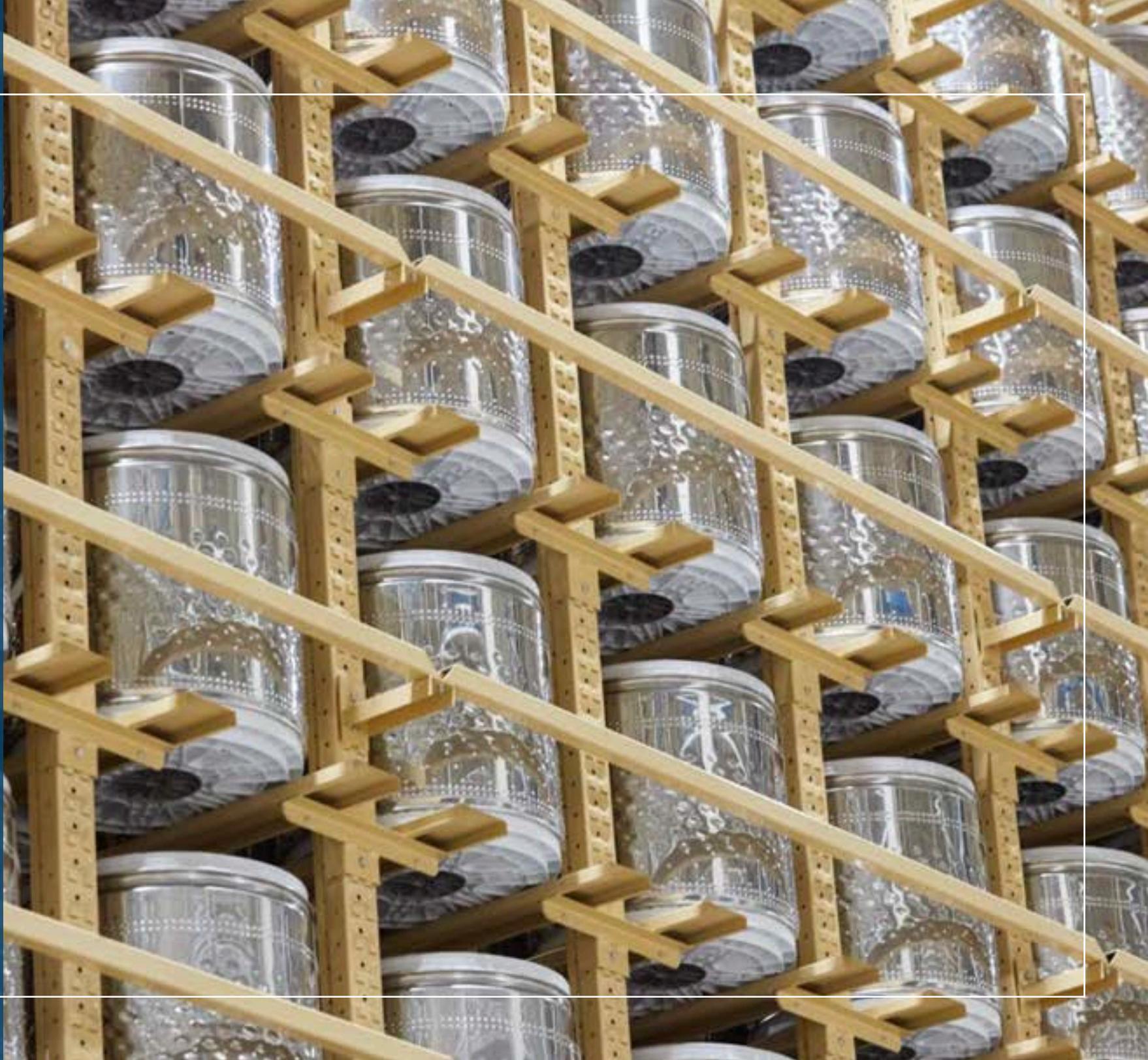
# OUR PLANTS AND OPERATIONS

Driven by innovative, modern technology and individuals who look after the safety and well-being of one another, Whirlpool Corporation facilities aim to be the benchmark for global manufacturing excellence.

## IN THIS SECTION

28 Sustainable Operations

35 Occupational Health and Safety



# Sustainable Operations

Through strategic investments and strong facilities management systems, we continue to make our manufacturing and distribution network stronger, delivering best-in-class, global operational excellence.

Whirlpool Corporation's facilities operate under our "We Care" Environment, Health, Safety & Sustainable Operations (EHSS) Management System, an operating framework which is aligned to International Organization for Standardization (ISO) 14001:2015 and 45001:2018. We Care outlines four commitments for employees at all our workplaces:

- Protect our people
- Preserve the environment
- Enable the business and our people to act sustainably
- Share the responsibility

Our use of World Class Manufacturing (WCM) methodology helps to improve productivity and quality while reducing losses in production systems. Further, WCM promotes responsible resource use throughout our facilities. We also use real-time data and analytics, artificial intelligence and equipment connectivity to maintain a best-in-class manufacturing and distribution network that reduces energy consumption, resource use and carbon emissions.



## World Class Manufacturing

 SAFETY	 COST DEPLOYMENT	 FOCUSED IMPROVEMENT	 AUTONOMOUS MAINTENANCE	 WORKPLACE ORGANIZATION	 PROFESSIONAL MAINTENANCE
 QUALITY CONTROL	 LOGISTICS AND CUSTOMER SERVICE	 EARLY EQUIPMENT MANAGEMENT	 PEOPLE DEVELOPMENT	 ENVIRONMENT AND ENERGY	

# Energy and Emissions

Energy and emissions reductions are fundamental to a WCM operation and the centerpiece of our environmental footprint management. In 2003, Whirlpool Corporation was the first appliance manufacturer to set an emissions reduction target. In 2021, we announced our global commitment to reach Net Zero emissions, scopes 1 and 2, in our plants and operations by 2030, and have continued to make significant progress in emissions reductions each year.

Our innovative manufacturing processes require a lot of energy. As a key driver of greenhouse gas (GHG) emissions reduction, energy management is a priority within our four-point plan to achieve our Net Zero emissions target.



## Our Four-Point Plan to Reduce GHG Emissions

1



### Reduce Energy Usage

Reduce energy consumption through both WCM efficiency projects and facility retrofits. Projects include LED lighting, compressed air use reductions, and boiler and HVAC optimization.

2



### Expand Renewables

Implement 100% renewable energy for electricity consumption.

3



### Electrify/Substitute

Electrify and substitute fossil fuels (with hydrogen, bio-gas or other) everywhere possible to reduce scope 1 emissions.

4



### Carbon Offset Credits

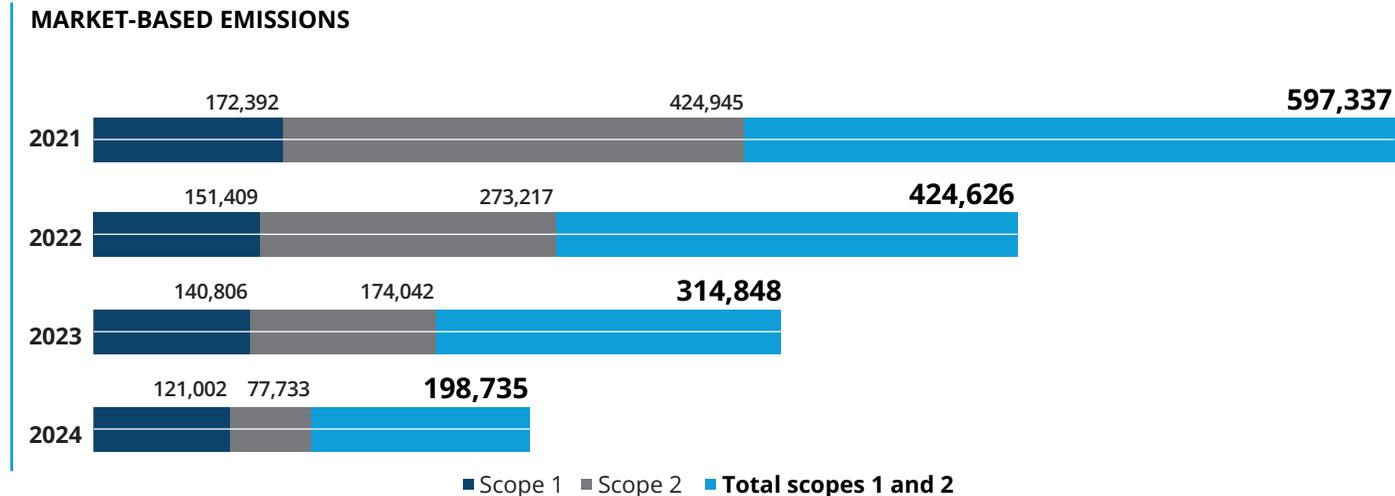
If necessary, invest in high-quality carbon removal projects and any other carbon credits to offset unavoidable emissions.

## Progress Toward Our Goals

In 2024, we reduced scopes 1 and 2 emissions by 36%<sup>1</sup> compared to 2023, keeping us on track to achieve our 2030 goal. This is the third year in a row that we have achieved double-digit reduction. Reducing energy usage has been a key driver for these results, with the Energy pillar in WCM guiding our efforts to lower energy costs and improve energy efficiency. In 2024, including the Europe, Middle East and Africa (EMEA)<sup>2</sup> region which we divested in early Q2, we fell short of our energy intensity target of 3% reduction for the year. For operations in North America Region, Latin America Region, and India, we achieved an 8% year-over-year reduction in energy intensity in 2024.

In the United States, we had a significant milestone in 2024 in our path to Net Zero. Whirlpool has achieved our goal to reduce 50% of the GHG emissions in our U.S. manufacturing sites from the 2019 base year, in support of the U.S. Department of Energy (DOE) Better Climate Challenge.

### Driving to Net Zero Emissions in Our Plants and Operations (MT CO2eq)



<sup>1</sup> The 36% reduction includes 18% from the divestiture of the EMEA region and 18% from focused projects.

<sup>2</sup> On April 1, 2024, Whirlpool Corporation completed its transaction to divest the EMEA major domestic appliance business. 2024 scope 1 and 2 emissions data is inclusive of the EMEA business through the transaction closing date. In 2025, we will be reevaluating the baseline and boundaries associated with our Net Zero emissions target in response to changes in Whirlpool Corporation's organizational structure.

### High-Impact Energy Efficiency and Decarbonization Projects Implemented in 2024

**Celaya, Guanajuato site, Mexico:** The pre-paint cleaning process electrification is a great example of one of our main paths to decarbonization of our plants through substitution of fossil fuels. The Celaya Energy pillar team replaced the use of steam from a central boiler with localized electric heaters, with a goal to eliminate natural gas and reduce around 700 metric tons (MT) of carbon dioxide equivalent (CO2eq) emissions, contributing to approximately 5% reduction in their total scope 1 emissions.



**Findlay, Ohio site, United States:** The Findlay site implemented a regenerative thermal oxidizer pollution abatement system, replacing a direct-fired natural gas system with a more energy-efficient solution. The new system uses ceramic media to capture and reuse waste heat, enabling the efficient and effective destruction of volatile organic compound emissions from a paint operation. This project will significantly reduce natural gas consumption and avoid approximately 1,500 MT of CO2eq emissions, contributing to a roughly 14% reduction of the site's scope 1 emissions.

**Supsa site, Nuevo León, Mexico:** The site purchased an advanced burner control system for the polymerization oven to improve efficiency and decrease natural gas use. This change will reduce CO2eq emissions from refrigerator door paint-curing ovens and will reduce approximately 625 MT of CO2eq emissions at the site, contributing to approximately 19% reduction in their total scope 1 emissions.

## Operational Innovations to Reduce GHG Emissions

We are continuing to work with Centrepolis Accelerator at Lawrence Technological University in Southfield, Michigan, to research opportunities for sustainability innovations for our operations.

In October, the U.S. DOE Industrial Efficiency and Decarbonization Office awarded \$1.2 million in federal funding to advance efforts to improve energy efficiency in industrial coatings led by Centrepolis Accelerator. The project will validate and pilot a lower-energy, laser-based powder coat curing technology for decarbonizing industrial coating operations with Whirlpool as a key industry advisor, as well as IPG Photonics and PPG Industries. This advanced technology is designed to replace traditional natural gas curing ovens, offering a more energy-efficient, electrically powered alternative that reduces on-site GHG emissions.

The project aligns with the DOE's Industrial Heat Shot™ initiative, which aims to develop cost-competitive technologies to decarbonize industrial heat by reducing GHG emissions by at least 85% by 2035.



### Whirlpool Recognized as a Top Green Energy Investor in the U.S.

Whirlpool Corporation's investment in renewable energy has been recognized by the U.S. Environmental Protection Agency (EPA) as being among the highest in the country. In 2024, we ranked 60th in the EPA's National Top 100 List of the largest green power users from the Green Power Partnership, 14th on the Top 30 On-site Generation list and 34th on the list of Green Power Partners from the Fortune 500®. According to the EPA, we purchase more than 301 million kilowatt-hours of energy from renewable sources annually in the U.S.,<sup>1</sup> representing 86% of our manufacturing operations' total power needs.

We joined the EPA's Green Power Partnership in 2019 by declaring our voluntary investment in green power to protect human health and the environment.

<sup>1</sup> Source: [Whirlpool Corporation's Strategy for Renewable Energy in Its North America Operation Puts Company on EPA Green Power List Recognized for Green Power Leadership](#), Whirlpool Press Release, May 2024.

## Renewables

Second only to the reduction of energy use overall, replacing fossil fuel-powered electric energy with renewables is a priority for Whirlpool. We have invested heavily in the development of on-site renewables — primarily wind and solar — at our operations around the world. These investments are supplemented by off-site renewable energy purchases.

### United States

In 2025, Whirlpool aims to have on-site renewables at all small appliance, dryer, washer and dishwasher manufacturing plants in the U.S. Currently, we have operational installations at four facilities, with one in development and multiple projects in the investigation stage.

SITE	RENEWABLE TYPE	STATUS	INSTALLED CAPACITY
 <b>Ottawa, Ohio</b>	Wind 	Operational	30% of site's electrical power needs
 <b>Greenville, Ohio</b>	Wind 	Operational	>70% of site's electrical power needs
 <b>Findlay, Ohio</b>	Wind/solar  	Operational Additional capacity expected to be operational in early 2025	13% of site's electrical power needs Expected to increase to >85%
 <b>Marion, Ohio</b>	Wind/solar  	Operational Potential project for additional capacity in the planning stage	19% of site's electrical power needs Potential to increase to >70%
 <b>Clyde, Ohio</b>	Wind/solar  	Under construction Expected to be operational in 2025	70% of site's electrical power needs (expected)

In 2024, for the first time, we are matching 100% of our electric energy consumption not generated from on-site systems in the U.S. manufacturing sites with support from two off-site renewable energy projects: the Engie Limestone Wind farm in Dawson, Texas, and Mesquite Sky in Callahan County, Texas.

### Brazil

In Brazil, for the first year, we matched 100% of our electricity consumption in our manufacturing operations and regional headquarters with renewable energy credits (RECs). In addition to RECs, we have a small solar farm at our Joinville location in Brazil.

### India

On-site renewable energy in our India manufacturing plant covered approximately 18% of our total energy consumption in the country in 2024. This includes three solar rooftop installations, one in each manufacturing site, which combine to 9 megawatts (MW) of total energy capacity, including a recent addition of 0.5 MW capacity to the Puducherry site. We plan to continue this expansion of on-site renewables.

### Mexico

In 2024, we increased our purchase of RECs to match approximately 50% of electricity consumption across our sites in Mexico.

## Resource Management

Although GHG emissions and energy management are the most material environmental impacts across our operations, we are also working to improve our water and waste management and support for biodiversity. Whirlpool Corporation's We Care EHSS Management System provides a common framework for our plant teams to help them manage resources around each facility and to reduce our environmental footprint.

### Water

Water is a critical resource that we rely on to produce our products. We maintain high standards which, in many locations, exceed regulatory expectations. Our site in Findlay, Ohio, for example, has installed new real-time metering technology with 12 meters at machine level, through which the site was able to identify more than 7 million gallons of water loss.

Whirlpool is also a signatory to the CEO Water Mandate, a commitment to water stewardship under the United Nations Global Compact. By being an endorsing company, we committed to action across six key areas, including direct operations. Over the past few years, we have worked to improve the efficiency of our operations by reducing water intensity (water withdrawal by products produced). In 2024, we achieved our goal of 3% reduction in water intensity.

Water risk assessments are conducted regionally with use of the World Resources Institute's Aqueduct tool to look at current and future water risks. Some of our global operations are located in areas of water stress, and in these sites, reducing water consumption is a bigger priority. Two examples include our Celaya site in Mexico and our Puducherry site in India. Celaya used an electrification project to eliminate one boiler, which helped the site reduce water intensity by 14% in 2024, while the Puducherry site installed a recirculation unit at the research and development center to recirculate water used in washing machine testing, which contributed to a 25% reduction in water intensity in 2024.

### Wastewater Treatment and Reuse

Whirlpool acknowledges the potential adverse impact of wastewater and potential pollutants on water ecosystems. We track the use of hazardous chemical substances and reduce or phase them out where possible, through a chemical prioritization methodology pursued by the Environmental pillar within WCM. We also work to continually improve our processes and equipment through new technologies. For example, over the past few years, Whirlpool has developed robust coating systems for metal corrosion protection that use nanoceramic conversion instead of phosphating, the former being less chemical- and water-intensive.

We treat all industrial and sanitary discharges from manufacturing facilities either on site or externally, depending on the facility and local legal requirements. At some sites, we've made additional investments in water treatment technology so that we can reuse water on site. For example, in Rio Claro, Brazil, all the effluent from the technology center is treated at the internal wastewater treatment plant, which was designed to allow for 100% internal reuse of the volume treated. Our Pune and Puducherry sites in India reuse 100% of the industrial and sanitary wastewater treated on site for gardening and in toilets. Our Celaya site in Mexico reuses 100% of the sanitary wastewater treated on site for gardening.

### Waste

Our Zero Waste to Landfill (ZWtL) approach to waste management, in alignment with our We Care Management System, represents a best-in-class approach to diverting waste away from permanent landfill. We invest in plant efficiency, waste reduction, recycling and other efforts to reduce waste and contribute to a circular economy.

**~32,000 tons**  
of waste diverted from permanent landfills through  
ZWtL program since 2016

In 2024, we achieved a 97% or higher landfill diversion rate in all our global manufacturing sites, including significant improvements made to our Fatima, Argentina, site and our Racine, Wisconsin, *InSinkErator* site. Both sites had achieved a 95% diversion rate in 2023, and in 2024, two years after integration into the corporation's portfolio, the Argentina site moved to 99% diversion rate and Racine to 97% diversion rate. To achieve these results, both sites worked, among other initiatives, on improving waste segregation at the shop floor. The Racine site worked to improve their recycling rate of heavier plastic and shrink wrap, and the site in Argentina worked to improve their recycling rate of packaging waste.

### Hazardous Waste

Whirlpool first set a goal to reduce hazardous waste generation in 2022, and since then our performance (hazardous waste intensity per product produced) has improved by over 25%. To achieve these results, Whirlpool has worked with a few focus sites in Brazil and Mexico, where hazardous waste generation is higher in comparison to other sites, due to differences in waste regulations. Projects included internal reuse of chemicals, on-site treatment of oily water, improved segregation of contaminated and non-contaminated personal protective equipment and recharacterization of waste streams in alignment with environmental agencies.

## Biodiversity and Employee Engagement

As a global company, Whirlpool Corporation has operations in many types of ecosystems. We are committed to protecting these life-sustaining resources for future generations. Some site-specific programs include:

### “Sustainable Pathway” Program in Joinville, Brazil

Our Joinville site boasts 174,522 square meters of protected green area. The site developed a path where people can walk and learn more about the local fauna and flora through visual information boards. Along the path, the site also implemented the WBee project, a dedicated area to preserve local species of stingless bees and support pollination of local flora. In 2024, more than 1,700 people, including Whirlpool employees, students and local authorities, had the chance to visit and learn.



### Reforestation in the Mountains of Coahuila, Mexico

In 2024, more than 100 volunteers, including Whirlpool employees and their family members, planted 850+ trees in a region that has suffered severe forest fires in recent years, affecting biodiversity, water quality and air quality. Since 2017, nearly 5,150 trees have been planted in the region.



### Employees Are Eco-Conscious in the Home and Office (ECHO)



In 2024, members of ECHO, an employee environmental group, championed sustainability initiatives across multiple locations. At the Benton Harbor, Michigan, headquarters, ECHO members focused on supporting local ecosystems and reducing waste. They maintained a monarch butterfly waystation to aid in butterfly migration and established a thriving vegetable garden that provided over 300 vegetables donated to employees. The team also demonstrated their commitment to the community by cleaning up over 950 pounds of trash from local parks, beaches and roads.

To minimize environmental impact within the workplace, ECHO, working with cafeteria management, successfully transitioned some cafeteria meals to compostable containers, achieving a 35% reduction in plastic waste. At the *InSinkErator* headquarters in Wisconsin, ECHO implemented a plastic and snack wrapper collection and recycling program in collaboration with TerraCycle.

Expanding its reach beyond the United States, ECHO launched new chapters in Brazil and Mexico, further solidifying its commitment to global environmental responsibility and empowering employees worldwide to become active changemakers.



# Occupational Health and Safety

**Every Whirlpool employee, everywhere, shares the responsibility for protecting their own safety, as well as the safety of their colleagues, contractors and other visitors.**

The health and safety of our people, including visitors and contractors, is critical to the operation of our company. Our We Care EHSS Management System guides our risk-reduction efforts. Each manufacturing location self-assesses against these standards annually, and an on-site corporate governance assessment validates the results every third year.



## Our Policies to Encourage Safe Practices

See our [EHSS Policy](#) for details on how we are keeping our employees and contractors safe.

# Safeguarding Our Employees: Our Attitudes for Life

Whirlpool workers in our manufacturing, warehouse and field service locations sometimes have to engage with processes, machinery and equipment that present safety hazards. We manage these hazards and reduce risk by using carefully designed controls and systems, layering multiple defenses and requiring competent, authorized workers. Our Attitudes for Life are foundational precautions and desired behaviors aimed at preventing serious and life-altering injuries to our employees and contractors performing high-risk activities.

We raise awareness and train employees at all our facilities on our Attitudes for Life, while also training them to intervene when co-workers face a potentially high-risk situation. We encourage employees to speak up when safety questions or concerns arise. If preferred, employees can report confidentially through the [Whirlpool Corporation Integrity Line](#).

## Our Attitudes for Life Are a Shared Responsibility

We maintain and display safety information and reinforce the procedures to keep employees safe, no matter what type of hazardous activity they encounter, including:

- Confined Space Entry
- Hazardous Substances
- Driver Safety
- Electrical Safety
- Crane, Hoist and Lifting Equipment
- Powered Industrial Vehicles
- Machine Safety
- Hazardous Energy Control
- Work at Height
- Hot Work

## Safety Focus Site Program

Recognizing that some operations require more support than others, Whirlpool introduced the Safety Focus Site program in 2023. The program is designed to increase visibility of safety risks at these sites to leadership and to place regular, focused attention on activities that should improve safety performance. Site leaders report their performance to regional and corporate leadership at least monthly to obtain direction and feedback and drive accountability. Since the program began, there has been an overall decrease in the number of injuries sustained by Whirlpool employees.

In 2024, seven sites were selected based upon opportunities to improve injury-prevention performance. Given the positive results, the Safety Focus Site program will continue into 2025 and expand to additional sites.

## Prioritizing Contractor Safety

Whirlpool takes contractor safety seriously. We expect the same proactive and preventive mindset among contractors as we have among our employees. All potential contractors that conduct high-risk activities must pre-qualify to work with Whirlpool by demonstrating environment, health and safety compliance and a history of positive performance. We extend our expectations for our Attitudes for Life to our high-risk contractors, including consequences of non-compliance, which can include disqualification from working at any Whirlpool location.

## Safety Performance

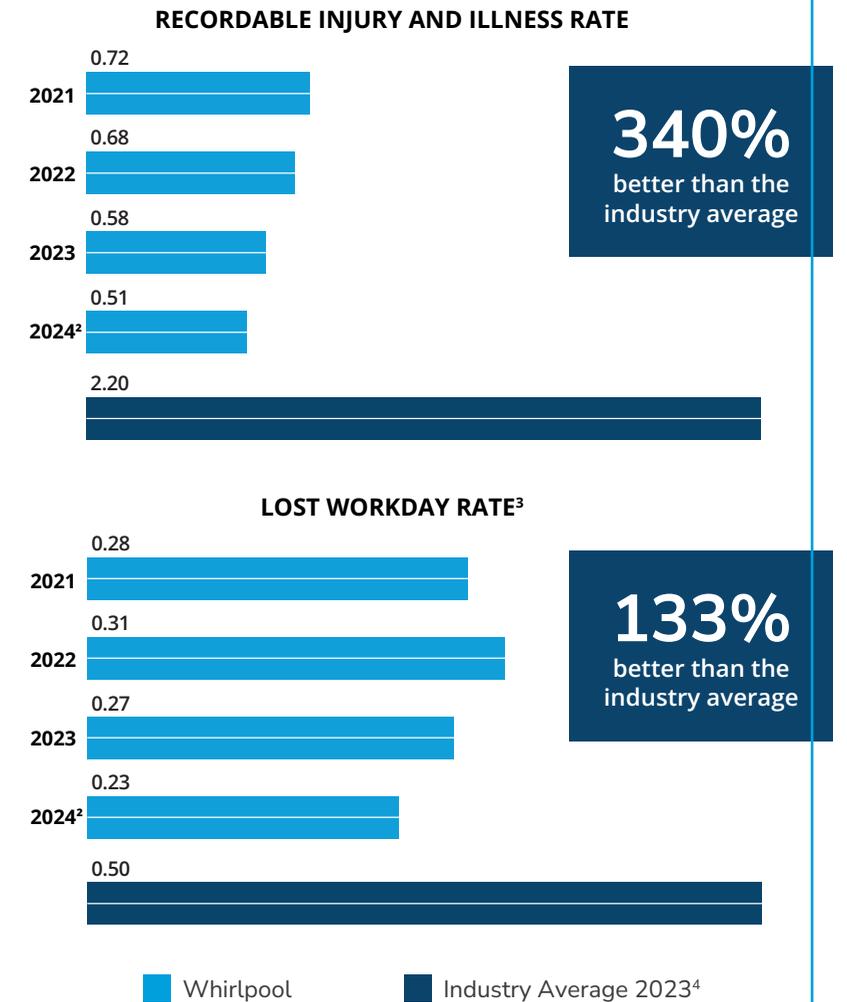
Whirlpool tracks industry standard health and safety key performance indicators, including total recordable incident rate, lost time incident rate and serious incidents.

Over the past five years, Whirlpool has shown a consistent decline in incidents. In 2024, we reduced serious injuries by 50%, our recordable injury and illness rate by 12% and our lost workday rate by 16% compared to 2023. In addition, we compare our incident performance against the industry through the U.S. Bureau of Labor Statistics North American Industrial Classification System data for the Major Household Appliance Manufacturing Industry, and we have consistently and strongly outperformed the industry's average.



See our [Data Appendix](#) for additional metrics.

### Whirlpool Injury Rates Versus Industry: Four-Year Trend



**SAFETY FOCUS SITE PROGRAM INCREASED EMPLOYEE SAFETY**

<b>38%</b> reduction in recordable injuries and illness	<b>36%</b> reduction in recordable injury and illness rate
<b>21%</b> reduction in lost time injuries and illness	<b>18%</b> reduction in lost workday rate

<sup>1</sup> Recordable injury and illness rate is calculated as number of recordable injury and illness cases multiplied by 200,000 (100 full-time-equivalent employees/non-employees working 40 hours per week for 50 weeks) then divided by the number of hours worked for the reporting period.

<sup>2</sup> 2024 data is inclusive of the divested EMEA business through the transaction closing date.

<sup>3</sup> Lost workday rate is calculated as number of the days away from work cases multiplied by 200,000 (100 full-time-equivalent employees/non-employees working 40 hours per week for 50 weeks) then divided by the number of hours worked for the reporting period.

<sup>4</sup> Bureau of Labor Statistics. "Table 1-Incidence Rates-Detailed Industry Level." NAICS 33522 (Major Household Appliance Manufacturing).



# OUR PEOPLE AND OUR COMMUNITIES

People remain at the heart of our business. Whirlpool Corporation's approach to caring for people and communities reflects a holistic understanding of well-being and the interconnectedness of our work.

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# Employee Experience

**In constant pursuit of being the best global kitchen and laundry company, Whirlpool has simplified and streamlined our organizational model to provide clarity around our strategy and to align our priorities.**

In support of this transformation, we are developing agile leaders who lead through change. At the same time, we are helping employees to excel under the new model by enhancing their skills and capabilities and building a sustainable pipeline of exceptional talent.

At Whirlpool, every employee is a leader. The nine components of our Leadership Model continue to be a guide that helps our employees perform at their best. In 2024, as we transformed our organizational model, we focused on the following three elements of our Leadership Model.

**A bias for action:**

*Valuing speed and simplicity over perfection.*

**Accountability:**

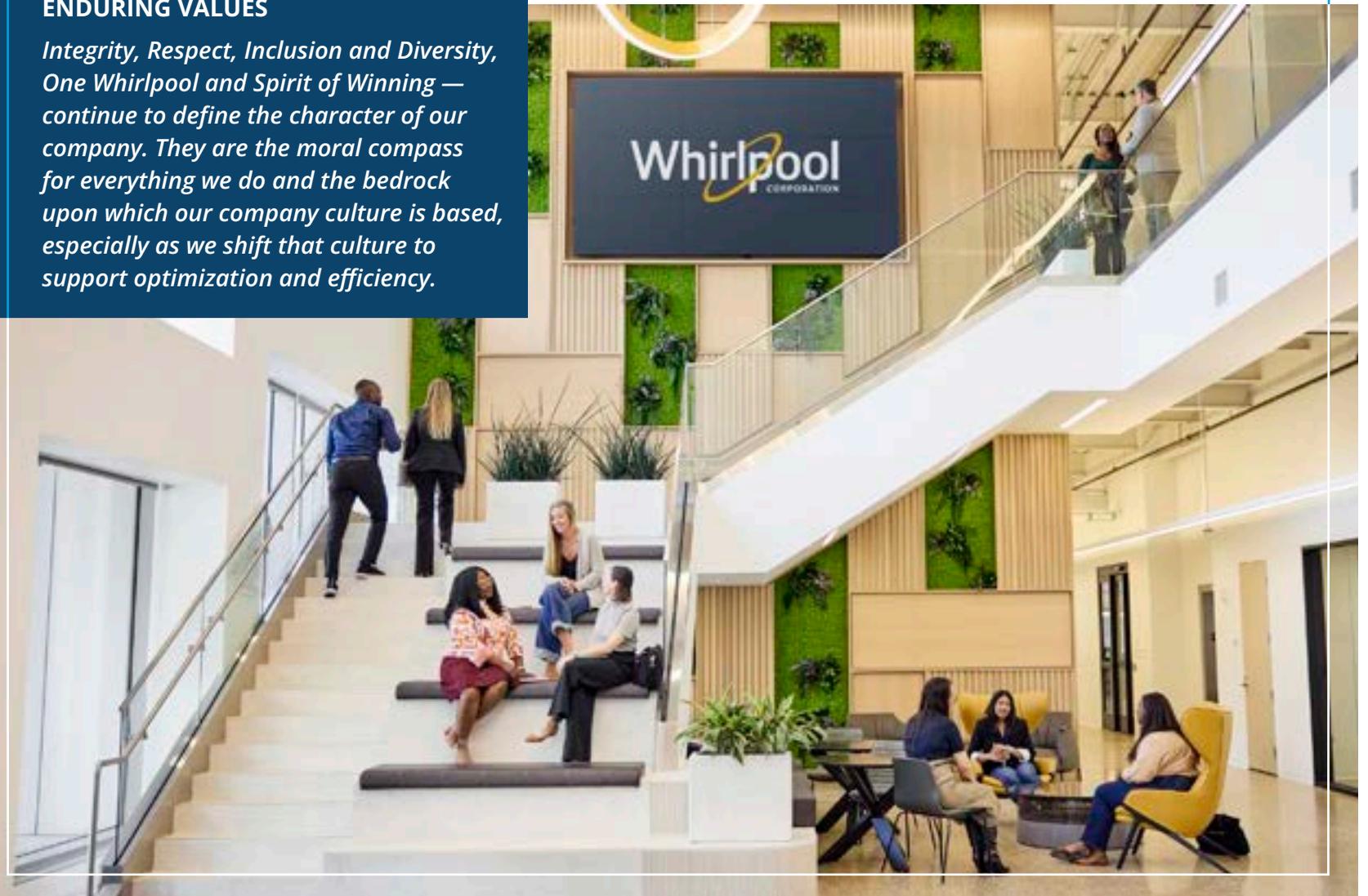
*Instilling a deep sense of personal ownership of actions.*

**Leading with impact:**

*Rewarding results over effort.*

## WHIRLPOOL CORPORATION'S ENDURING VALUES

*Integrity, Respect, Inclusion and Diversity, One Whirlpool and Spirit of Winning — continue to define the character of our company. They are the moral compass for everything we do and the bedrock upon which our company culture is based, especially as we shift that culture to support optimization and efficiency.*



# Employee Well-Being

We provide support, tools and resources to empower and encourage our employees to Be\*Well across all aspects of life at home and work. Our goal is to provide an environment that helps employees bring their best to Whirlpool every day.

## BE CONNECTED

Building social and inclusive relationships helps us contribute and communicate. We are better when we can be heard, valued, respected and welcomed.

- Social Wellness
- Inclusion and Diversity
- Employee Resource Groups
- Community Involvement
- Employee Recognition
- Corporate Social Responsibility
- Length of Service Awards

## BE HEALTHY

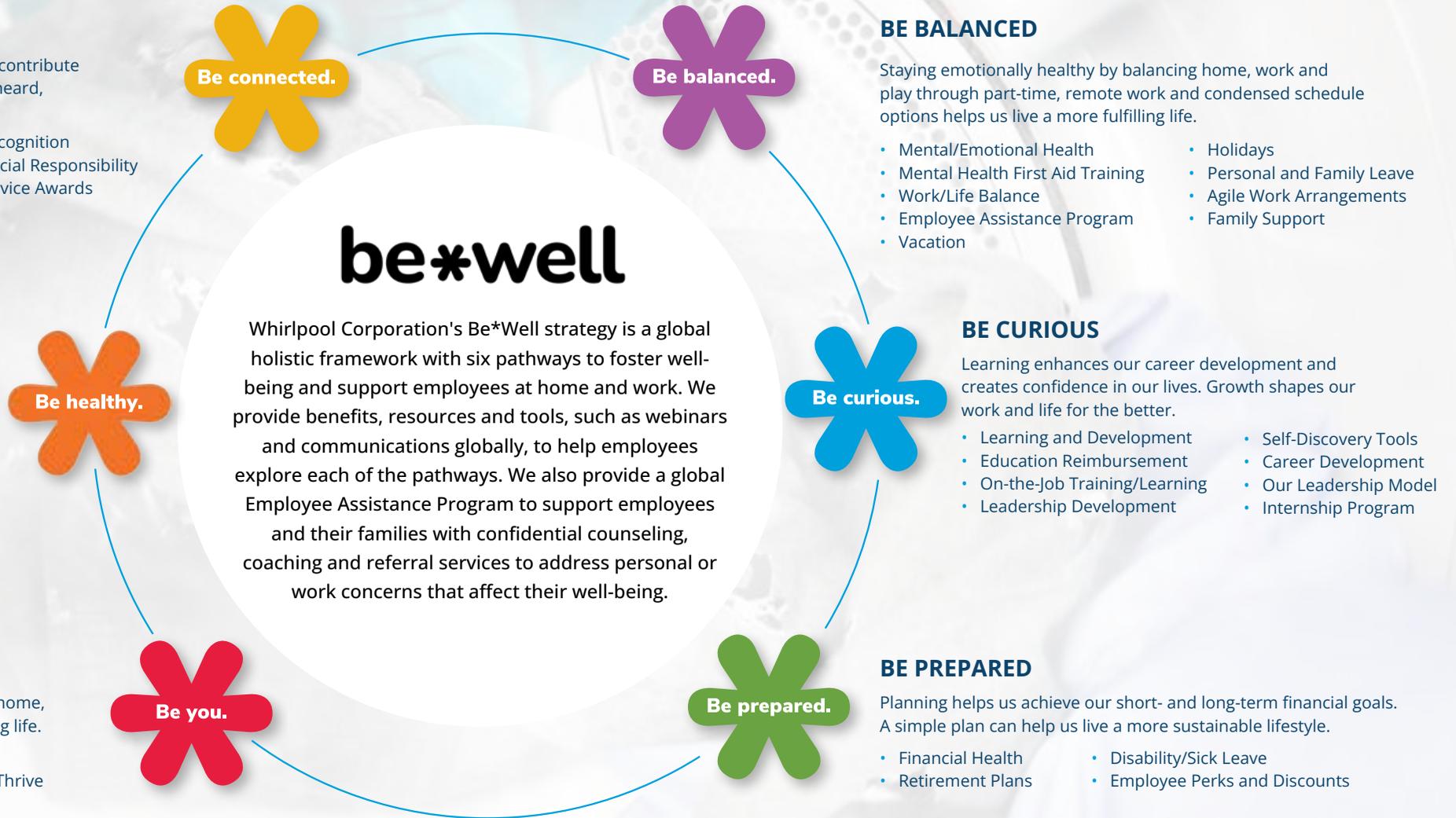
Meeting our physical health goals by staying fit allows us to live a healthy, happy life.

- Physical Wellness
- Exercise and Nutrition
- Medical and Pharmacy
- Ancillary Benefits
- Telemedicine
- Health Clinic

## BE YOU

Staying emotionally healthy by balancing home, work and play helps us live a more fulfilling life.

- Personal Accountability
- Encourage, Empower, Motivate, Grow, Thrive



## BE BALANCED

Staying emotionally healthy by balancing home, work and play through part-time, remote work and condensed schedule options helps us live a more fulfilling life.

- Mental/Emotional Health
- Mental Health First Aid Training
- Work/Life Balance
- Employee Assistance Program
- Vacation
- Holidays
- Personal and Family Leave
- Agile Work Arrangements
- Family Support

## BE CURIOUS

Learning enhances our career development and creates confidence in our lives. Growth shapes our work and life for the better.

- Learning and Development
- Education Reimbursement
- On-the-Job Training/Learning
- Leadership Development
- Self-Discovery Tools
- Career Development
- Our Leadership Model
- Internship Program

## BE PREPARED

Planning helps us achieve our short- and long-term financial goals. A simple plan can help us live a more sustainable lifestyle.

- Financial Health
- Retirement Plans
- Disability/Sick Leave
- Employee Perks and Discounts

## Compensation and Benefits

Our total rewards programs are designed to attract, engage and retain talent and provide competitive compensation. We evaluate external market competitiveness and internal equity at least annually, and our actual pay outcomes align with our performance results. All employees have equal access to the compensation and benefit programs that are relevant to their roles in the company.

In many countries, we undertake an annual pay equity practices review that examines pay between employees of different gender and racial demographics doing similar work. We intend to continue to engage in this practice to uphold our compensation principles and to ensure pay decisions are free of bias and focused on performance.

Recognizing the importance of a balance of work and life for our employees, Whirlpool Corporation offers flexibility and time-off benefits to global salaried employees, for example an industry-leading four-week paid sabbatical after every five years of service, and “Two-Week Work from Anywhere” opportunities.



### Easing the Stress of Childcare for Working Parents

Whirlpool understands that working families face challenges in finding affordable, reliable childcare. And we know this stress can bleed into work and prevent employees from performing at their best. So, since 2019, we have done something about it.

The “Eddy” Early Childhood Center is a childcare facility located on the campus of our global headquarters in Benton Harbor, Michigan. Since it opened in 2019, the Eddy has supported hundreds of Whirlpool families, ushering 500+ kids through KinderCare® Education that provides quality daycare and learning experiences for children of employees. The Eddy is one of several childcare centers available to Whirlpool employees, helping to meet the needs of our working families around the world.



In 2024, for the first time, strategic professional services and research firm Seramount named Whirlpool to its 100 Best Companies for Working Parents list. Seramount assesses companies’ leave policies, benefits, childcare, advancement, flexibility and more. The firm also surveys the availability and usage of these programs, as well as the accountability of the managers who oversee them.



See our [Global Enterprise Policies](#) for details on our compensation philosophy and policies including Pay Equity and Executive Compensation.

## Learning, Leadership and Development

We want Whirlpool employees to enjoy long, meaningful careers with countless opportunities for growth. Our learning, leadership and development programs are designed to help them build the skills they need to do their jobs well now and in the future.

For hourly employees, who make up the majority of our workforce, we provide opportunities for classroom and hands-on training to develop skills in areas such as warehouse management, materials handling, assembly operations and several other skill sets. Through World Class Manufacturing, our continuous improvement business system, employees can also learn problem solving, lean tools and project management skills.



Early career programs designed to attract and develop high-potential talent to fuel pipeline for critical leadership roles at Whirlpool through differentiated early career experiences

**Focused on:** Early career employees



A five-month experience focused on learning the fundamentals to lead at Whirlpool

**Focused on:** First-time People Leaders



An in-person 2.5-day program to deep dive into our Leadership Model

**Focused on:** Global vice presidents and senior directors, expanded in 2024 to include select senior managers and directors

## WeLEARN

All global salaried employees can support their own development through our digital platform, Whirlpool Everyday Learning (WeLEARN). Employees can access training and lessons on WeLEARN when and where they need it. They can also collaborate with others through social learning groups and build skills. WeLEARN provides over 745 internally curated learning plans or pathways, which build specific skills for professional and personal growth.



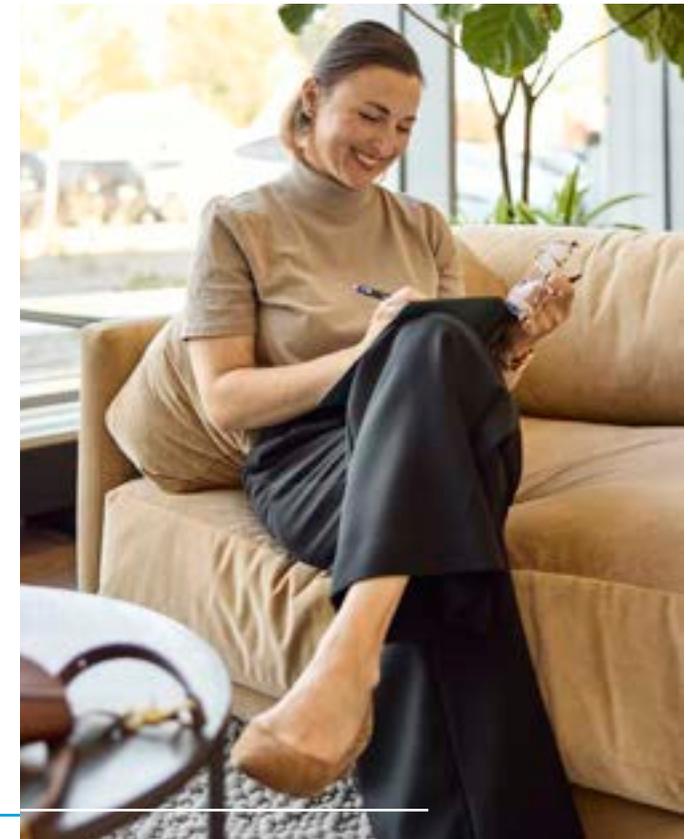
## WeGROW

WeGROW is our approach to building talent in house and creating foundational capabilities within the organization to facilitate personal growth and career development. We launched the program in 2024, during which we asked employees to dedicate time to development-related activities, such as development planning and manager discussions, using the tools and training from the WeGROW series. Employees' participation in WeGROW exceeded both Whirlpool and external benchmarks, with more than 4,700 employees participating.



## Everyday Performance Excellence

To further support employee development, we provide ongoing feedback to help our employees develop and perform at their best every day. For all global salaried employees, we conduct regular reviews that include setting short- and long-term objectives in collaboration with their managers. The Everyday Performance Excellence process reinforces always-on coaching throughout the year and aims to motivate and reward employees, deliver results and exhibit behaviors aligned with the Whirlpool Leadership Model.



# Employee Engagement

Whirlpool closely monitors employee engagement through regular surveys and listening sessions. In 2024, we adapted our employee listening strategy to help us understand employee sentiment in light of the implementation of a new organizational model and prioritize actions to best support our employees.

Throughout the year, we hosted 26 listening sessions with approximately 700 employees to better understand the employee experience as it relates to the organizational transformation. Overall, we found the feedback to be positive, with employees feeling eager to streamline and simplify processes as a way to become more agile.

We also deployed pulse surveys to all employees throughout the year to gauge sentiment and inform ways in which we can improve life at Whirlpool. In 2024, we tailored the engagement survey questions to focus on the organizational transformation. We had strong participation in the engagement surveys, with nearly 70% of our employees providing feedback. Overall, employee engagement remained steady throughout most of the year, despite it being a time of ongoing change. Employee engagement was strongest in October with the feedback and results yielding the highest overall company engagement score since 2021.

A few key themes emerged through these feedback channels:

- In general, employees felt a high level of support from their People Leaders.
- Employees feel a strong sense of belonging at Whirlpool particularly within their immediate teams and, in general, expressed that the work they do is meaningful to them.
- Employees expressed a desire to have a clearer understanding of the career paths available to them in the new organizational model. In response, we launched the WeGROW career development series.
- Employees and leaders sought more resources and strategies to help manage change. In response, we deployed a new program called "Leading Change" to better equip leaders to communicate effectively and lead their teams through change.
- Some employees expressed a desire for more tools and support to change their work. We're taking action to provide employees with the right continuous improvement tools and encourage all employees to contribute to the overall organizational transformation.



In 2024, we hosted 10 Leading Change sessions with 220 leaders around the company to help them support and lead their teams through organizational transformation.

## Inclusion and Diversity

Whirlpool Corporation is committed to Inclusion and Diversity because we believe diverse experiences and perspectives in an inclusive environment help us achieve more and deliver richer consumer experiences to improve life at home. We also believe it is the right thing to do for our employees and the communities in which we operate and live.

Our Inclusion and Diversity agenda targets three components:



### ***Inclusive Workplace***

A culture where every employee feels a sense of belonging; they are welcomed, valued, respected and heard.



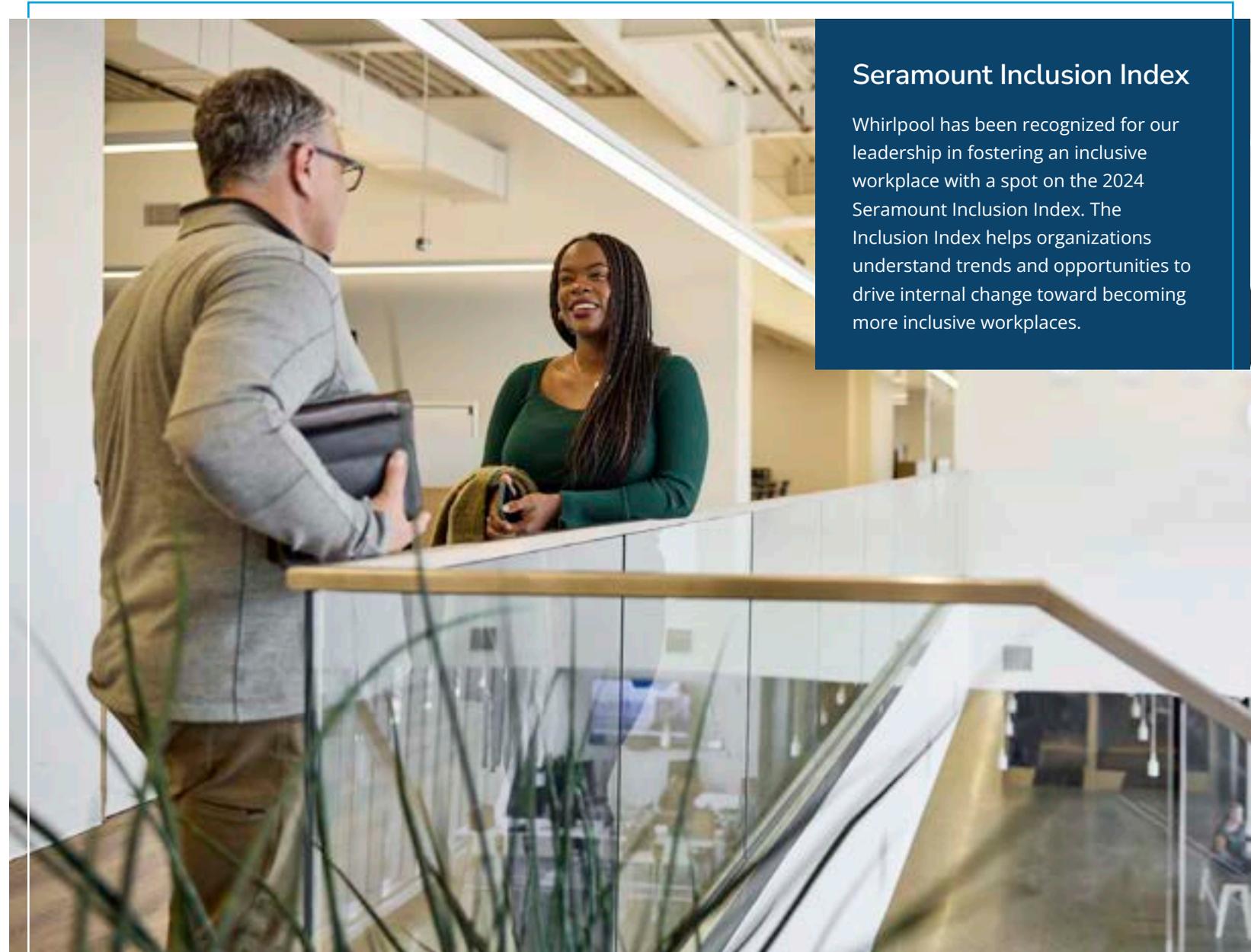
### ***Diverse Workforce***

A workforce that represents the diversity of available talent within the market at all levels of the organization.



### ***Vibrant Ecosystem***

Strong and inclusive communities, brands that reflect and celebrate our consumers and collaborators that share our values.



### **Seramount Inclusion Index**

Whirlpool has been recognized for our leadership in fostering an inclusive workplace with a spot on the 2024 Seramount Inclusion Index. The Inclusion Index helps organizations understand trends and opportunities to drive internal change toward becoming more inclusive workplaces.

## Employee Resource Groups

Whirlpool Corporation's global Employee Resource Groups (ERGs) empower employees to build a culture in which all are welcome, professional development is fostered and community connections are nurtured. All employees are able to join any ERG they wish. Across the company, ERG leaders work to create programming that meets the needs of their network members, including allies. Throughout the year, the ERGs focus on three pillars: Developing Leaders, Celebrating Culture and Supporting the Community.

In 2024, three of our ERGs — WWN, WFN and YP! — launched chapters at the Pune Tech Center in India, home to Whirlpool Corporation's Global Technology and Engineering Center. The new chapters, which were initiated locally and are led by local employees, garnered over 200 members in their first month.

## Developing Leaders

ERGs offered professional and personal development, focusing on topics relevant to their members. Examples included:

- In the U.S., each of the nine ERG chapters hosted events such as book clubs, internal leader speaker series or educational development series.
- In LAR-North, WWN hosted Symposium, a forum to create open and safe spaces for dialogue about gender equality, while YP! hosted internal subject matter experts to discuss brand building and product development.
- In LAR-South, WWN and YP! focused on mentorship and professional development, offering webinars, guest speakers and book clubs on communication, self-confidence and leveraging internal talent development resources.

### Whirlpool ERGs



**Whirlpool Asian Network (WAN)**  
NAR



**Awareness of Visible and Invisible Disabilities (AVID)**  
NAR



**Whirlpool Family Network (WFN)**  
NAR, Asia



**FOCUS Black Employee Network (FOCUS)**  
NAR, LAR-South



**Whirlpool Hispanic & Latino Network (WHL)**  
NAR



**Pride Network**  
NAR, LAR-North, LAR-South



**Whirlpool Vets & Allies (WVA)**  
NAR



**Whirlpool Women's Network (WWN)**  
NAR, LAR-North, LAR-South, Asia



**Young Professionals Network (YP!)**  
NAR, LAR-North, Asia



## Celebrating Culture

Coming together to celebrate what we have in common and what makes us unique creates a feeling of belonging and connection with colleagues. Throughout the year, ERGs come together with food, fun and educational information about their culture, background and traditions to help employees connect with their colleagues and expand their knowledge about the celebrations that are important to them. Examples included:

**FOCUS** celebrated Black History Month in February in the U.S. and November in Brazil. In the U.S., the group hosted various events, including cooking classes, to highlight and celebrate Black culture and promote community. In Brazil, FOCUS displayed customized commemorative Whirlpool products and served a special menu in the cafeteria. FOCUS also hosted a webinar and shared knowledge capsules to further awareness and engagement for employees.

**WAN** celebrated throughout the year. For Lunar New Year, WAN hosted a celebration featuring cultural booths with food, crafts and activities to celebrate the year of the dragon. In April, WAN hosted a dessert competition for Eid-ul-Fitr. Finally, WAN invited the community to celebrate the Indian festival of Navaratri with dinner and traditional Indian dancing.



**WHL** celebrated Hispanic Heritage Month during September and October, a time that includes many key dates in the histories of Latin American countries. Weekly newsletters highlight Whirlpool leaders, cultural icons and external business leaders with Hispanic or Latino heritage. The 2024 celebration culminated with WHL Latino Night featuring food, music, dancing and games.

## Supporting the Community

In every region, our ERGs engaged with the local community, supporting charitable organizations and activities that are meaningful to their members. Examples included:

- In LAR-North, WWN collected donations for a local nonprofit that supports breast cancer patients and survivors, while YP! raised awareness of men's health during "Movember."
- In the U.S., WFN joined with the Be\*Well team to bring financial education topics relevant to caregiving, such as estate planning, talking with aging parents about finances and planning for college, to their members.
- The U.S. Pride Network hosted Angel Tree during the holiday season to bring joy with wrapped gifts for local families impacted by AIDS. The season marked the 25th year that the ERG has supported Angel Tree.
- WHL collected personal care items, food and more to support seasonal agricultural workers in southwest Michigan.
- For 10 years, WVA has supported Homes for Our Troops with donations of *KitchenAid* countertop appliances and discounted major domestic appliances for over 250 homes. WVA also teamed up with AVID to build ramps for local residents in Benton Harbor, Michigan, including veterans, who needed to improve accessibility to their homes.



# Community Impact

**Our global operations are located mostly in small towns, where we embrace our responsibility to support our communities.**



## House+Home: Our Global Social Impact Strategy

Around the world today, 1.8 billion people live in substandard housing with more than 1 billion people living in informal settlements<sup>1</sup> such as slums or favelas often lacking basic services, land tenure security and climate resilience.

The need for decent, affordable housing is only growing worldwide. The United Nations estimates that 3 billion people — 40% of the world’s population — will require new housing and basic urban infrastructure by 2030. Helping find solutions to these problems guides our approach to corporate social responsibility across the globe. Through our House+Home social impact strategy and relationships, we help provide comfortable, nurturing places to live and support resilient, thriving and sustainable communities through educational programs.

### House

Our House initiatives focus on helping everyone find a place to live that is comfortable and nurturing, a place where families can make healthy choices and build their best lives. Employees volunteer to build houses and improve housing adequacy alongside world-leading organizations like Habitat for Humanity.

### Home

Our Home initiatives focus on developing resilient, vibrant communities through education and community development. Together with local businesses, government and nonprofits, we help to improve the quality of life for residents. To achieve these objectives, we work with organizations like [The Washing Machine Project](#), United Way, Boys & Girls Clubs of America and Consulado da Mulher in Brazil.

### Whirlpool Foundation: A Legacy of Community Impact

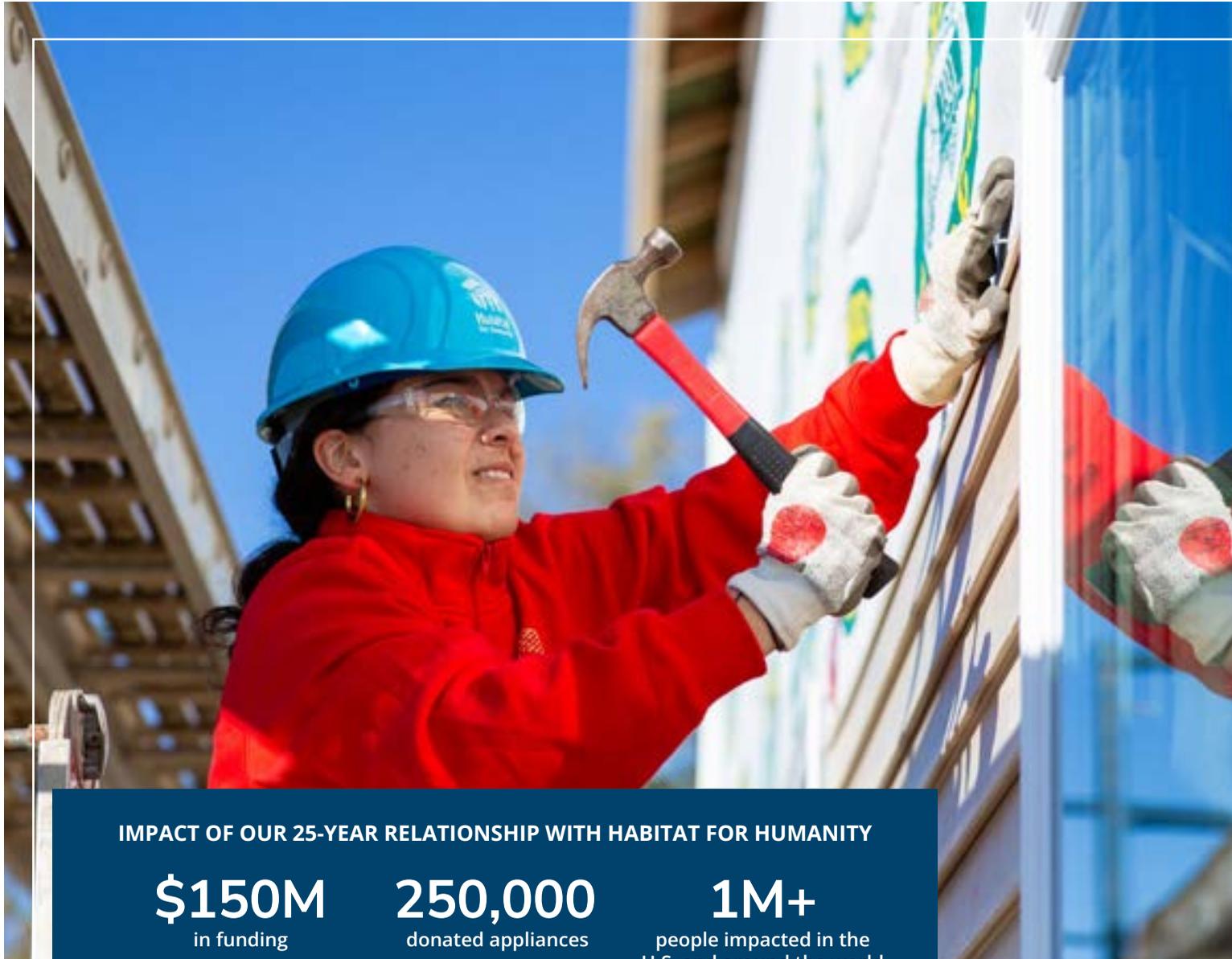
Established in 1957, the mission of Whirlpool Foundation is to reinvest in and improve the quality of life in the communities in which Whirlpool operates. We prioritize grants using our House+Home strategy, creating greater impact in our communities through a focus on Inclusion and Diversity.



*To learn more about our programs and community support, see the [Whirlpool Foundation page](#).*



<sup>1</sup> Habitat for Humanity, [Home Equals](#) global advocacy campaign.



## Habitat for Humanity: 25th Anniversary

In 2024, Whirlpool Corporation celebrated a quarter century of collaboration with Habitat for Humanity International, a nonprofit organization that helps people around the world build or improve a place to call home. In our 25-year relationship with Habitat, Whirlpool Corporation has donated \$150 million in funding and 250,000 appliances, helping more than 1 million people in the U.S. and around the world gain access to affordable housing.

Our support of Habitat’s Cost of Home advocacy program resulted in 9.5 million people gaining improved access to affordable homes between 2019 and 2024.

### IMPACT OF OUR 25-YEAR RELATIONSHIP WITH HABITAT FOR HUMANITY

**\$150M**  
in funding

**250,000**  
donated appliances

**1M+**  
people impacted in the  
U.S. and around the world



To learn more about our work, visit [WhirlpoolCorp.com/hfh](https://WhirlpoolCorp.com/hfh).

## BuildBetter with Whirlpool

Climate change disproportionately impacts underserved communities due to their locations, access to resources and services, and decision-making power.<sup>1</sup> Habitat for Humanity's BuildBetter with Whirlpool initiative was designed to support the construction of climate-resilient, energy-efficient homes, and to scale and implement best practices across the U.S. Following the success of the program between 2021 and 2024, Whirlpool Foundation renewed support, pledging \$2.5 million to expand our investment in efficient housing solutions in 2025 and 2026.

As part of BuildBetter with Whirlpool, Habitat for Humanity is conducting a formal evaluation of the homes in collaboration with Auburn University in Auburn, Alabama. For the evaluation, Auburn researchers compare energy-use habits and utility data to average U.S. homes, as well as national residential energy consumption data. The findings are expected to be published in 2026.



## Habitat for Humanity's BuildBetter with Whirlpool

2021–2024			
<p><b>PURPOSE:</b></p> <p>Collect and share best practices from Habitat affiliates with demonstrated success in climate-resilient construction and demonstrate that energy efficiency is a matter of equity and not luxury.</p>	<p><b>IMPACT:</b></p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> <p><b>260</b></p> <p>climate-resilient and energy-efficient homes built in the U.S.</p> </div> <div style="text-align: center;"> <p><b>45%</b></p> <p>average predicted energy cost savings per family — compared to the average new home</p> </div> <div style="text-align: center;"> <p><b>15%</b></p> <p>reduction in greenhouse gas emissions per home</p> </div> </div>		
2025–2026			
<p><b>PURPOSE:</b></p> <p>Target replicable and scalable strategies for Net-Zero-energy-ready, climate-resilient homes in underserved and underrepresented communities across the U.S.</p>	<p><b>WE EXPECT TO DELIVER:</b></p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> <p><b>50</b></p> <p>Net Zero-energy or Net Zero-energy-ready (baseline performance) homes</p> </div> <div style="text-align: center;"> <p><b>100%</b></p> <p>of homes will be all-electric, solar-ready and equipped with water conservation features</p> </div> </div>		

<sup>1</sup> Source: [Social Dimensions of Climate Change](#). World Bank Group, April 2023.



# Whirlpool Foundation Is Supporting The Washing Machine Project

**Reclaiming time, improving lives. The washing machine has changed the course of history for some, but many still rely solely on hand washing clothes.**

Approximately 60% of the global population — around 5 billion people — rely on washing clothes by hand.<sup>1</sup> Driven by unstable water and/or electricity and taking up to 20 hours per week, hand washing clothes is a burden predominantly placed on women and girls.<sup>2</sup>

Whirlpool Foundation is supporting The Washing Machine Project (TWMP), a grassroots organization that provides off-grid manual washing machines to people in low-income and displaced communities, with a goal to deliver thousands of manual washing machines to communities and households across the world. Our combined efforts could impact an estimated 150,000 people, predominantly women and girls, improving quality of life and saving time for learning and income-generating activities or spending time with family. The machine has a simple design and has the potential to save the user up to 76% of the time and 50% of the water it takes to hand wash clothes.<sup>2</sup> In 2024, machines assembled by Whirlpool employee volunteers were distributed in Ghana, India, Mexico and the Republic of Congo.



### IMPACT OF OUR COLLABORATION WITH TWMP IN 2024

<b>227</b> Whirlpool volunteers building machines	<b>375</b> machines built by Whirlpool employees
<b>303</b> machines distributed	<b>5,566</b> people impacted

### POTENTIAL SAVINGS USING DIVYA MANUAL WASHING MACHINE

up to  
**76%**  
less time

up to  
**50%**  
less water



*To learn more about Whirlpool Foundation's support of The Washing Machine Project, visit [WhirlpoolCorp.com/twmp](https://WhirlpoolCorp.com/twmp).*

<sup>1</sup> Source: Half the Global Population Washes Clothes by Hand: Whirlpool Foundation, The Washing Machine Project Helping Address with Thousands of Manual Washing Machines. Whirlpool Press release, April 2024.

<sup>2</sup> Source: Washing Machine Project.

# House+Home Collaborations



## CONSULADO DA MULHER

In its 22nd year in Brazil, our Consulado da Mulher® program invests in underserved female entrepreneurs with business education and support. To date, it has helped 41,000 people.

In 2024:

**1,657**

women completed entrepreneurial education programs

**108**

entrepreneurs received product donations



## WHIRLPOOL COMMUNITY CHARITY GOLF EVENT (WCCGE)

The 2024 WCCGE raised money for local charities with a focus on youth education. Among the recipients of the funds was Boys & Girls Clubs of America, the organization for which the event was originally conceived in 2004. In the 20+ years of the event, we have impacted 10,000 youth and raised more than \$34 million for Boys & Girls Club of Greater Southwest Michigan, First Tee of Benton Harbor and the local public school foundations of Benton Harbor, Lakeshore and St. Joseph.

In 2024:

**\$3M**

raised for local charities



## FEEL GOOD FRIDGE: MAYTAG BRAND AND BOYS & GIRLS CLUBS OF AMERICA

Through the *Maytag* Feel Good Fridge program, refrigerators are placed in Boys & Girls Clubs across the country and stocked with healthy food for Club members and their families to take when in need.

As of 2024:

**60**

refrigerators in Clubs across the U.S.

**~2,000**

youth impacted annually



## UNITED WAY

Whirlpool works with United Way® chapters across the U.S. to fund hundreds of organizations and causes that focus on education, income, health and basic needs. United Way Worldwide appointed our Chairman and CEO Marc Bitzer as Worldwide Board of Trustees Chair in 2021, where he served on the Board from 2018 to 2024.

In 2024:

**\$4M**

employee donations plus Whirlpool Foundation match



## CARE COUNTS: WHIRLPOOL BRAND

Our *Whirlpool* brand seeks to help end the dropout cycle by giving kids access to clean clothes through the *Care Counts* Laundry Program. In collaboration with Teach for America, the *Whirlpool* brand has been donating washers, dryers and laundry supplies to schools since 2015. Thousands of kids each year miss school because they don't have clean clothes to wear, and elementary students who are frequently absent risk falling behind. In 2024, we expanded the program to 10 new schools in Oklahoma, Louisiana, Alaska, Texas and Oregon.

In 2024:

**164**

schools impacted in

**41**

states

**~87%**

increased attendance rate among participating high-risk elementary schoolers<sup>1</sup>



## FEEL GOOD FRIDGE: WHIRLPOOL CORPORATION

The Whirlpool Feel Good Fridge program is helping fight food insecurity in a sustainable way with a network of refurbished refrigerators placed across the country that contain fresh, free food for anyone in need. In 2024, we expanded the program by working with meal kit company HelloFresh® and logistics firm Total Quality Logistics (TQL). Together, we plan to reach 13 cities, with Whirlpool Corporation providing 2,000 refrigerators that TQL will transport and HelloFresh will help fill with wholesome and fresh ingredients.

In 2024:

**938**

refrigerators donated

2021-2024:

**1,431**

refrigerators donated working with more than

**500**

nonprofits and schools

<sup>1</sup> High-risk elementary school students are defined as elementary students who have missed 10% or more days of school during a reporting period.



# APPENDIX

## IN THIS SECTION

- 52 About This Report
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## About This Report

This report covers the period from January 1, 2024, to December 31, 2024, for Whirlpool Corporation's operations. Unless otherwise noted in the [Global Reporting Index \(GRI\)](#), [Sustainability Report Data Appendix](#) or [External Limited Assurance](#) report, the boundary of this report includes 100% of our manufacturing sites, major non-manufacturing facilities and 100% of our own workforce in all countries in which we operate, including divested entities for the period for which they were owned by Whirlpool Corporation during the year. On April 1, 2024, Whirlpool Corporation completed its transaction to sell its Middle East and North Africa business to Arcelik and to contribute its European major domestic appliance business to a newly formed company with Arcelik and retain a 25% interest in the new company. This report includes data from the EMEA business through the transaction closing date only, unless otherwise noted. Wherever possible, we have guided readers to additional sources of information, including our [corporate website](#) and [annual financial reports](#). Our previous annual sustainability reports and a downloadable Sustainability Report Data Appendix can be found at: [whirlpoolcorp.com/our-impact/our-commitments/](https://whirlpoolcorp.com/our-impact/our-commitments/). This report has been prepared based on definitions established in the GRI standards. The GRI Sustainability Reporting Standards are developed with true multi-stakeholder contributions and rooted in the public interest. This report also includes our [Sustainability Accounting Standards Board \(SASB\) Index](#), [Task Force on Climate-related Disclosures \(TCFD\) Index](#) and our [United Nations Sustainable Development Goals \(UN SDG\) Index](#).

Additionally, we obtained third-party limited assurance from Ernst & Young LLP on select 2024 reported metrics as shown in the [External Limited Assurance](#) report. For more information about this report, please contact us at [ESG@whirlpool.com](mailto:ESG@whirlpool.com).

## Trademarks

**Acros, Amana, Brastemp, Care Counts, Consul, Gladiator, InSinkErator, JennAir, KitchenAid, KitchenAid Go, Maytag, SlimTech, Whirlpool** and the design of the stand mixer are trademarks of Whirlpool Corporation or its wholly or majority-owned affiliates. United Way, Habitat for Humanity, Boys & Girls Clubs of America and certain other trademarks are owned by their respective organizations.

# Global Enterprise Policies

Whirlpool Corporation is committed to a robust catalog of policies that promote just treatment for all and deliver on the trust that our stakeholders place in us every day.

Issue	Whirlpool Corporation Statement	Oversight & Governance	Resource Links
Anti-Competitive Behavior	<p>Whirlpool Corporation is strongly committed to complying with antitrust laws around the world. The company has a robust antitrust compliance program that involves every level of the company and includes mandatory antitrust policies; compliance procedures and controls; an extensive training program; and processes for periodic review, monitoring and auditing. We regularly update our antitrust compliance program to address changing business conditions, developments in antitrust law and enforcement and emerging risks.</p>	<ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Board oversight</li> <li><input checked="" type="checkbox"/> Senior leadership oversight</li> <li><input checked="" type="checkbox"/> Employee training</li> <li><input checked="" type="checkbox"/> Enforcement program</li> <li><input checked="" type="checkbox"/> Public policy and/or commitment</li> </ul>	<p><a href="#">Whirlpool Corporation Our Integrity Manual</a></p> <p><a href="#">Whirlpool Corporation Integrity Line</a></p>
Anti-Corruption	<p>We do business the right way. This means that we do not tolerate bribery or corruption of any kind. Moreover, it means we actively adhere to this principle in all aspects of our business. With leadership driven by our Executive Committee, the Global Ethics and Compliance Steering Committee and Global Ethics and Compliance Team, and leveraging global and cross-functional resources, we use an anti-corruption program to identify and mitigate potential corruption risks. This includes our global third-party due diligence program, which is applicable to all of Whirlpool Corporation's third-party relationships and is used to assess potential ethics and compliance risks, including risks of corruption, as well as our Integrity Line where cases that may involve allegations of corruption and bribery are investigated when received and are reviewed with leadership on a quarterly basis.</p>	<ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Board oversight</li> <li><input checked="" type="checkbox"/> Senior leadership oversight</li> <li><input checked="" type="checkbox"/> Cross-functional committee</li> <li><input checked="" type="checkbox"/> Employee training</li> <li><input checked="" type="checkbox"/> Enforcement program</li> <li><input checked="" type="checkbox"/> Public policy and/or commitment</li> </ul>	<p><a href="#">Whirlpool Corporation Our Integrity Manual</a></p> <p><a href="#">Whirlpool Corporation Integrity Line</a></p> <p><a href="#">Whirlpool Corporation Global Gifts and Entertainment Policy</a></p>
Cybersecurity	<p>We work hard to earn and keep the trust of our stakeholders. To this end, we continue to invest in managing cybersecurity risk, protecting our information assets and ensuring the integrity of our computing environment at the enterprise level. Our security monitoring and incident response functions are managed centrally by our Global Security Operations Center, and we continue to mature our defensive security capabilities in support of our business imperatives.</p> <p>Our Board is responsible for overseeing and holding senior management accountable for our global information security program. This includes understanding our business needs and associated risks and reviewing management's strategy and recommendations for managing cybersecurity risks. In line with this oversight responsibility, the Audit Committee receives reports on cyber program effectiveness periodically; the Board of Directors receives a full presentation at least annually on cybersecurity-related trends and program updates; and the Global Cybersecurity and Privacy Steering Committee meets periodically to help ensure information security risks and vulnerabilities are being appropriately managed and mitigated. Our Cybersecurity program, governed by our Global Information Security Officer and executed by the Cybersecurity Team, is guided by the National Institute of Standards and Technology (NIST) Cybersecurity Framework as the foundational baseline for Whirlpool Corporation cybersecurity practices.</p> <p>We educate our employees on information security and breach response through our annual Global Cybersecurity training.</p>	<ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Board oversight</li> <li><input checked="" type="checkbox"/> Senior leadership oversight</li> <li><input checked="" type="checkbox"/> Employee training</li> <li><input checked="" type="checkbox"/> Enforcement program</li> <li><input checked="" type="checkbox"/> Public policy and/or commitment</li> </ul>	<p><a href="#">See Item 1C of Form 10-K.</a></p>

# Global Enterprise Policies

Issue	Whirlpool Corporation Statement	Oversight & Governance	Resource Links
Data Privacy	<p>Whirlpool is committed to data protection and makes every effort to meet all compliance obligations. We prioritize privacy and are transparent about the data we collect and how it is used. We are committed to safeguarding our stakeholders’ information through robust measures and ensuring compliance with all relevant legal standards. We do not sell or share any personal data except as permitted by law. Consumers can opt out of any data sale or sharing through our website.</p> <p>Our privacy program, led by our Global Data Protection Officer and implemented by the Privacy Team, operates under comprehensive global policies, procedures and best practices. It incorporates training, awareness initiatives, risk assessments and management controls to ensure all information shared with us is processed in compliance with applicable legal requirements and global standards. Oversight of this program is provided by our Global Cybersecurity &amp; Privacy Steering Committee, which ensures its continuous improvement and alignment with organizational priorities.</p> <p>To enhance efficiency and effectiveness, we leverage technical solutions to automate key aspects of our privacy program, operationalize its implementation through detailed processes and procedures and subject these to regular audits.</p> <p>Whirlpool Corporation’s third-party risk management process assesses the data privacy risks associated with engaging third parties and suppliers. This process aims to analyze the third-party privacy program and ensure adequate level of protection, matching that of Whirlpool standards. Our Privacy Notice for suppliers further outlines our data handling practices and ensures transparency in how supplier data is managed.</p> <p>We actively monitor global legal and regulatory developments to stay ahead of emerging privacy requirements and continually review our privacy practices to ensure compliance with all relevant privacy laws and regulations.</p>	<ul style="list-style-type: none"> <li>☑ Board oversight</li> <li>☑ Senior leadership oversight</li> <li>☑ Cross-functional committee</li> <li>☑ Employee training</li> <li>☑ Enforcement program aligned with international standard [ISO 27001]</li> <li>☑ Subject to external verification/audit</li> <li>☑ Public policy and/or commitment</li> </ul>	<p><a href="#">Whirlpool Corporation Privacy Commitment</a></p> <p><a href="#">Whirlpool Corporation Data Privacy Policy</a></p> <p><a href="#">Whirlpool Corporation Supplier Privacy Notice</a></p>
Environment, Health, Safety, and Security	<p>Whirlpool Corporation strives to protect our employees, preserve the environment and ensure physical security throughout our business operations. We are committed to meeting or exceeding all applicable laws and regulatory requirements in the countries and jurisdictions in which we operate.</p>	<ul style="list-style-type: none"> <li>☑ Board oversight</li> <li>☑ Senior leadership oversight and responsibilities</li> <li>☑ Employee training</li> <li>☑ Public policy and/or commitment</li> </ul>	<p><a href="#">Environment, Health, Safety, and Security Policy</a></p>
Executive Compensation	<p>Whirlpool Corporation is dedicated to achieving global leadership in all of our product categories. We have built our Executive Compensation programs around a strong pay-for-performance philosophy. Each member of our Executive Committee has elements of our environmental, social and governance priorities included in their individual objectives for the purposes of individual performance ratings, which influence each executive’s incentive compensation.</p>	<ul style="list-style-type: none"> <li>☑ Board oversight</li> <li>☑ Senior leadership oversight</li> <li>☑ Public policy and/or commitment</li> </ul>	<p><a href="#">2025 Proxy Statement</a></p>

# Global Enterprise Policies

Issue	Whirlpool Corporation Statement	Oversight & Governance	Resource Links
Human Rights	<p>Whirlpool Corporation supports human rights in everything we do, and our business practices reflect our commitment to ensure every person who works for us throughout all of our global operations does so of their own free will, in a safe and healthy environment. Whirlpool supports the human rights of everyone we work with and expects our global business partners to do the same. We oppose discrimination, slavery and child labor and have controls and protections to avoid them. We are committed to creating and maintaining an inclusive working environment that values diversity and protects the right of each employee to fair and equitable treatment. Further, we respect the rights of our employees to associate with whom they choose.</p> <p>In addition to our internal commitment to human rights, we strive to hold our suppliers and business partners accountable to comply with these same principles through our Supplier Code of Conduct (SCoC). Moreover, our Integrity Line can be used both internally and externally to bring concerns about human rights issues to our attention. In 2024, no instances of child labor were found in any of the audited supplier facilities.</p>	<ul style="list-style-type: none"> <li>☑ Board oversight</li> <li>☑ Senior leadership oversight</li> <li>☑ Employee training</li> <li>☑ Enforcement program</li> <li>☑ Public policy and/or commitment</li> </ul>	<p><a href="#">Whirlpool Corporation Our Integrity Manual</a></p> <p><a href="#">Whirlpool Corporation Global Human Rights Policy</a></p> <p><a href="#">Whirlpool Corporation Global Labor and Employment Guidelines</a></p> <p><a href="#">Whirlpool Corporation Integrity Line</a></p> <p><a href="#">Whirlpool Corporation Supplier Code of Conduct</a></p>
Labor Rights	<p>Whirlpool Corporation respects the rights of our employees to associate with whom they choose. We estimate that, during 2024, 50% of our hourly employees globally were covered by a collective bargaining agreement.</p> <p>As outlined in Whirlpool Corporation's SCoC, our suppliers must recognize and respect any rights of workers to exercise lawful rights of free association and bargain collectively. Through our SCoC audits, Whirlpool did not have any instances in 2024 in which our suppliers violated freedom of association or collective bargaining.</p>	<ul style="list-style-type: none"> <li>☑ Senior leadership oversight</li> <li>☑ Public policy and/or commitment</li> </ul>	<p><a href="#">Whirlpool Corporation Global Labor and Employment Guidelines</a></p> <p><a href="#">Whirlpool Corporation Supplier Code of Conduct</a></p>
Non-discrimination and Anti-harassment	<p>Whirlpool believes that respectful, professional conduct furthers the company's mission, promotes productivity, minimizes disputes and enhances our reputation. We expect every employee to show respect for all of our colleagues, consumers and vendors. Harassment by co-workers, supervisors or any third parties is a form of misconduct that destroys our work environment and undermines the integrity of the employment relationship. We are committed to providing a work environment that is free from unlawful discrimination, including harassment that is based on any legally protected status. Whirlpool will not tolerate any form of discrimination or harassment that violates this policy.</p>	<ul style="list-style-type: none"> <li>☑ Senior leadership oversight</li> <li>☑ Employee training</li> <li>☑ Enforcement program</li> <li>☑ Public policy and/or commitment</li> </ul>	<p><a href="#">Whirlpool Corporation Non-Discrimination and Anti-Harassment Policy</a></p>

# Global Enterprise Policies

Issue	Whirlpool Corporation Statement	Oversight & Governance	Resource Links
Pay & Equal Remuneration	<p>Whirlpool Corporation’s compensation programs are designed to support our focus on creating sustainable value for all our stakeholders. Our objective is to provide a total compensation opportunity that is competitive with external market practices, considers internal equity and provides a true pay-for-performance approach. We evaluate external market competitiveness and internal equity at least annually, and our actual pay outcomes have been demonstrated to align with the performance results that we have delivered. Regardless of employees’ gender or background, we provide the same career and remuneration opportunities. All employees have equal access to the compensation and benefit programs that are relevant to their roles in the company.</p> <p>On an annual basis in many countries, we complete a pay equity practices review by an external law firm that examines pay between employees of different gender and racial demographics doing similar work. We intend to continue to engage in this pay practice review process on a regular basis in an effort to uphold our compensation principles and our commitment to global pay equity.</p>	<ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Board oversight</li> <li><input checked="" type="checkbox"/> Senior leadership oversight</li> <li><input checked="" type="checkbox"/> External verification</li> <li><input checked="" type="checkbox"/> Public policy and/or commitment</li> </ul>	<p><a href="#">Whirlpool Corporation Global Labor and Employment Guidelines</a></p>
Regulatory Risk and Public Policy	<p>Whirlpool Corporation is committed to complying with all legal and regulatory requirements applicable to its products and operations. To fulfill this goal, we have developed a number of global and regional policies and procedures for promoting business compliance, including the development of a management system for implementing and promoting compliance to our global policies, maintaining appropriate documentation and implementing periodic and independent audits of our product compliance management system.</p> <p>Through our Global Issue Action Teams, regional policy and regulatory steering committees and our government relations and regulatory affairs teams, we aim to drive thoughtful and sustainable policy outcomes on a variety of issues important to our company, including energy, environment, climate change, technology, product safety, trade, taxes, affordable housing and intellectual property. All lobbying activities and expenditures, as well as trade and professional association engagement, are reviewed on an annual basis by the Whirlpool Corporation Executive Committee and by the Corporate Governance and Nominating Committee of the Whirlpool Corporation Board of Directors that provides alignment with company values and priorities.</p>	<ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Board oversight</li> <li><input checked="" type="checkbox"/> Senior leadership oversight</li> <li><input checked="" type="checkbox"/> Cross-functional committee(s)</li> <li><input checked="" type="checkbox"/> Enforcement program</li> <li><input checked="" type="checkbox"/> Public policy and/or commitment</li> </ul>	<p><a href="#">Whirlpool Corporation Global Public Policy Engagement</a></p> <p><a href="#">Whirlpool Corporation Our Integrity Manual</a></p>
Tax	<p>Our global tax principles are based on the company’s overall core values; thus, we seek to manage our tax obligations in a responsible way. We seek to comply with both the letter and intent of tax laws. We understand that tax is an important component of our overall corporate social responsibility and recognize that taxes we pay are critical to the orderly function of civil society and support the communities in which we operate.</p>	<ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Board oversight</li> <li><input checked="" type="checkbox"/> Senior leadership oversight</li> <li><input checked="" type="checkbox"/> Public policy and/or commitment</li> </ul>	<p><a href="#">Whirlpool Corporation Statement of Policy on Taxes</a></p>

# UN SDGs

Material <sup>1</sup> Issue	Targets and Commitments	2024 Results and Actions	SDG Goals
Innovation and Design for Sustainability	Reduce emissions from our products in use (scope 3 category 11) by 20% <sup>2</sup> by 2030.	Achieved ~2.5% reduction in emissions from our products in use (scope 3 category 11) in 2024 compared to prior year.	 
Circular Economy and Materials Use	Enable product reuse through global refurbishment centers.	63% returned products refurbished in our global refurbishment centers in 2024.	 
Responsible Sourcing	Audit risk-based prioritized suppliers.  Review 100% of any high-risk due diligence findings.	271 Supplier Code of Conduct audits performed.  100% of high-risk suppliers screened and dispositioned.	 
Product Safety	Identify, evaluate and close all reports of potential safety issues within a timely manner.	18 potential safety issues resolved.  Zero voluntary or involuntary product safety recalls issued.	 
Product Quality	Deliver the best consumer experience in every appliance, every time and everywhere.	Closed issues 35% faster by implementing a new management system for improved visibility of all open issues.	 
Greenhouse Gas (GHG) Emissions	Achieve Net Zero emissions from our plants (scopes 1 and 2) by 2030.	Achieved 36% GHG emissions reduction in scopes 1 and 2 emissions compared to prior year.	

Material <sup>1</sup> Issue	Targets and Commitments	2024 Results and Actions	SDG Goals
Waste Management	Maintain at least 97% landfill diversion rate in all manufacturing sites (above UL Zero Waste to Landfill [ZWtL] Gold level). <sup>3</sup>	Achieved a 97% or higher landfill diversion rate in all our global manufacturing sites.	
Water Management	Reduce water intensity by 3% every year in our plants.	Achieved 3% reduction in water intensity in 2024 compared to prior year.	
Energy Management	Reduce energy intensity by 3% every year in our plants.	Whirlpool did not achieve this target, but we continue to work toward energy intensity reduction.	
Inclusion and Diversity	Promote a workforce that represents the diversity of our available talent within the market at all levels of the organization and a culture where every employee feels a sense of belonging.	Achieved recognition for leadership in fostering an inclusive workplace with a spot on the 2024 Seramount Inclusion Index.	 
Occupational Health and Safety	Achieve zero fatalities and serious incidents globally.  Reduce incident rates globally by 10% each year.	0 fatalities and 4 serious injuries.  12% reduction in recordable injury and illness rate compared to prior year.	
Local Communities	Build more than 250 climate-resilient and energy-efficient homes with Habitat for Humanity U.S. by 2024.	260 climate-resilient and energy-efficient homes built in the U.S. as of 2024 through Habitat's BuildBetter with Whirlpool initiative.	

<sup>1</sup> "Materiality," as used in this report and our ESG materiality assessment process is different from the definition used in the context of filings with the U.S. Securities and Exchange Commission.

<sup>2</sup> Compared to 2016 baseline.

<sup>3</sup> ZWtL Gold level represents a greater than 95% diversion rate.

# GRI Index

GRI Disclosure	Disclosure Name	Whirlpool Response
<b>The Organization and Its Reporting</b>		
2-1	Organizational details	Whirlpool Corporation 2000 North M-63, Benton Harbor, Michigan Whirlpool Corporation is a publicly traded company, listed on the NYSE Chicago and New York Stock Exchange. Countries where Whirlpool Corporation operates and that are relevant to the topics covered in this report are: Argentina, Brazil, China, India, Mexico and United States of America.
2-2	Entities included in the organization's sustainability reporting	Operations data in this report is from majority-owned subsidiaries. Countries where Whirlpool Corporation operates and that are relevant to the topics covered in this report are: Argentina, Brazil, China, India, Mexico and United States of America.
2-3	Reporting period, frequency and contact point	See <a href="#">About This Report</a> .
2-5	External assurance	See <a href="#">External Limited Assurance</a> .
<b>Activities and Workers</b>		
2-6	Activities, value chain and other business relationships	See <a href="#">Our Approach and Governance</a> .
2-7	Employees	See <a href="#">Sustainability Report Data Appendix</a> .
<b>Governance</b>		
2-9	Governance structure and composition	See <a href="#">How We Govern ESG</a> .
2-10	Nomination and selection of the highest governance body	See <a href="#">Proxy Statement</a> , pages 1-16.

GRI Disclosure	Disclosure Name	Whirlpool Response
2-11	Chair of the highest governance body	See <a href="#">Proxy Statement</a> , pages 1-16.
2-12	Role of the highest governance body in overseeing the management of impacts	See <a href="#">How We Govern ESG</a> .
2-13	Delegation of responsibility for managing impacts	See <a href="#">How We Govern ESG</a> .
2-14	Role of the highest governance body in sustainability reporting	See <a href="#">How We Govern ESG</a> .
2-15	Conflicts of interest	See <a href="#">Proxy Statement</a> , pages 10 and 19. See also <a href="#">Ethics, Integrity and Compliance</a> and <a href="#">Global Enterprise Policies</a> . In addition, each year as part of our Annual Certification and Our Integrity Manual Refresher training, we ask all in-scope employees to certify that they have disclosed any conflicts of interest and have read all applicable Whirlpool policies and Our Integrity Manual.
2-16	Communication of critical concerns	See <a href="#">Ethics, Integrity and Compliance</a> and our Integrity Line. In 2024, zero publicly disclosed critical concerns were communicated to the highest governing body.
2-17	Collective knowledge of the highest governance body	See <a href="#">How We Govern ESG</a> .
2-18	Evaluation of the performance of the highest governance body	See <a href="#">How We Govern ESG</a> .

# GRI Index

GRI Disclosure	Disclosure Name	Whirlpool Response
2-19	Remuneration policies	See <a href="#">Proxy Statement</a> , pages 25-44.
2-20	Process to determine remuneration	See <a href="#">Proxy Statement</a> , pages 65-70 and <a href="#">Global Enterprise Policies</a> .
2-21	Annual total compensation ratio	See <a href="#">Proxy Statement</a> , page 65 and <a href="#">Sustainability Report Data Appendix</a> .
<b>Strategy, Policies and Practices</b>		
2-22	Statement on sustainable development strategy	See <a href="#">Message From Our CEO</a> .
2-23	Policy commitments	See <a href="#">Ethics, Integrity and Compliance</a> and <a href="#">Global Enterprise Policies</a> .
2-24	Embedding policy commitments	See <a href="#">Ethics, Integrity and Compliance</a> , <a href="#">Responsible Sourcing</a> and <a href="#">Global Enterprise Policies</a> .
2-25	Processes to remediate negative impacts	See <a href="#">Ethics, Integrity and Compliance</a> .
2-26	Mechanisms for seeking advice and raising concerns	See <a href="#">Ethics, Integrity and Compliance</a> .

GRI Disclosure	Disclosure Name	Whirlpool Response
2-27	Compliance with laws and regulations	Whirlpool Corporation received no significant fines or sanctions for non-compliance with environmental laws/regulations in 2024. Each year, all manufacturing sites assess compliance status and complete the “Annual Compliance Assurance Letter,” confirming that they are in substantial compliance with environmental, health and safety laws, regulations and other obligations. Further information on significant fines from prior periods is contained in the company's most recent Form 10-K filed with the Securities and Exchange Commission (SEC). In particular, on December 19, 2024, the France Competition Authority's (FCA) college issued its final decision in its investigation of appliance manufacturers and retailers in France, setting our final fine amount at \$75 million, within the range of our preliminary settlement with the FCA in 2023 (See page 84, Commitments and Contingencies — Competition Investigation).
2-28	Membership associations	Whirlpool Corporation's main memberships of industry associations are held with APPLiA, AHAM and ELETROS.
<b>Stakeholder Engagement</b>		
2-29	Approach to stakeholder engagement	See <a href="#">Our Approach and Governance</a> .
2-30	Collective bargaining agreements	See <a href="#">Form 10-K</a> , page 23. See <a href="#">Employee Experience</a> . See <a href="#">Global Enterprise Policies</a> .

# GRI Index

GRI Disclosure	Disclosure Name	Whirlpool Response
<b>Material topics</b>		
<b>GRI 3: Material Topics 2021</b>		
3-1	Process to determine material topics	See <a href="#">Our Approach and Governance</a> .
3-2	List of material topics	See <a href="#">Our Approach and Governance</a> .
3-3	Management of material topics	See <a href="#">Our Approach and Governance</a> .
<b>GRI 200: Economic</b>		
<b>GRI 201: Economic Performance</b>		
201-2	Financial implications and other risks and opportunities due to climate change	See <a href="#">Risk Management</a> and <a href="#">TCFD Index</a> .
<b>GRI 202: Market Presence</b>		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	The ratio of the standard entry-level hourly wage to local minimum wage varies from location to location around the world. This variation is necessary to comply with local market conditions and with wage minimums in countries or municipalities that set the minimums. Whirlpool complies with local minimum wage laws in each jurisdiction in which we operate. Whirlpool does not vary entry-level compensation by gender.
<b>GRI 204: Procurement Practices</b>		
204-1	Proportion of spending on local suppliers	Whirlpool Corporation is a global company with operations across the world. Local and global suppliers are evaluated based on multiple procurement criteria that may change sometimes based on business conditions. Approximately 60%–80% of our purchasing budget is within the locality where our product is produced.

GRI Disclosure	Disclosure Name	Whirlpool Response
<b>GRI 205: Anti-corruption</b>		
205-1	Operations assessed for risks related to corruption	See <a href="#">Form 10-K</a> , pages 20-21. 100% of our operations are regularly assessed and evaluated for multiple compliance and ethics risks, including risks related to corruption.
205-2	Communication and training about anti-corruption policies and procedures	100% of our Board of Directors and Executive Committee members have received communication regarding the organization's anti-corruption policies and procedures, including Our Integrity Manual. In addition, 100% of Whirlpool Corporation's Executive Committee, and numerous other Whirlpool senior leaders, participated in our Global Integrity Quarter, where they participated in training and/or messaging on the importance of Whirlpool Corporation's commitment to anti-corruption practices, policies and integrity. The members of the Executive Committee reflect senior leadership in each of our regional operations. Senior leaders reflect employees ranging from director and above in each of our regional operations.
205-3	Confirmed incidents of corruption and actions taken	We had zero confirmed incidents of corruption and zero public legal cases regarding corruption in 2024.
<b>GRI 206: Anti-competitive Behavior</b>		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	See <a href="#">Form 10-K</a> , page 32.

# GRI Index

GRI Disclosure	Disclosure Name	Whirlpool Response
<b>GRI 207: Tax</b>		
207-1	Approach to tax	See <a href="#">Global Enterprise Policies</a> . Tax strategy is reviewed annually by the chief executive officer, chief financial and administrative officer and senior vice president-of tax.
207-2	Tax governance, control, and risk management	<p>The tax governance and control framework are embedded in Whirlpool Corporation's internal controls, and compliance with these controls is assessed through routine reviews by the company's Internal Audit function and independent external auditors. The senior vice president of tax is ultimately responsible for compliance with these internal controls.</p> <p>Our approach regarding tax disclosures is included in Whirlpool Corporation's public filings, which are audited by independent external auditors. Concerns about unethical or unlawful behavior can be reported through our Integrity Line.</p>
207-3	Stakeholder engagement and management of concerns related to tax	Whirlpool Corporation engages with tax authorities in various jurisdictions through routine tax inquiries and audits. Our Investor Relations team collects comments from external investors, and internal employees participate in multiple questionnaires throughout the year.
207-4	Country-by-country reporting	The company pays tax in every profitable jurisdiction where it has nexus.

GRI Disclosure	Disclosure Name	Whirlpool Response
<b>GRI 300: Environmental</b>		
<b>GRI 302: Energy</b>		
302-1	Energy consumption within the organization	See <a href="#">Sustainable Operations</a> and <a href="#">Sustainability Report Data Appendix</a> .
302-3	Energy intensity	See <a href="#">Sustainable Operations</a> and <a href="#">Sustainability Report Data Appendix</a> . Fuel, electricity, heating, cooling and steam are included in the intensity ratio. The denominator includes our major product categories.
302-4	Reduction of energy consumption	See <a href="#">Sustainable Operations</a> and <a href="#">Sustainability Report Data Appendix</a> .
302-5	Reductions in energy requirements of products and services	See <a href="#">Sustainable Operations</a> and <a href="#">Sustainability Report Data Appendix</a> .
<b>GRI 303: Water and Effluents</b>		
303-1	Interactions with water as a shared resource	See <a href="#">Sustainable Operations</a> .
303-2	Management of water discharge-related impacts	See <a href="#">Sustainable Operations</a> . In every country we are materially compliant with local legal and regulatory requirements.
303-3	Water withdrawal	See <a href="#">Sustainable Operations</a> and <a href="#">Sustainability Report Data Appendix</a> .
303-4	Water discharge	See <a href="#">Sustainable Operations</a> and <a href="#">Sustainability Report Data Appendix</a> .
303-5	Water consumption	See <a href="#">Sustainable Operations</a> and <a href="#">Sustainability Report Data Appendix</a> .

# GRI Index

GRI Disclosure	Disclosure Name	Whirlpool Response
<b>GRI 304: Biodiversity</b>		
304-3	Habitats protected or restored	See <a href="#">Sustainable Operations</a> .
<b>GRI 305: Emissions</b>		
305-1	Direct (Scope 1) GHG emissions	See <a href="#">Sustainable Operations</a> and <a href="#">Sustainability Report Data Appendix</a> .
305-2	Energy indirect (Scope 2) GHG emissions	See <a href="#">Sustainable Operations</a> and <a href="#">Sustainability Report Data Appendix</a> .
305-3	Other indirect (Scope 3) GHG emissions	See <a href="#">Sustainable Operations</a> and <a href="#">Sustainability Report Data Appendix</a> .
305-4	GHG emissions intensity	See <a href="#">Sustainable Operations</a> and <a href="#">Sustainability Report Data Appendix</a> . Emissions intensity is calculated for direct (scope 1) and indirect (scope 2) emissions.
305-5	Reduction of GHG emissions	See <a href="#">Sustainable Products</a> , <a href="#">Sustainable Operations</a> and <a href="#">Sustainability Report Data Appendix</a> .
<b>GRI 306: Waste</b>		
306-1	Waste generation and significant waste-related impacts	See <a href="#">Sustainable Use</a> and <a href="#">Sustainable Operations</a> .
306-2	Management of significant waste-related impacts	See <a href="#">Sustainable Use</a> and <a href="#">Sustainable Operations</a> .
306-3	Waste generated	See <a href="#">Sustainable Operations</a> and <a href="#">Sustainability Report Data Appendix</a> .
306-4	Waste diverted from disposal	See <a href="#">Sustainable Operations</a> and <a href="#">Sustainability Report Data Appendix</a> .

GRI Disclosure	Disclosure Name	Whirlpool Response
306-5	Waste directed to disposal	See <a href="#">Sustainable Operations</a> and <a href="#">Sustainability Report Data Appendix</a> .
<b>GRI 308: Supplier Environmental Assessment</b>		
308-1	New suppliers that were screened using environmental criteria	All new suppliers must pass our Supplier Code of Conduct (SCoC) audit to be awarded business. Our environmental assessment, which is part of our SCoC audits, requires suppliers to follow all local environmental laws applicable to the workplace, the products produced and the methods of manufacture. Additionally, we encourage the use of processes and materials that support sustainability of the environment. See <a href="#">Responsible Sourcing</a> and <a href="#">Sustainability Report Data Appendix</a> .
308-2	Negative environmental impacts in the supply chain and actions taken	See <a href="#">Responsible Sourcing</a> and <a href="#">Sustainability Report Data Appendix</a> . In all cases where a significant actual environmental impact finding is identified, a corrective action plan is implemented. In cases where potential environmental impacts are identified, corrective action plans are requested using a priority risk-based approach.
<b>GRI 400: Social</b>		
<b>GRI 401: Employment</b>		
401-1	New employee hires and employee turnover	See <a href="#">Sustainability Report Data Appendix</a> .
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	See <a href="#">Employee Experience</a> . In every country we meet local legal and regulatory requirements and, in many cases, offer additional benefits to strive to achieve market competitiveness in each respective country.

# GRI Index

GRI Disclosure	Disclosure Name	Whirlpool Response
<b>GRI 402: Labor/Management Relations</b>		
402-1	Minimum notice periods regarding operational changes	In jurisdictions where there is a legally mandated notice, we comply with all local laws and requirements. Whirlpool Corporation also provides severance where applicable based on local law and/or company policy.
<b>GRI 403: Occupational Health and Safety</b>		
403-1	Occupational health and safety management system	See <a href="#">Occupational Health and Safety</a> .
403-2	Hazard identification, risk assessment, and incident investigation	See <a href="#">Occupational Health and Safety</a> .
403-3	Occupational health services	See <a href="#">Occupational Health and Safety</a> .
403-4	Worker participation, consultation, and communication on occupational health and safety	See <a href="#">Occupational Health and Safety</a> .
403-5	Worker training on occupational health and safety	See <a href="#">Occupational Health and Safety</a> .
403-6	Promotion of worker health	See <a href="#">Occupational Health and Safety</a> .
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	See <a href="#">Occupational Health and Safety</a> .

GRI Disclosure	Disclosure Name	Whirlpool Response
403-8	Workers covered by an occupational health and safety management system	See <a href="#">Occupational Health and Safety</a> and <a href="#">Sustainability Report Data Appendix</a> . Contractors executing a temporary project that are under direct supervision of their employer may not participate in the full health and safety management system, based on scope/duration and other legal requirements. These contractors are covered by applicable management system elements pertaining to the work activities they perform while on Whirlpool property.
403-9	Work-related injuries	See <a href="#">Occupational Health and Safety</a> and <a href="#">Sustainability Report Data Appendix</a> . Whirlpool Injury and Illness records do not include workers whose supervision on a day-to-day basis is not provided by Whirlpool, unless otherwise stated.
403-10	Work-related ill health	See <a href="#">Occupational Health and Safety</a> and <a href="#">Sustainability Report Data Appendix</a> . Whirlpool Injury and Illness records do not include workers whose supervision on a day-to-day basis is not provided by Whirlpool, unless otherwise stated.
<b>GRI 404: Training and Education</b>		
404-1	Average hours of training per year per employee	See <a href="#">Sustainability Report Data Appendix</a> . Training is offered at Whirlpool Corporation to all employees based on development needs and company requirements, regardless of race, gender or ethnicity.
404-2	Programs for upgrading employee skills and transition assistance programs	See <a href="#">Employee Experience</a> .

# GRI Index

GRI Disclosure	Disclosure Name	Whirlpool Response
404-3	Percentage of employees receiving regular performance and career development reviews	See <a href="#">Employee Experience</a> . 100% of white collar employees globally receive a performance review, regardless of gender. Performance management processes for our hourly workforce vary by geography; however, they do not vary by gender and incorporate various manufacturing plant metrics for performance measurement.
<b>GRI 405: Diversity and Equal Opportunity</b>		
405-1	Diversity of governance bodies and employees	See <a href="#">How We Govern ESG</a> and <a href="#">Sustainability Report Data Appendix</a> .
405-2	Ratio of basic salary and remuneration of women to men	See <a href="#">Global Enterprise Policies</a> . Whirlpool does not make compensation decisions based on race, gender or any other protected category.
<b>GRI 406: Non-discrimination</b>		
406-1	Incidents of discrimination and corrective actions taken	100% of incident reports received are reviewed by Whirlpool Corporation's Global Legal Ethics and Compliance team or Employee Relations team as part of our standard process. In 2024, internally there were 188 total instances of discrimination or harassment incidents identified. Of these instances, 101 required remediation plans to be implemented. The results of these remediations are reviewed through routine internal management review processes, and five of these require further action. In addition we had 10 external cases of which five have been closed.
<b>GRI 407: Freedom of Association and Collective Bargaining</b>		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	See <a href="#">Global Enterprise Policies</a> .

GRI Disclosure	Disclosure Name	Whirlpool Response
<b>GRI 408: Child Labor</b>		
408-1	Operations and suppliers at significant risk for incidents of child labor	See <a href="#">Global Enterprise Policies</a> .
<b>GRI 409: Forced or Compulsory Labor</b>		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	See <a href="#">Global Enterprise Policies</a> .
<b>GRI 410: Security Practices</b>		
410-1	Security personnel trained in human rights policies or procedures	Security personnel receive the same formal training as all other employees on human rights policies. Discussions about applications specific to security occur within individual teams.
<b>GRI 413: Local Communities</b>		
413-1	Operations with local community engagement, impact assessments, and development programs	See <a href="#">Community Impact</a> .

# GRI Index

GRI Disclosure	Disclosure Name	Whirlpool Response
<b>GRI 414: Supplier Social Assessment</b>		
414-1	New suppliers that were screened using social criteria	All new suppliers must pass our SCoC audit to be awarded business. Whirlpool Corporation supports the human rights of everyone we work with, and we expect our global suppliers to do the same. We strive to hold our suppliers accountable with these same principles through our SCoC. The SCoC states, in part, that suppliers must recognize and respect human rights, including any rights of workers to exercise lawful rights of free association, compliance with local and international laws regarding young workers, compliance with laws prohibiting human trafficking in any form (e.g., forced labor, debt bonded slavery), providing safe and healthy work environments, and respecting any legal right of workers to bargain collectively. See <a href="#">Responsible Sourcing</a> and <a href="#">Sustainability Report Data Appendix</a> .
414-2	Negative social impacts in the supply chain and actions taken	See <a href="#">Responsible Sourcing</a> and <a href="#">Sustainability Report Data Appendix</a> . In all cases where a significant actual social impact finding is identified, a corrective action plan is implemented. In cases where potential social impacts are identified, corrective action plans are requested using a priority risk-based approach.

GRI Disclosure	Disclosure Name	Whirlpool Response
<b>GRI 415: Public Policy</b>		
415-1	Political contributions	The Corporate Governance and Nominating Committee of the Board exercises oversight of Whirlpool Corporation's political contributions and lobbying activities. See <a href="https://whirlpoolcorp.com/global-public-policy-engagement/">https://whirlpoolcorp.com/global-public-policy-engagement/</a> for more information on U.S. Political Contributions.
<b>GRI 416: Customer Health and Safety</b>		
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	While we may have had incidents of regulatory non-compliance, these are not safety risks to our consumers.
<b>GRI 418: Customer Privacy</b>		
418-1	Complaints concerning breaches of customer privacy	Complaints received from outside parties: 2 Complaints received from regulatory bodies: 0

The following GRI metrics were omitted from this report: 2-4, 2-8, 201-1, 201-3, 201-4, 202-2, 203-1, 203-2, 301-1, 301-2, 301-3, 302-2, 304-1, 304-2, 304-4, 305-6, 305-7, 401-3, 411-1, 413-2, 416-1, 417-1, 417-2, 417-3. The reason for omission was that a) the metric was not applicable to Whirlpool Corporation based upon our identified ESG material topics, b) the information was unavailable or cannot be obtained with sufficient quality to enable reporting and/or c) the information is classified as confidential. As our processes, controls and systems evolve, we will evaluate our ability to report on these metrics on an annual basis.

# TCFD Index

## TCFD

### Recommendation

### Whirlpool Corporation Disclosures

#### Governance

**Oversight for ESG** Oversight of environmental, social and governance (ESG) issues is inextricably linked to the oversight of our company. Our Board of Directors operates pursuant to a set of Corporate Governance Guidelines that ensures that the Board will periodically review the company's ESG policies, initiatives and objectives. This approach allows us to uncover new issues, address rising topics and respond to the evolving needs of our stakeholders.

**Management** In addition to the Board of Directors, we have ESG oversight across our leadership, including Executive Committee members. There is additional oversight at the management and functional levels which supports the execution of key ESG initiatives. Our ESG Councils are composed of regional business leaders and senior leaders from our key operational and corporate functions. The ESG Councils evaluate our strategic priorities on relevant ESG issues based on results of our ESG Materiality Assessment and input from our ESG Task Force, a cross-functional team that embeds individuals and leaders from all core functions of the business. The ESG Task Force oversees progress against the strategic priority framework established by our ESG Councils. Whirlpool Corporation's senior vice president corporate controller and principal accounting officer is accountable for reporting to the Executive Committee and the Board of Directors on ESG matters, including climate change-related issues and financial impacts.

**Managing Climate Risks** Whirlpool, with oversight from our Board of Directors, proactively manages potential risks across the organization and ensures alignment with our core values. This includes a focus on strategy and the most significant risks facing Whirlpool, including climate and water risk. The Board also receives risk management updates in connection with its general oversight and approval of significant matters. This has resulted in a strong track record of successfully managing and mitigating risk. The Enterprise Risk Management (ERM) and Sustainability functions assess climate risks and opportunities and manage the day-to-day oversight of the climate risk management strategy. Our Sustainability team collaborates across internal functions to monitor environmental metrics and track progress toward achieving our climate goals.

# TCFD Index

TCFD Recommendation Whirlpool Corporation Disclosures

Strategy The TCFD highlights two primary types of climate risks: physical and transition. Physical risks may include extreme weather events, such as drought or flooding, and the longer-term impact of increasing average global mean temperatures. Transition risks, on the other hand, may include the global transition to a low-carbon economy, new regulations and innovations in energy efficiency.

We have identified several climate-related risks and opportunities with potential impact to our business as described below:

**PHYSICAL RISKS**

**Operations Continuity**

Risk type: Acute and chronic physical

Time horizon: Short-term

Likelihood: More likely than not

Magnitude of impact: Medium

Description: We leveraged the expertise of Trucost ESG Analytics to assess impacts to our facilities. Trucost analyzed the potential physical risks that may impact Whirlpool Corporation's operations, considering different scenarios of global warming by 2050, as described below:

Scenario	Representative Concentration Pathway (RCP)	Description
High Emissions	RCP 8.5	Continuation of business as usual with emissions at current rates. This scenario is expected to result in warming in excess of 4°C by 2100.
Moderate Emissions	RCP 4.5	Strong mitigation actions to reduce emissions to half of current levels by 2080. This scenario is more likely than not to result in warming in excess of 2°C by 2100.
Low Emissions	RCP 2.6	Aggressive mitigation actions to halve emissions by 2050. This scenario is likely to result in warming of less than 2°C by 2100.

Whirlpool Corporation's physical risk levels are broadly consistent across all scenarios. The company faces moderate risk with greatest exposure to water stress as the most significant risk driver. The exposure to other physical risks such as flood, hurricane and sea level rise are low across most sites.

Adaptation plans and mitigation measures at sites with higher risk exposure are coordinated by an Environment, Health and Safety and Sustainable operations group that prioritizes actions to address risks and opportunities related to our assets and infrastructure. In 2022, we launched a Global Water Procedure for water management in alignment with our We Care Commitment, Whirlpool Corporation's operating framework to ensure a workplace that protects our people, preserves the environment and enables the business and our people to act sustainably. From 2023 to 2024, we made progress in standardizing definitions and implementing new controls, and the procedure has been fully implemented at all manufacturing sites in 2024. Our global operational footprint includes areas of geographical water stress, and we operate in countries with a variety of regulations around wastewater management and water conservation. By having a global procedure, we can maintain our own high standards of practice which, in many locations, exceed the expected level of management.

# TCFD Index

TCFD Recommendation	Whirlpool Corporation Disclosures
Strategy (continued)	<p><i>Supply Chain Disruption</i></p> <p>Risk type: Acute physical Time horizon: Short-term Likelihood: More likely than not Magnitude of impact: Medium</p> <p>Description: We use a wide range of materials and components in the global production of our products, which come from numerous suppliers around the world. Because not all of our business arrangements provide for guaranteed supply, and our suppliers also are subject to the economic, social and political conditions in the countries in which they operate, and, moreover, some key parts may be available only from single-source unaffiliated third-party suppliers or a limited group of suppliers, we are subject to supply chain risk. We would be unable to obtain these proprietary components for an indeterminate period of time if these single-source suppliers were to cease or interrupt production or otherwise fail to supply these components to us as agreed, which could adversely affect our product sales and operating results. Our operations and those of our suppliers are subject to disruption for a variety of unexpected reasons, including, but not limited to, supplier plant shutdowns or slowdowns; epidemics and pandemics; hazards such as fire, earthquakes, flooding or other natural disasters, including due to climate change. Insurance for certain disruptions may not be available, affordable or adequate. The effects of climate change, including extreme weather events, long-term changes in temperature levels and water availability may exacerbate these risks. Such disruption has interrupted our ability to manufacture certain products in the past, and could do so again in the future. Any significant supply chain disruption for the reasons stated above or otherwise could have a material adverse impact on our financial statements.</p> <p><b>TRANSITION RISKS</b></p> <p><i>Regulatory Compliance and External Commitments</i></p> <p>Risk type: Emerging regulation Time horizon: Medium-term Likelihood: Likely Magnitude of impact: Medium-high</p> <p>Description: Climate change regulations at the federal, state or local level, or in international jurisdictions, or consumer preferences or expectations, could require us to limit emissions, change our manufacturing processes or product offerings, or undertake other costly activities. We have set rigorous targets for greenhouse gas (GHG) reductions and related sustainability goals, including a Net Zero emissions target in our plants and operations and a 20% reduction target in our scope 3 category 11 emissions. These targets could prove more costly or difficult to achieve than we expect, and we may be unable to achieve these targets or any other sustainability goal or commitment at acceptable cost or at all. Whether as a result of cost, operational or technological limitations, or if such targets or our progress against them are not perceived to be sufficiently robust, any failure to achieve our sustainability goals or reduce our impact on the environment, any changes in the scientific or governmental metrics utilized to objectively measure success, or the perception that we have failed to act responsibly regarding climate change could result in negative publicity and adversely affect our reputation as well as our relationships with consumers, investors and other stakeholders, which could in turn adversely affect our business operations, reputation, including a reduction in consumer sentiment, and negatively impact our financial condition, including our access to capital and cost of debt. In addition, not all of our competitors may seek to establish climate or other ESG targets and goals, or at a comparable level to ours, which could result in our competitors achieving competitive advantages through lower supply chain or operating costs, which could adversely affect our business, results of operations, financial condition and prospects.</p>

# TCFD Index

TCFD Recommendation	Whirlpool Corporation Disclosures
<p>Strategy (continued)</p>	<p><i>Carbon Pricing</i>                      Risk type: Emerging regulation                      Time horizon: Medium-term                      Likelihood: Likely                      Magnitude of impact: Medium-high</p> <p>Description: The TCFD identifies increased pricing of GHG emissions and increased operating costs as examples of climate-related transition policy risks. Carbon prices associated with emissions trading schemes, carbon taxes, fuel taxes and other policies are expected to rise in the future as governments take action to reduce GHG emissions consistent with the Paris Agreement. The speed and level to which carbon prices rise is uncertain and likely to vary across countries and regions. We leveraged the expertise of Trucost ESG Analytics to assess impact. We utilized Trucost’s Corporate Carbon Pricing Tool to quantify the risk and understand potential future financial impact against a high, medium and low carbon price scenario, from present to 2050. Trucost analyzed the impacts of carbon-related policies up until 2050 under a high, medium and low carbon price scenario. The analysis identified that, in a 2°C scenario, the carbon pricing risk associated with scope 3 upstream emissions is the largest contributor to Whirlpool Corporation’s overall carbon pricing risk. Unmitigated risk under a high carbon price scenario could increase operating expenditures and lower the company’s operating profit margin. Whirlpool Corporation uses a shadow carbon price with the objective to lower scope 1 emissions via direct investments in retrofits and to accelerate our investments in on-site and off-site renewable energy in every region. While we know that Whirlpool Corporation may face increased compliance costs related to new taxes, we are confident that by encouraging low-carbon behavior and the innovation of cleaner options within our supply chain and products, we will mitigate these impacts.</p> <p><i>Market and Technology Shifts</i>                      Risk type: Market                      Time horizon: Medium-term                      Likelihood: Likely                      Magnitude of impact: Medium-high</p> <p>Description: Future financial and social consequences of climate change may affect the demand for the products and services that Whirlpool Corporation offers. Supply chains and markets may evolve under future climate change scenarios, with increased consumer demand for energy-efficient, lower-carbon and/or lower-water-using products and the possibility of new technologies that may impact market behavior. Additionally, a number of economic factors, including the housing market and consumer sentiment, generally affect demand for our products in the U.S. and other countries in which we operate. We expect to see changes in demand for fossil fuel-based products such as gas cooking and drying appliances. This would cause a shift to our broad range of consumer products that utilize electrification technologies such as induction and heat pumps.</p>

# TCFD Index

TCFD Recommendation	Whirlpool Corporation Disclosures
Strategy (continued)	<p><b>CLIMATE-RELATED OPPORTUNITIES</b></p> <p><i>Innovative and Efficient Products for Our Consumers</i>                      Opportunity type: Products and services                      Time horizon: Short-term                      Likelihood: Likely                      Magnitude of impact: Medium</p> <p>Description: As global leaders and technology drivers in the home appliances industry, we are continually improving product efficiency on a voluntary basis. This creates opportunities in sales and creates value for utilities, developers, builders and consumers. We continue to make investments in both the efficiency and innovation of our products to improve lives at home and in our communities. We continue to invest in manufacturing efficiency, product leadership, technology and innovation. In 2023, we had already transitioned over 97% of all refrigerators to climate-friendly, low global warming potential refrigerants and blowing agents. In addition to driving individual product efficiency, we are developing innovations that will drive energy efficiency through more dynamic interactions with the grid through connected appliances and smart homes. These innovations and engagement with our consumers have the ability to drive significant gains in the emissions of our products in use to exceed our 2030 goals, while providing savings on consumer utility bills and a more resilient grid that is more capable of renewable energy generation. Additionally, they will open new consumer loyalty and services growth opportunities. With decarbonization and with our extensive electric product portfolio in numerous consumer segments and markets, we will be able to potentially capitalize on the shift to new technologies such as induction cooking and heat pump dryers. Growth in demand for appliances may also be impacted by more extreme weather events that disrupt homes and by additional migration.</p> <p><i>Zero Impact Operations</i>                      Opportunity type: Resource efficiency                      Time horizon: Short-term                      Likelihood: Virtually certain                      Magnitude of impact: Medium-low</p> <p>Description: Through our industry-leading brand portfolio and robust product innovation pipeline, we are able to leverage both our global scale and innovative manufacturing processes to drive best-in-class energy performance across all regions. The WCM (World Class Manufacturing) system that we adopted at all of our production sites includes an Environmental pillar that addresses the identification and assessment of environmental aspects and impacts, including understanding energy losses and implementing projects to reduce emissions, energy consumption and waste. We know that managing the use of natural resources in the manufacturing process is the right thing to do as part of our efforts to reduce our environmental footprint. We invest in driving continuous improvement in emissions and energy efficiency by dedicating resources to pursue energy efficiency projects and capital for deep energy retrofits, developing and utilizing local renewable energy generation or procurement and investing in on-site and off-site renewable energy options. In 2023, we were excited to cut the ribbon for the official opening of our second virtual Power Purchase Agreement (VPPA) site, Limestone Wind farm in Dawson, Texas, with 53 megawatts of clean energy produced from 88 turbines. In 2024, for the first time, we matched 100% of our electric energy consumption in the U.S. manufacturing sites with Renewable Energy Certificates from the two VPPA farms. In the past two years, we also entered into agreements with One Energy to add on-site wind and solar power in our Findlay, Marion and Clyde, Ohio, operations. When combined with existing turbines, these projects are expected to supply at least 70% of the plants' energy needs. While the majority of our GHG emissions footprint results from our products in use, the energy efficiency of our plants also represents an important opportunity for our risk-management strategy. We intend to complete other off-site and on-site opportunities in the next several years.</p>

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## TCFD

### Recommendation Whirlpool Corporation Disclosures

**Risk Management** Our overall risk management strategy and risk oversight is disclosed in our Proxy Statement, and risk factors are described in the 10-K. We evaluate risks several ways from an enterprise perspective. To conduct a climate risk and opportunity assessment in line with the recommendations of the TCFD, our environmental sustainability team worked with S&P Global's Trucost to identify and assess transition and physical risks, taking into consideration different climate-related scenarios and associated time horizons for the short, medium and long term. The analysis included three different scenarios: a 2°C scenario (RCP 2.6), a moderate mitigation scenario (RCP 4.5) and a business-as-usual scenario (RCP 8.5). The results of these analyses were summarized by time horizon, magnitude and likelihood to help inform the risk management process. Whirlpool Corporation's Enterprise Risk Committee has the responsibility to evaluate risks and risk mitigation actions, aligned with our long-range strategic planning. We regularly assess the risks and opportunities of emerging issues and have formally integrated ESG topics, including climate risk, into our annual Enterprise Risk Assessment survey. As we navigate the rapidly evolving and complex space of ESG frameworks, standards and guidelines, we continue ongoing dialogue and engagement with our stakeholders to understand and address impacts, risks and opportunities as they relate to material ESG issues. Our ESG Task Force is responsible for ensuring that ESG, including climate-related issues, is effectively integrated into regional and functional strategies. Additionally, to enhance organizational resilience to physical risks, our cross-regional Environmental, Health and Safety function prioritizes actions to address risks and opportunities related to our operations, including setting global water reduction targets and implementing standardized controls to better manage water usage in all sites. Additionally, water risk assessments are conducted regionally and with use of the World Resource Institute's Aqueduct tool to look at current and future water risks. These water risks take into account climate impacts and future scenarios. Further details about our efforts to reduce climate change impact are discussed in our [2024 Sustainability Report](#).

**Metrics and Targets** In 2021, Whirlpool Corporation announced a global commitment to reach a Net Zero scopes 1 and 2 emissions target in our plants and operations by 2030. We also continue to progress toward our Science-Based Targets initiative-approved target of 20% reduction in emissions resulting from the use of our products (scope 3 category 11) by 2030, compared to 2016 levels. Additionally, we set targets on energy intensity and water intensity. Historical performance trends against these targets and additional details on our climate transition plans can be found in our [2024 Sustainability Report Data Appendix](#). We also monitor regulatory compliance, stakeholder engagement and reputation metrics impacted by climate-related risks. Furthermore, each member of our Executive Committee has elements of our environmental, social and governance priorities included in their individual objectives for the purposes of individual performance ratings, which influence each executive's incentive compensation.

# SASB Index

## Consumer Goods Sector — Appliance Manufacturing

Topic	Accounting Metric	Category	Code	Unit of Measure	2024 Response
Product Safety	Number of (1) recalls issued and (2) total units recalled	Quantitative	CG-AM-250a.1	Number	(1) Zero voluntary product safety recalls issued and zero involuntary product safety recalls issued. (2) Zero total units recalled. <sup>1</sup>
	Discussion of progress to identify and manage safety risks associated with the use of its products	Discussion and Analysis	CG-AM-250a.2	n/a	See <a href="#">Our Products</a> .
	Total amount of monetary losses as a result of legal proceedings associated with product safety	Quantitative	CG-AM-250a.3	Presentation currency	\$1.8 million <sup>1</sup>
Product Life cycle Environmental Impacts	Percentage of eligible products by revenue certified to an energy efficiency certification	Quantitative	CG-AM-410a.1	Percentage by revenue	26.27% <sup>2,3</sup>
	Percentage of eligible products by revenue certified to an environmental product life cycle standard	Quantitative	CG-AM-410a.2	Percentage by revenue	0% in 2024, due to lack of usage in the marketplace by our retailer consumers.
	Description of efforts to manage products' end-of-life impacts	Discussion and Analysis	CG-AM-410a.3	n/a	See <a href="#">Our Products</a> .

<sup>1</sup> Total amount of monetary losses are reported net of insurance reimbursements in excess of Whirlpool Corporation's self-insured limit.

<sup>2</sup> Reflects percentage of eligible products by revenue certified to the Energy Star program in the United States. Excludes products sold or intended for sale outside the United States, licensed products not manufactured nor sold by Whirlpool Corporation and Whirlpool manufactured products sold under the following brands: Admiral, Crosley, IKEA, Kenmore, DACOR and Ingles.

<sup>3</sup> Revenue used to calculate the percentage of eligible products certified to the Energy Star program does not reflect sales incentives or allowances for product returns, which are recognized as a reduction of revenue when accounting for Net Sales in the Consolidated Statements of Income. See Notes 1 & 2 to the Consolidated Financial Statements for additional information on Accounting Policies and Revenue.

# Sustainability Report Data Appendix

The [Sustainability Report Data Appendix](#) contains historical performance related to ESG metrics for Whirlpool Corporation and its consolidated subsidiaries, we have included select metrics from the appendix below. An Excel download of all metrics can be found on our website at: [sr.whirlpoolcorp.com](https://sr.whirlpoolcorp.com). See the [External Limited Assurance](#) report for metrics assured by Ernst & Young LLP, an external third-party.

## Environmental

	2024
Total Scopes 1 and 2 Market-Based (metric tons of CO <sub>2</sub> eq)	198,735
Scope 3 Category 11 — Use of Sold Products (metric tons of CO <sub>2</sub> eq)	48,309,782
Energy From Renewable Sources (gigajoules)	2,086,187
Percent of Total Energy Obtained From Renewable Sources (%)	41.3%

## Social & Governance

	2024
Total Employees — All Employees (#)	44,407
Global Women Representation — Office/Managerial (%)	41%
Global Women Representation — Production (%)	42%
Serious Injury and Illness Rate — Employees and Non-employees	0.01
Number of on-site supplier audits completed (#)	271



See our [Data Appendix](#) for additional metrics.

# External Limited Assurance

## Independent Accountants' Review Report

To the Board of Directors and Management of Whirlpool Corporation:

We have reviewed Whirlpool Corporation's ("Whirlpool") accompanying schedules of selected environmental, diversity and equal opportunity, occupational health and safety, product safety and product lifecycle metrics (the "Subject Matter") included in **Appendix A** for the reporting periods indicated in **Appendix A**, based on the criteria also set forth in **Appendix A** (the "Criteria"). Whirlpool's management is responsible for the Subject Matter, based on the Criteria. Our responsibility is to express a conclusion on the Subject Matter based on our review.

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants (AICPA) AT-C section 105, *Concepts Common to All Attestation Engagements*, and AT-C section 210, *Review Engagements*. Those standards require that we plan and perform our review to obtain limited assurance about whether any material modifications should be made to the Subject Matter in order for it to be in accordance with the Criteria. The procedures performed in a review vary in nature and timing from and are substantially less in extent than, an examination, the objective of which is to obtain reasonable assurance about whether the Subject Matter is in accordance with the Criteria, in all material respects, in order to express an opinion. Accordingly, we do not express such an opinion. Because of the limited nature of the engagement, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an examination been performed. As such, a review does not provide assurance that we became aware of all significant matters that would be disclosed in an examination. We believe that the review evidence obtained is sufficient and appropriate to provide a reasonable basis for our conclusion.

We are required to be independent of Whirlpool and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements related to our review engagement. Additionally, we have complied with the other ethical requirements set forth in the Code of Professional Conduct and applied the Statements on Quality Control Standards established by the AICPA.

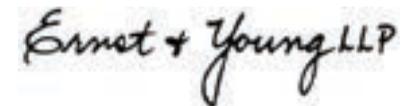
The procedures we performed were based on our professional judgment. Our review consisted principally of applying analytical procedures, making inquiries of persons responsible for the subject matter, obtaining an understanding of the data management systems and processes used to generate, aggregate and report the Subject Matter and performing such other procedures as we considered necessary in the circumstances.

As described in **Appendix A** the Subject Matter is subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary. Furthermore, Scope 3 Category 11 emissions are calculated based on a significant number of estimations and management assumptions due to the inherent nature of the Greenhouse Gas Protocol Corporate Standard and Technical Guidance for Calculating Scope 3 Emissions criteria.

The information included in Whirlpool's 2024 Sustainability Report, other than the Subject Matter as described in **Appendix A**, has not been subjected to the procedures applied in our review and, accordingly, we express no conclusion on it.

Based on our review, we are not aware of any material modifications that should be made to the schedules noted above and included in **Appendix A** for the reporting periods as indicated in the table above in order for it to be in accordance with the Criteria.

  
Shape the future  
with confidence  
Chicago, Illinois  
February 26, 2025



# External Limited Assurance

## Appendix A: Subject Matter Schedules

### Schedule of Scope 1 and 2 GHG Emissions For the year ended December 31, 2024

Metrics	Value	Unit Reported	Criteria
Scope 1 Greenhouse Gas (GHG) Emissions <sup>1,2,3,4</sup>	121,002	Metric tonnes carbon dioxide equivalent (“mtCO2e”)	Whirlpool’s large global manufacturing facilities and distribution centers with total area equal to or greater than 500,000 square feet, calculated and disclosed using World Resources Institute (“WRI”) / World Business Council for Sustainable Development’s (“WBCSD”) The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (GHG Protocol) and WRI WBCSD GHG Protocol Scope 2 Guidance: An Amendment to the GHG Protocol Corporate Standard.
Scope 2 GHG Emissions Location-based method (LBM) <sup>1,3,4,5</sup>	250,931	mtCO2e	
Scope 2 GHG Emissions Market-based method (MBM) <sup>1,3,4,5</sup>	77,733	mtCO2e	

<sup>1</sup> The reporting boundary of the Subject Matter within the Schedule excludes mainly facilities not directly related to the manufacturing and distribution of Whirlpool products, such as administrative/corporate offices. The reporting boundary includes divested entities for the period in which they were operated by Whirlpool during the year. The reporting boundary does not include new facilities acquired during the year. In April 2024, there was a divestiture of the EMEA major domestic appliance business.

<sup>2</sup> Scope 1 emissions capture emissions from gasoline, diesel, propane, liquified petroleum gas and natural gas at the facilities within the reporting boundary. Whirlpool references the following emission factors in the Scope 1 emissions calculation: 2024 release of the Brazilian Greenhouse Gas Protocol and 2024 US Environmental Protection Agency (“EPA”) Emission Factors for Greenhouse Gas Inventories. Whirlpool uses the Global Warming Potentials (GWPs) from the Intergovernmental Panel on Climate Change (IPCC) Fifth Assessment Report (AR5). The vast majority of Scope 1 and Scope 2 emissions, which are reported in CO2e, are attributable to CO2.

<sup>3</sup> For distribution centers where only partial actual data is obtained, Whirlpool uses an average as a proxy for remaining months. For distribution centers where actual data cannot be obtained, Whirlpool calculates an internal intensity factor based on actual consumption data from other reporting distribution centers and extrapolates based on square footage. Approximately 8%, 7%, and 6% of Scope 1, Scope 2 LBM, and Scope 2 MBM GHG emissions were estimated, respectively.

<sup>4</sup> Due to the timeline of reporting, all December 2024 consumption values and related GHG emissions are estimated using an average of October and November 2024 consumption or, if November 2024 is not available, both November and December 2024 are estimated using an average of January and October 2024 consumption, to capture seasonal impacts. The majority of energy presented is based on actual consumption data.

<sup>5</sup> Scope 2 emissions capture electricity and steam energy consumption at the facilities within the reporting boundary. Whirlpool references the following emission factors in the Scope 2 emissions calculation: 2024 release of the Brazilian Greenhouse Gas Protocol, 2024 US EPA Emission Factors for Greenhouse Gas Inventories, 2024 release of the US EPA Emissions & Generation Resource Integrated Database (“eGRID”) emission factors referencing the 2022 factors, 2024 release of the International Energy Agency (“IEA”) Emission Factors referencing the 2022 factors (adjusted to IPCC AR5), 2023 release of Green-e Residual Mix Emissions Rates referencing the 2021 factors, and 2023 release of the RE-DISS emission factors referencing the 2021 factors. The only market-adjusted emission factors used are the RE-DISS emission factors in European countries; for all other regions, adjusted emissions factors are not available or have not been estimated to account for voluntary purchases, and this may result in double counting between electricity consumers.

# External Limited Assurance

## Schedule of Select Environmental Metrics For the year ended December 31, 2024

Metrics	Value	Unit Reported	Criteria
Scope 3 GHG Emissions, Category 11 Use of Sold Products <sup>6, 7</sup>	48,309,782	mtCO <sub>2</sub> e	Whirlpool's large appliances, which include air treatment, cooking, dishwashers, laundry and refrigeration product categories shipped during the year ended December 31, 2024, calculated and disclosed using the GHG Protocol and the Technical Guidance for Calculating Scope 3 Emissions for the reported Scope 3 emissions.
Total Energy Consumption <sup>1, 4</sup>	5,056,948	Gigajoules	As defined by Global Reporting Initiative ("GRI") Disclosure 302-1e: Total energy consumption within the organization, in joules or multiples. <sup>8</sup>
Energy Intensity <sup>9</sup>	151.5	Megajoules / product	GRI 302-3: Energy intensity
Energy sourced from renewable sources	2,086,187	Gigajoules	Total fuel consumption within the organization from renewable sources, renewable electricity procured through self-generation, Financial Power Purchase Agreements (Virtual PPAs) and contracts with electricity suppliers. <sup>8</sup>
% of total energy sourced from renewable sources <sup>10</sup>	41.3	%	

**Note:** Non-financial emission and energy information is subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary.

<sup>6</sup> Scope 3 Category 11 emissions exclude small domestic appliances such as garbage disposals and kitchen accessories. The reporting boundary includes shipments from divested entities for the period in which they were owned by Whirlpool during the year. The reporting boundary does not include new facilities acquired during the year. In April 2024, there was a divestiture of the EMEA major domestic appliance business. Whirlpool references the following emission factors in the Scope 3 emissions calculation: 2024 US EPA Emission Factors for Greenhouse Gas Inventories and 2024 release of the IEA Emission Factors referencing the most recent factor available for each country. Whirlpool uses GWPs from the IPCC AR5.

<sup>7</sup> Use of Sold Product emissions are calculated using the assumption that the useful life of large appliances is 10 years. Emissions are calculated using shipment data, energy consumption data for each appliance, and product useful life. Due to the timeline of reporting, December 2024 emissions are estimated based on the average of October and November actuals and are calculated for each product category by region.

<sup>8</sup> Other criteria included in GRI 302-1 standards (i.e., total fuel from non-renewable sources, total consumption by type, and source of conversion factor) are excluded. The percentage of total energy sourced from renewable sources is the Energy sourced from renewable sources (GJ) divided by Total Energy Consumption (GJ).

<sup>9</sup> Energy intensity is calculated as the Total Energy Consumption (GJ) divided by the number of units of large appliances produced during the 12 months ended December 31, 2024.

<sup>10</sup> The renewable energy metric was updated in 2024 to include procured renewable energy, in line with our Scope 2 Market-Based approach. Under the previous methodology, the total renewable energy usage for 2024 would have been 88,493 gigajoules, representing 1.8% of the total energy consumed. The increase in the metric was almost entirely attributable to Virtual PPAs and contracts with energy suppliers.

# External Limited Assurance

## Schedules of Select Diversity & Equal Opportunity Metrics For the year ended December 31, 2024

Metrics <sup>11, 12</sup>	Value <sup>13</sup>	Unit <sup>14</sup>	Criteria
Global women by level: Executive committee	22	%	
Global employees by Age: Executive committee			As defined by 2016 GRI 405-1a: Percentage of individuals within the organization's governance bodies in each of the following diversity categories:
• > 50	67		
• 30 - 50	33	%	i. Gender;
• < 30	0		ii. Age group: under 30 years old, 30-50 years old, over 50 years old;
Underrepresented Minorities ("URM") by level: Executive Committee (U.S. only) <sup>15</sup>	13	%	iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).
URM by level (U.S. only) <sup>15</sup>			
• Director and above	27		
• Senior manager and manager	23		
• Office/Managerial below manager	27	%	As defined by 2016 GRI 405-1b: Percentage of employees per employee category in each of the following diversity categories:
• All Office/Managerial	26		
• All Production	31		i. Gender;
URM (U.S. only) <sup>15</sup>	29	%	ii. Age group: under 30 years old, 30-50 years old, over 50 years old;
Black representation (U.S. only) <sup>15</sup>			iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).
• Director and above	6		Percentage of global employees in each of the following age categories: under 30 years old, 30-50 years old, over 50 years old
• Senior manager and manager	4		
• Office/Managerial below manager	14	%	
• All Office/Managerial	11		
• All Production	14		

<sup>11</sup>Employees include both full-time and part-time employees. Divested headcount is not considered a termination and acquired headcount is not considered a new hire.

<sup>12</sup>Employee gender and ethnicity are based upon employee self-identification.

<sup>13</sup>Metrics are reported using employee data as of December 31, 2024.

<sup>14</sup>Metrics expressed as percentages are rounded to the nearest whole number, therefore numbers may not reconcile due to rounding.

<sup>15</sup>URM includes employees who self-identify as Black or African American, Hispanic or Latino, Asian, American Indian/Alaskan Native, Native Hawaiian or Other Pacific Island, Two or More Races, or Other. Employees who choose not to disclose their ethnicity or who do not provide a response regarding their ethnicity are excluded from the scope of this metric. % URM is calculated as: Number of URMs divided by the number of U.S. employees who disclose their ethnicity.

# External Limited Assurance

Metrics <sup>11, 12</sup>	Value <sup>13</sup>	Unit <sup>14</sup>	Criteria
<b>Global women representation</b>			
• Director and above	32		
• Senior manager and manager	34		
• Office/Managerial below manager	44	%	
• All Office/Managerial	41		
• All Production	42		
<b>Workforce Breakdown by Ethnicity (US Only)<sup>16</sup>:</b>			
• Asian	5		
• Black or African American	13		
• Hispanic or Latino	9	%	
• White	70		
• Indigenous or Native	1		
• Others	2		
<b>Global employees by level</b>			
• Director and above	354		
• Senior manager and manager	2,787		
• Office/Managerial below manager	9,015		
• All Office/Managerial	12,156	Count of employees	
• All Production	32,251		
• All Employees	44,407		
<b>Global employees by age</b>			
• > 50	20		
• 30 - 50	53	%	
• < 30	27		

As defined by 2016 GRI 405-1b: Percentage of employees per employee category in each of the following diversity categories:

i. Gender;

ii. Age group: under 30 years old, 30-50 years old, over 50 years old;

iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).

Percentage of global employees in each of the following age categories: under 30 years old, 30-50 years old, over 50 years old

<sup>16</sup>Employees who choose not to disclose their ethnicity or who do not provide a response regarding their ethnicity are excluded from the scope of this metric. The % of the ethnicity is calculated as: Number of employees per listed ethnicity divided by the total number of U.S. employees who disclose their ethnicity. "Others" ethnicity includes Native Hawaiian or Other Pacific Island and Two or More Races.

# External Limited Assurance

Metrics <sup>11, 12</sup>	Value <sup>13</sup>	Unit <sup>14</sup>	Criteria	
<b>Global employees by gender</b>				
• Men	25,942	Count of employees	2021 GRI 2-7 <sup>17</sup> : (a) The total number of employees, and a breakdown of this total by gender and by region; (b) report the total number of: i. permanent employees, and a breakdown by gender and by region; ii. temporary employees, and a breakdown by gender and by region; iv. full-time employees, and a breakdown by gender and by region; v. part-time employees, and a breakdown by gender and by region;	
• Women	18,465			
<b>Global employees by region</b>				
• North America	17,564	Count of employees		
• EMEA	235			
• Latin America	23,060			
• Asia	3,548			
<b>Global employees by gender and contract type</b>				
<i>Temporary</i>				
• Men	187	Count of employees		
• Women	142			
• Total	329			
<i>Permanent</i>				
• Men	25,755	Count of employees		
• Women	18,323			
• Total	44,078			
<b>Global employees by region and contract type</b>				
<i>Temporary</i>				
• North America	5	Count of employees		
• EMEA	1			
• Latin America	228			
• Asia	95			
<i>Permanent</i>				
• North America	17,559	Count of employees		
• EMEA	234			
• Latin America	22,832			
• Asia	3,453			

<sup>17</sup>Other criteria included in GRI 2-7 standards (i.e., significant fluctuations in the number of employees during the reporting period) are excluded.

# External Limited Assurance

Metrics <sup>11, 12</sup>	Value <sup>13</sup>	Unit <sup>14</sup>	Criteria	
Global employees by gender and employment type				
<i>Full-time</i>				
• Men	25,826	Count of employees	2021 GRI 2-7 <sup>17</sup> : (a) The total number of employees, and a breakdown of this total by gender and by region; (b) report the total number of: i. permanent employees, and a breakdown by gender and by region; ii. temporary employees, and a breakdown by gender and by region; iv. full-time employees, and a breakdown by gender and by region; v. part-time employees, and a breakdown by gender and by region;	
• Women	18,321			
• Total	44,147			
<i>Part-time</i>				
• Men	116	Count of employees		
• Women	144			
• Total	260			
Global employees by region and employment type				
<i>Full-time</i>				
• North America	17,455	Count of employees		
• EMEA	230			
• Latin America	22,933			
• Asia	3,529			
<i>Part-time</i>				
• North America	109	Count of employees		
• EMEA	5			
• Latin America	127			
• Asia	19			

# External Limited Assurance

Metrics <sup>13</sup>	Employee Count	Rate as % <sup>14</sup>	Criteria
Global new hires and hire rate by region <sup>18</sup>			
• North America	3,138	17	
• EMEA	236	82	
• Latin America	10,900	47	
• Asia	1,121	32	
Global new hires and hire rate by age <sup>18</sup>			
• > 50	591	6	
• 30 - 50	5,077	21	
• < 30	9,727	80	
Global new hires and hire rate by gender <sup>18</sup>			
• Men	8,714	33	
• Women	6,681	36	GRI 401-1:
Global employee turnover and turnover rate by region <sup>19</sup>			(a) Total number and rate of new employee hires during the reporting period, by age group, gender and region.
• North America	4,865	26	
• EMEA	108	38	(b) Total number and rate of employee turnover during the reporting period, by age group, gender and region.
• Latin America	10,750	47	
• Asia	1,190	34	
Global employee turnover and turnover rate by age <sup>19</sup>			
• > 50	1,776	19	
• 30 - 50	6,284	26	
• < 30	8,853	73	
Global employee turnover and turnover rate by gender <sup>19</sup>			
• Men	9,837	37	
• Women	7,076	38	
Total Global Voluntary Employee Turnover Rate <sup>19</sup>		24	
Total Global Turnover Rate <sup>19</sup>		37	
Total Global Hire Rate <sup>18</sup>		34	

**Note:** Non-financial diversity and equality information is subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary.

<sup>18</sup>Hire rates are calculated as: new hires by age group, gender or region divided by average headcount for the reporting period.

<sup>19</sup>Turnover rates are calculated as: Terminations (voluntary, involuntary, and retired) by age group, gender or region divided by average headcount for the reporting period. Voluntary turnover rates are calculated as voluntary terminations divided by average headcount for the reporting period.

# External Limited Assurance

## Schedule of Select Occupational Health and Safety Metrics For the year ended December 31, 2024

Metrics <sup>20, 21</sup>	Value	Reporting Unit and Criteria
The occupational health and safety metrics and related criteria includes all Whirlpool global manufacturing facilities and non-industrial sites with total area equal to or greater than 100,000 square feet <sup>20</sup>		
Recordable injury and illness cases - Employees and Non-employees	264	The number of recordable work-related injuries and illnesses.  A work-related injury or illness that results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness; or significant injury or ill health diagnosed by a physician or other licensed healthcare professional, even if it does not result in death, days away from work, restricted work or job transfer, medical treatment beyond first aid, or loss of consciousness.
Recordable injury and illness rate - Employees and Non-employees	0.51	The number of recordable work-related injuries and illness cases multiplied by 200,000 (100 full time equivalent employees working 40 hours per week for 50 weeks) then divided by the number of hours worked for the reporting period.
Serious Injury & Illness Incidents - Employees and Non-employees	4	The number of incidents that result in the following  (1) Fatalities, if work-related (2) Amputation: The traumatic loss of all or part of a limb or other external body part. (3) Debilitating loss: An incident which results in permanent (partial or full) loss of use of any arm, leg, hand, foot, eyesight, permanent hearing loss, or other disease to the human body. (4) Loss of consciousness: An incident which results in the worker becoming unconscious, regardless of the length of time the employee remains unconscious. Note: If the loss of consciousness, as determined by a licensed healthcare professional, is from a Vasovagal response triggered by the sight of blood, it is excluded from being a Serious Incident. (5) Hospital admittance: Hospital Admittance for treatment (other than for observation or diagnosis) and/or (6) Serious environmental emergency: Fire, explosion, spill, release (to air, water or soil) or other catastrophic enforcement action
Serious Injury & Illness Rate - Employees and Non-employees	0.01	The number of serious incident cases multiplied by 200,000 (100 full time equivalent employees working 40 hours per week for 50 weeks) then divided by the number of hours worked <sup>22</sup> for the reporting period.
Injury & Illness Fatalities - Employees & Non-employees	0	The number of fatalities as a result of work-related injury or work-related illness.
Injury & Illness Fatalities – Contractors <sup>23</sup>	0	The number of fatalities as a result of work-related injury or work-related illness.
Total Hours Worked - Employees and Non-employees	102,871,501	The number of hours worked in the reporting period <sup>22</sup> .

<sup>20</sup>The reporting boundary includes Whirlpool employees and/or non-employees both overseen and not overseen on a day-to-day basis by a Whirlpool employee as of December 31, 2024. This boundary aligns with locations where the vast majority of manual labor is performed, which is where work-related injuries are most likely to occur. The reporting boundary includes divested entities for the period in which they were operated by Whirlpool during the year. The reporting boundary does not include OHS metrics for sites associated with facilities from new business acquisitions.

<sup>21</sup>Whirlpool's OHS metrics were determined as of January 28, 2025 for the incidents that occurred during the year ended December 31, 2024. Note, as more case details arise, incident classifications are subject to change.

<sup>22</sup>Total number of hours for this metric includes all full-time Whirlpool employees as well as temporary and contingent workers.

<sup>23</sup>This metric includes the relevant data for non-employees not overseen on a day-to-day basis by a Whirlpool employee.

# External Limited Assurance

Metrics <sup>20, 21</sup>	Value	Reporting Unit and Criteria
Lost Workday Rate - Employees and Non-employees	0.23	<p>The number of Lost Workday cases multiplied by 200,000 (100 full time equivalent employees/workers working 40 hours per week for 50 weeks) then divided by the total number of hours worked for the reporting period.</p> <p>A Lost Workday case is a self-reported work-related injury or illness, including fatality that results in one or more Lost Days. A Lost Day occurs when, in the opinion of the medical professional of record, the employee's work-related injury or illness prevents the person from being able to work. The first counted Lost Day is the first day following the injury, regardless of whether it was a scheduled workday, and ends when the person is able, in the opinion of the medical professional of record, to return to work, leaves employment, or reaches 180 Lost Days.</p>
Lost Workday Rate - Employees only	0.22	The number of Lost Workday cases multiplied by 200,000 (100 full time equivalent employees/workers working 40 hours per week for 50 weeks) then divided by the number of employee hours worked for the reporting period.
Lost Workday Rate - Non-employees only	0.01	The number of Lost Workday cases multiplied by 200,000 (100 full time equivalent employees/workers working 40 hours per week for 50 weeks) then divided by the number of employee hours worked for the reporting period.

**Note:** Non-financial health and safety metrics are subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The number of recordable injury and illness cases, serious incidents and lost time incidents are based upon employees self-reporting work-related injury and illnesses to Whirlpool, which may be affected by culture, societal norms and/or regulations. To the extent that a recordable injury or illness case, serious incident and/or lost time incident is not self-reported, it would not be included in the health and safety metrics.

# External Limited Assurance

## Schedule of Select Product Safety Metrics For the year ended December 31, 2024

Metrics	Value	Unit Reported	Criteria
Number of <sup>24, 25</sup>			
1. recalls issued	0	Number of recalls issued	SASB CG-AM-250a.1
2. total units recalled	0	Total number of units recalled <sup>26</sup>	
Total amount of monetary losses as a result of legal proceedings associated with product safety <sup>27, 28, 29, 30</sup>	1.8	Millions \$ (USD) <sup>31</sup>	SASB CG-AM-250a.3

**NOTE:** The Subject Matter is subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary.

<sup>24</sup>The reporting boundary for recall metrics is for all products manufactured and distributed by Whirlpool.

<sup>25</sup>Recalls and recall expansions are included as separate instances in the scope of this metric.

<sup>26</sup>Number of total units recalled is rounded to the nearest hundred units. There were no units recalled in 2024.

<sup>27</sup>The reporting boundary for monetary loss metrics is for all products manufactured or distributed by Whirlpool where Whirlpool pays cash to plaintiffs; any recoveries received from other parties due to the transfer of risk and responsibility to licensees or original equipment manufacturers are shown net of indemnities in the year they are received by Whirlpool. The reporting boundary includes divested entities for the period in which they were operated by Whirlpool during the year.

<sup>28</sup>In accordance with the SASB criteria, monetary losses include indemnities paid in settlement or following a judgment due to bodily injury or property damage that could lead to bodily injury (e.g., fire or explosion).

<sup>29</sup>For more information on actions Whirlpool is taking for product safety and quality, please see the "Our Products" section of the sustainability report, which is not subject to assurance.

<sup>30</sup>Monetary losses are included in the reported metric when cash is paid out and is shown as net of insurance reimbursements in excess of Whirlpool's self-insured limit. The reported metric includes indemnities paid in the 12 months ended December 31, 2024, that relate to cases with incident dates between 2015 and 2024.

<sup>31</sup>Total amount of monetary losses as a result of legal proceedings associated with product safety is rounded to the nearest tenth of a million USD.

## Schedule of Select Product Life Cycle Environmental Impacts Metrics For the year ended December 31, 2024

Metrics	Value	Unit Reported	Criteria
Percentage of eligible products by revenue certified to the ENERGY STAR Program <sup>32, 33</sup>	26.27	%	SASB CG-AM-410a.1

**NOTE:** The Subject Matter is subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary.

<sup>32</sup>Eligible products are identified as products sold by Whirlpool within the categories of appliances eligible for United States ENERGY STAR certification which include: Clothes Dryers, Clothes Washers, Commercial Clothes Washers, Dishwashers, Freezers, Hoods, Electric cooking products, and Refrigerators. Revenues from eligible products excludes products sold or intended for sale outside the United States, licensed products not manufactured nor sold by Whirlpool Corporation and Whirlpool-manufactured products sold under the following brands: Admiral, Crosley, IKEA, Kenmore, DACOR, and Ingles.

<sup>33</sup>The metric is calculated as (United States revenue from ENERGY STAR certified products) / (United States revenue from ENERGY STAR eligible products). Revenue used to calculate the percentage of eligible products certified to the Energy Star program does not reflect sales incentives or allowances for product returns. For products that obtained certification during the year, Whirlpool has included total annual revenue to reflect their qualification under the program.

# Forward-Looking Statements

The Private Securities Litigation Reform Act of 1995 provides a safe harbor for forward-looking statements made by us or on our behalf. Certain statements contained in this and other written and oral statements made from time to time by us or on our behalf do not relate strictly to historical or current facts and may contain forward-looking statements that reflect our current views with respect to future events and financial performance. As such, they are considered “forward-looking statements” that provide current expectations or forecasts of future events. Such statements can be identified by the use of terminology such as “may,” “could,” “will,” “should,” “possible,” “plan,” “predict,” “forecast,” “potential,” “anticipate,” “estimate,” “expect,” “project,” “intend,” “commit,” “believe,” “may impact,” “on track,” “guarantee,” “seek,” and the negative of these words and words and terms of similar substance. Our forward-looking statements generally relate to our growth strategies, financial results, product development and sales efforts. These forward-looking statements should be considered with the understanding that such statements involve a variety of risks and uncertainties, known and unknown, and may be affected by inaccurate assumptions. Consequently, no forward-looking statement can be guaranteed, and actual results may vary materially.

This document contains forward-looking statements about Whirlpool Corporation and its consolidated subsidiaries (“Whirlpool”) that speak only as of this date. Whirlpool disclaims any obligation to update these statements. Forward-looking statements in this document may include, but are not limited to, statements regarding future financial results, environmental, social, and governance efforts, emissions reduction and net zero goals, risk management, product sustainability and responsible sourcing efforts, product safety, quality and end-of-life initiatives, sustainable operations and renewable investments, workplace safety, employee engagement, and community impact efforts. Many risks, contingencies and uncertainties could cause actual results to differ materially from Whirlpool's forward-looking statements. Among these factors are: (1) intense competition in the home appliance industry, and the impact of the changing retail environment, including direct-to-consumer sales; (2) Whirlpool's ability to maintain or increase sales to significant trade customers; (3) Whirlpool's ability to maintain its reputation and brand image; (4) the ability of Whirlpool to achieve its business objectives and successfully manage its strategic portfolio transformation; (5) Whirlpool's ability to understand consumer preferences and successfully develop new products; (6) Whirlpool's ability to obtain and protect intellectual property rights; (7) acquisition, divestiture, and investment-related risks, including risks associated with our past acquisitions; (8) the ability of suppliers of critical parts, components and manufacturing equipment to deliver sufficient quantities to Whirlpool in a timely and cost-effective manner; (9) risks related to our international operations; (10) Whirlpool's ability to respond to unanticipated social, political and/or economic events, including epidemics/pandemics; (11) information technology system and cloud failures, data security breaches, data privacy compliance, network disruptions, and cybersecurity attacks; (12) product liability

and product recall costs; (13) Whirlpool's ability to attract, develop and retain executives and other qualified employees; (14) the impact of labor relations; (15) fluctuations in the cost of key materials (including steel, resins, and base metals) and components and the ability of Whirlpool to offset cost increases; (16) Whirlpool's ability to manage foreign currency fluctuations; (17) impacts from goodwill, intangible asset and/or inventory impairment charges; (18) health care cost trends, regulatory changes and variations between results and estimates that could increase future funding obligations for pension and postretirement benefit plans; (19) impacts from credit rating agency downgrades; (20) litigation, tax, and legal compliance risk and costs; (21) the effects and costs of governmental investigations or related actions by third parties; (22) changes in the legal and regulatory environment including environmental, health and safety regulations, data privacy, taxes and generative AI; (23) the impacts of changes in foreign trade policies, including tariffs; (24) Whirlpool's ability to respond to the impact of climate change and climate change or other environmental regulation; and (25) the uncertain global economy and changes in economic conditions.

## Other Important Notes and Disclaimers

Various of the disclosures in this report are informed by the expectations of various stakeholders and/or third-party frameworks. Such information may not necessarily be material for purposes of our filings under U.S. federal securities laws, even if we use “material” or similar language in discussing such matters. Particularly in the ESG context, there are various approaches to materiality that differ from, and in many cases are more expansive than, the definition under U.S. federal securities laws. Furthermore, much of this information is subject to methodologies and data that continue to evolve. Over time, our approach to such matters has also evolved and is expected to continue evolving, and we cannot guarantee that our approach will align with the expectations or preferences of any particular stakeholder. For example, the processes for measuring and accounting for ESG metrics can involve substantial discretion, include assumptions or other methodological considerations that involve inherent uncertainty and may change due to evolving understanding or perception of certain matters by us or society at large. This can make it difficult to anticipate the ultimate outcomes of certain decisions in advance, as well as complicate the comparison of information presented at different times or under different circumstances or standards. Moreover, while we aim to align various disclosures set forth or referred to in this report with the recommendations of various third-party frameworks, such as the Sustainability Accounting Standards Board and the Task Force on Climate-related Financial Disclosures, we cannot guarantee strict adherence to these frameworks' recommendations. Our disclosures, as well as relevant internal controls, also may change due to revisions in framework requirements, availability or quality of information, changes in our business or applicable government policies, or other factors, some of which may be beyond our control.



**KitchenAid**

JENN AIR

**MAYTAG**

**AMANA**

**BRASTEMP**

**Consul**

