



2023
Sustainability
Report



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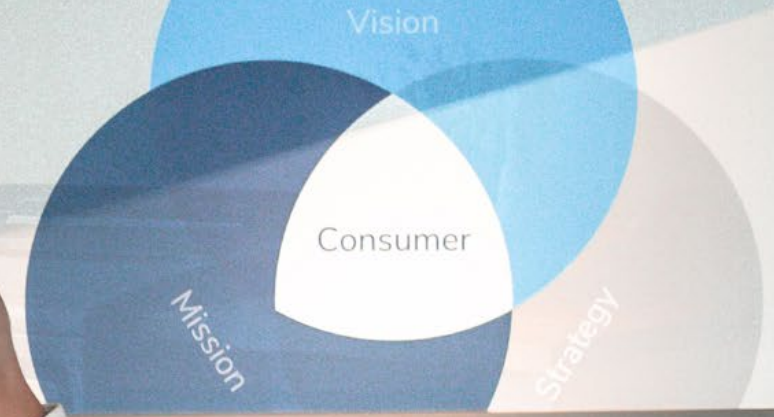
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We keep the consumer at the center of everything we do.

Consumers are at the center of our vision, mission and strategy.



Whirlpool Corporation named
World's Most Admired



This
Corporation

Recognition of Whirlpool
leadership on the global stage.

OUR APPROACH

In constant pursuit of improving life at home.

IN THIS SECTION:

- 2 Who We Are
- 3 Message From Our CEO
- 5 Our Purpose and ESG Strategy
- 8 Awards and Recognition

WHO WE ARE

Whirlpool Corporation (NYSE: WHR) is committed to being the best global kitchen and laundry company, in constant pursuit of improving life at home. In an increasingly digital world, the company is driving purposeful innovation to meet the evolving needs of consumers through its iconic brand portfolio, including *Whirlpool*, *KitchenAid*, *Maytag*, *Consul*, *Brastemp*, *Amana*, *Bauknecht*, *JennAir*, *Indesit* and *InSinkErator*. In 2023, the company reported approximately \$19 billion in annual sales, 59,000 employees and 55 manufacturing and technology research centers. Additional information about the company can be found at [WhirlpoolCorp.com](https://www.whirlpoolcorp.com)



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

The driving force behind everything we do, our values were with us from the beginning. They are the heart of our success. They guide how we lead and run our business and keep us grounded as we work to serve and achieve our vision.



INTEGRITY



RESPECT



INCLUSION & DIVERSITY



ONE WHIRLPOOL



SPIRIT OF WINNING

SALES BY REGION (in percent)



- 59% North America
- 19% Europe, Middle East and Africa
- 17% Latin America
- 5% Asia

SALES BY CATEGORY (in percent)



- 30% Refrigeration
- 27% Laundry Appliances
- 24% Cooking Appliances
- 19% Dishwashing and Other

\$19B

Annual Sales

MESSAGE FROM OUR CEO



Over the past two years, Whirlpool has transformed our portfolio to focus on higher-margin and higher-growth businesses, and is focused on leveraging the strength and opportunities of our unique brand portfolio.”

MARC BITZER

**Chairman and CEO,
Whirlpool Corporation**

In all that we do, Whirlpool Corporation is guided by our history. Over more than a century in business we’ve responded to the conditions and challenges of the day — while also imagining how our products can set the stage for the future.

A long tradition of innovation

To take just one example, Upton Machine Company — the business that would one day become Whirlpool Corporation — introduced the first electric motor-driven wringer washing machines in 1911, unlocking a step-change in how families spent their time at home. Six decades later, the technology had advanced and so had we. We transitioned to fully automatic washing machines that provided consumers with even more ease and convenience. Another generation after that, in 1998, Whirlpool launched the *Resource Saver* washer, an industry-first energy- and water-efficient top-load machine. The average clothes washers built today use nearly 78% less energy than those built in 1992, while their capacity has increased by 60%. These appliances are also manufactured more sustainably than ever before, in facilities that use less energy and water and generate less waste.

Beyond innovating new products for consumers, we’ve also adapted our business over time to win in the marketplace. Over the past two years, Whirlpool has transformed our portfolio to focus on higher-margin and higher-growth businesses, and is focused on leveraging the strength and opportunities of our unique brand portfolio. Underlying this transformation is a mindful consideration of environmental, social and governance (ESG) issues. We believe that executing on priorities like reducing waste, increasing transportation efficiency and fostering a strong, safe and engaged workforce will not only enhance our environmental and social performance — but also they will improve our margins and business growth.

2023 offers numerous examples of this continuous spirit of innovation. We announced our breakthrough *SlimTech* insulation technology, which will soon allow us to reduce the thickness of *JennAir* and *KitchenAid* refrigerator walls. This means refrigerators with potential for greater storage capacity, less energy use and quieter operation — as well as insulation materials that can be recycled at the end of an appliance’s life. We’ll build these appliances at our newly expanded

plant in Ottawa, Ohio, where our investments have created over 100 additional jobs. We're also making steady progress toward our Net Zero scopes 1 and 2 emissions target by 2030, as well as embedding principles of circularity into the design of our products from the start.

What a better life at home means to us

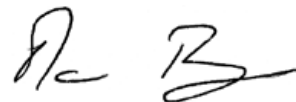
Whirlpool Corporation's enduring vision is to improve life at home, and we mean these words in every sense. We improve life at home when we create products that are safe, efficient and convenient to use, taking the hassle out of everyday tasks. We do it when we focus on our employees' safety and well-being, providing them with roles that bring fulfillment and purpose to their work. And we do it when we help people achieve their dreams of moving into a home for the first time or help their homes to be climate change-resilient (Learn more about this work with Habitat for Humanity on p. 62).

Just as our past laid the foundation for where we are today, our actions in 2023 position us for further progress in the years to come. Over the past year, we:

- Reduced our scopes 1 and 2 market-based greenhouse gas (GHG) emissions by ~25% compared to 2022
- Operationalized two virtual power purchase agreements, which, when fully operational, are expected to cover 100% of the electricity consumed by our U.S. sites
- Achieved zero waste to landfill (ZwTL) Gold level at two new manufacturing sites and maintained ZwTL Gold or Platinum Level at all other global manufacturing sites
- Donated \$144 million and over 242,000 products to Habitat for Humanity
- Completed 143 climate-resilient and energy-efficient builds through Habitat's BuildBetter with Whirlpool initiative

In this 2023 Sustainability Report, you can learn more about all of these initiatives — along with many other ways that we continue to build a business that is more sustainable and improves lives at home, as well as on our planet, for generations to come.

Sincerely,



Marc Bitzer

Chairman of the Board and Chief Executive Officer



OUR PURPOSE AND ESG STRATEGY

Since the founding of our company over 110 years ago, we have lived by our vision of improving life at home. Guided by our core values, we work to develop innovative products that save time and eliminate work for consumers, lessen environmental impact and support our employees and communities, all while delivering significant, long-term value for our shareholders.

Our ESG strategy is an integral part of our long-term, globally aligned strategic imperatives and operating priorities — and has been for several decades. Over 50 years ago, former Whirlpool president Elisha “Bud” Gray noticed discarded material and excess waste on the assembly line that concerned him, and in response noted in a letter to the shareholders, “We have long held that no business can separate itself from the affairs and problems of the society of which it is a part and hope to grow and prosper.” Gray proceeded to establish the Office of Environment in 1970. This office provided a means to set aggressive environmental standards across all operations. We continue this legacy of pursuing sustainability in the company’s products and processes by seeking to broaden our commitments to ESG efforts and advancing our goal of making life in our homes, communities and operations better today and in the future.



IMPROVING LIFE AT HOME THROUGH:



Sustainable Products and Operations

Creating shared value throughout the product life cycle and committing to Net Zero scopes 1 and 2 emissions by 2030



Supporting Our People

Investing in resources to help care for our employees, consumers and communities



Doing the Right Thing

Holding ourselves accountable and maintaining robust policies, procedures and systems so we can live by our values

Our Value Chain

As we pursue our mission of improving life at home for consumers through our products, we also have an opportunity to improve how those products are designed, engineered, manufactured, used and treated at their end-of-life. From the design phase through repair and refurbishment, we are committed to delivering the best-quality products available and supporting our consumers throughout the product life cycle. Innovation, design and a focus on performance excellence set the *Whirlpool* product portfolio apart. Our products are designed to perform as expected by consumers, while at the same time continuously becoming more efficient and better for the environment. Everything we do is built on a foundation of reliability and quality, keeping homes running smoothly so our consumers can spend time on what matters to them.

The Life Cycle of Our *KitchenAid* Small Appliances

In 2023, we performed a life cycle analysis for our *KitchenAid* small appliance products, including the stand mixer, blender and food processor. The *KitchenAid* results demonstrate how we bring our sustainable management practices to life throughout the product life cycle and product value chain.



OUR PRODUCTS

Product Safety

Leading product safety practices industry-wide through proactive, robust testing and swift response to uncovered issues

Product Quality

Striving for excellence at every level of product performance — durability, craftsmanship, reliability, delivery, installation and service

Circular Economy

Repairing, refurbishing and recycling products to reduce waste and contribute to a circular economy

Local Communities

Helping our communities improve life at home through employee engagement, product donation and signature charities' programs



Our certified refurbished program for *KitchenAid* stand mixers aims to have our products perform like new, while avoiding waste and reusing as many high-quality parts as possible.



OUR SUPPLIERS

Innovation and Design for Sustainability

Designing quality products that are good for our consumers and for the planet

Materials Use and Impact

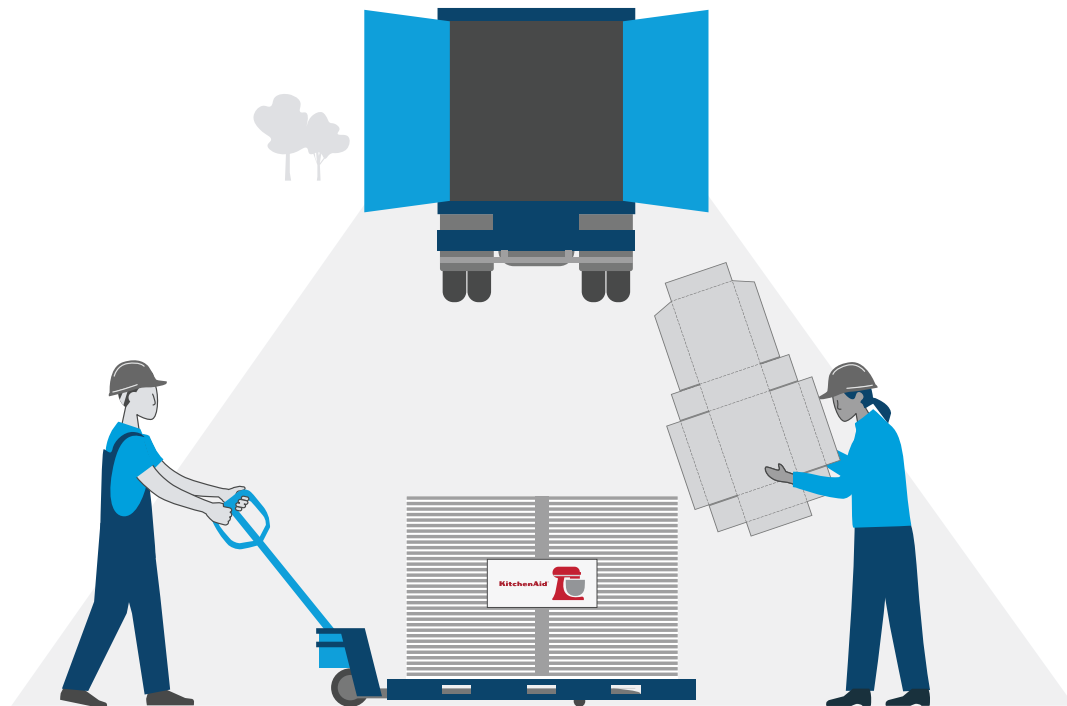
Responsibly sourcing safe and sustainable materials and increasing transparency around the materials used in our products

Responsible Sourcing

Choosing partners that align with Whirlpool values and abide by our high ethical and compliance standards



We are collaborating with our suppliers to launch expanded polystyrene (EPS)-free packaging for select products in the *KitchenAid* line by 2025.



OUR OPERATIONS AND EMPLOYEES

Sustainable Operations

Ensuring we manage our water, waste, energy, carbon emissions and impact on biodiversity of our operations

Occupational Health and Safety

Reducing risk in our workplace through proactive engagement with employees and contractors

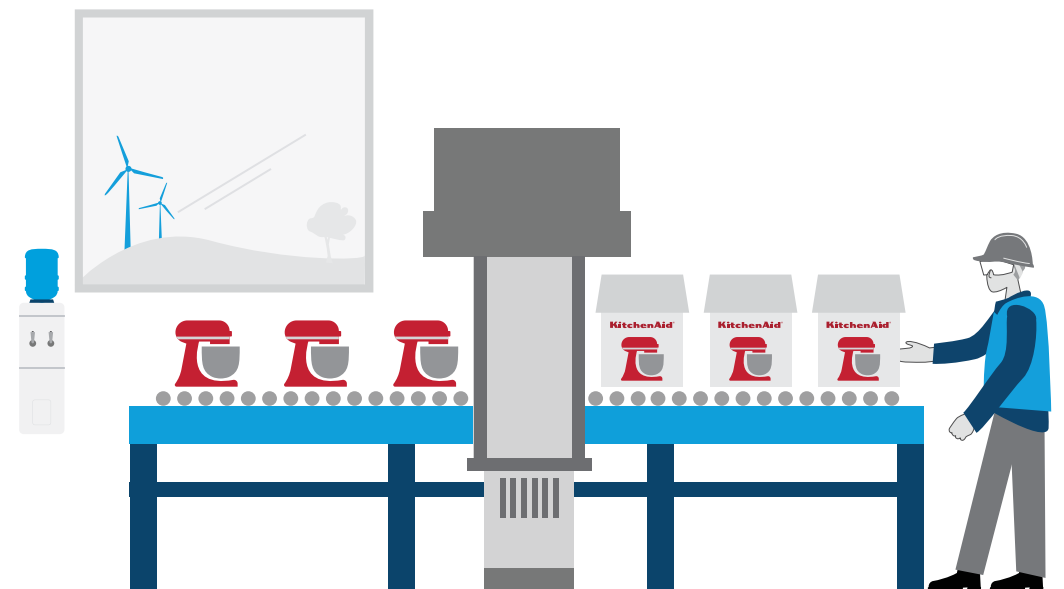
Inclusion and Diversity

Creating a culture in which all people can thrive, both our employees and the members of communities in which we operate

KitchenAid products are manufactured at our Greenville, Ohio, site, a facility that generates more than 70% of its electricity needs from renewable sources (wind energy) and is a self-certified Gold ZWT facility.



The site has improved safety key performance and activity indicators, implementing strong countermeasures and significantly improved ergonomics to help keep employees safe and healthy.



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.



For over 110 years, improving life at home has been central to our corporate purpose. These honors are a testament to the work of our 59,000 employees around the globe who strive every day to bring that same purpose to life in our products, workspaces and communities.”

MARC BITZER

**Chairman and CEO
of Whirlpool Corporation**

2023 AWARDS AND RECOGNITION

DOW JONES SUSTAINABILITY WORLD INDEX
Second consecutive year

2023-2024 CORPORATE EQUALITY INDEX (CEI)
Score of 100 from the Human Rights Campaign
Twentieth consecutive year

A TOP COMPANY FOR EXECUTIVE WOMEN
BEST COMPANIES FOR MULTICULTURAL WOMEN
LEADING INCLUSION INDEX ORGANIZATION
Seramount

50 BEST COMPANIES TO SELL FOR
Selling Power

BEST PLACE TO WORK FOR DISABILITY INCLUSION
Disability Equality Index, 100 percent score
Seventh consecutive year

BEST COMPANIES TO WORK FOR
U.S. News & World Report

iF DESIGN AWARD
Whirlpool, Hotpoint and KitchenAid Brands

GLOBAL RepTrak 100
Eleventh consecutive year

WORLD'S MOST ADMIRABLE COMPANIES
Fortune
Thirteenth consecutive year

AMERICA'S MOST JUST COMPANIES
JUST Capital

**MOST INNOVATIVE IN THE HOUSEHOLD —
KITCHEN PRODUCTS CATEGORY**
Pro Tool Innovation Award (PTIA), *InSinkErator* Brand

THE BEST WALL OVENS
Wirecutter, JennAir Brand

**THE BEST LUXURY KITCHEN APPLIANCES AND BRANDS,
ACCORDING TO TESTING**
Good Housekeeping, *JennAir* Brand

**CLEANING & ORGANIZING AWARDS — GOOD
HOUSEKEEPING 2023 — PURR-FECT WASHER**
Good Housekeeping, *Maytag* Brand

BEST WASHER-AND-DRYER SETS OF 2023 — BEST FOR PETS
Popular Science, *Maytag* Brand

BEST DRYERS OF 2023 — BEST FOR PET OWNERS
Reviewed, *Maytag* Brand

**BEST AGITATOR TOP LOAD WASHERS OF 2023 —
OTHER TOP LOAD AGITATORS**
Reviewed, *Maytag* Brand

BEST DISHWASHERS
Wirecutter, Maytag Brand

**THE 9 BEST ELECTRIC RANGES FOR ALL KITCHEN STYLES
AND COOKING NEEDS**
Better Homes & Gardens, *Whirlpool* Brand

**THE 8 BEST FRONT-LOADING WASHERS OF 2023 FOR QUICK
AND EASY — AND INCREDIBLY CLEAN — LAUNDRY**
Better Homes & Gardens, *Whirlpool* Brand

TOP OF MIND 2023
Folha de São Paulo, *Brastemp* and *Consul* Brands

A photograph of three people in a meeting room. In the foreground, a woman with long, dark, curly hair and glasses is smiling and looking towards the right. Behind her, another woman with dark hair is looking in the same direction. In the background, a man is also looking towards the right. They appear to be in a professional setting, possibly a conference or meeting, with a large screen visible in the background.

OUR ESG GOVERNANCE AND LEADERSHIP

Improving life at home begins with our values and comes to life through our actions.

IN THIS SECTION:

10 Message From Our ESG Leadership

11 How We Govern ESG

14 Global Ethics, Integrity and Compliance

A CONVERSATION WITH PAM KLYN



With our ESG strategy so closely linked to our values, it's become a way of working that is truly part of every employee's job."

PAM KLYN

Executive Vice President, Corporate Relations and Sustainability

Q What accomplishments are you most excited to share in Whirlpool's 2023 Sustainability Report?

There are so many positive things happening across our business, and I'm especially proud of the different ways we are thinking about and acting on climate change solutions. Once again Whirlpool achieved record year-over-year greenhouse gas emissions reductions — reducing scopes 1 and 2 market-based emissions by ~25% in just one year — an incredible accomplishment made possible by both significant investments in renewable energy and hundreds of energy-efficiency projects across our operations.

We are also approaching the conclusion of a multi-year project with Habitat for Humanity, called BuildBetter with Whirlpool — a program to build 250 climate-resilient, energy-efficient homes throughout the U.S. for populations who are in need of safe, affordable housing. This program focuses on building units that are better able to withstand the increasing impacts of climate disasters and are equipped with energy- and cost-efficient appliances, demonstrating climate resiliency does not have to mean high cost. This is another key initiative as part of our long-standing relationship with Habitat.

Q How does Whirlpool Corporation's leadership team embed the environmental, social and governance (ESG) strategy throughout the organization?

With our ESG strategy so closely linked to our values, it's become a way of working that is truly part of every employee's job. Our CEO and Executive Committee set our strategic priorities for ESG throughout the organization and sponsor ESG Councils consisting of regional business leaders. Our ESG Task Force operates under guidance from the Councils and includes representatives from more than 20 functions. The Task Force plans, communicates and reports on key ESG priorities, and each of the functions is accountable for allocating resources and measuring progress relative to our targets.

Q Expectations of companies related to ESG matters continue to evolve. What challenges do you foresee Whirlpool facing in light of our changing external environment?

Like many other makers of consumer goods, the largest source of our emissions is those generated by our products when they are in use. Reducing these emissions is both a steep challenge and an exciting opportunity. It's one we are tackling through our Design for Sustainability program, which connects product sustainability directly with our business goals by designing and building high-performance products.

The other side of the equation is consumer education about choosing more efficient products — and using existing products more efficiently. For example, we know that today's dishwashers use significantly less water and energy than those used a generation ago. Using a dishwasher saves over three times the water and energy of hand washing, saving our consumers up to 2,500 gallons of water per day. If we can communicate benefits like these to consumers, we believe we'll not only reduce our scope 3 emissions — we'll also help our consumers save money on their utility bills.

Q As you look to 2024 and beyond, where do you see the greatest areas of opportunity?

Throughout our long history, the right partnerships at the right time have made all the difference. As we look to the future, I see opportunities for us to partner at each consumer touchpoint when it comes to the circularity of our products. We're already doing this successfully in multiple parts of the world, like the U.K. and India, where we engage with consumers to extend the life of their appliances after purchase. We hope to scale these efforts and others in the areas of service, repair, end-of-life collection and more.

If my background as an engineer has taught me anything, it's the importance of asking questions. We know we're not at an end state, so we'll continue learning, problem-solving and asking what more we can do to advance our goals.

Our ESG Governance

HOW WE GOVERN ESG

Whirlpool Corporation's long-standing commitment to the highest standards of ethical and legal conduct and sustainable operations has allowed us to stand the test of time and continue to create shareholder value. Our strong risk management, commitment to ethics and compliance, and values-driven culture of integrity is how we earn and keep trust.

ESG Governance

Oversight of ESG is inextricably 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. 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
- Integrated Supply Chain
- Investor Relations
- Legal
- Manufacturing
- Marketing
- Risk Management
- Sustainability
- Tax
- Treasury

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 Councils

ESG COUNCILS

- 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](#)¹ 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 Councils

¹ "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 (SEC).

Board of Directors

Our Board of Directors sets the tone and leads our values-driven culture, which is critical to how we operate sustainably and create shareholder value. Our Board is composed of 14 directors, including an independent Presiding Director and one employee director who is our Chairman and CEO, Marc Bitzer. Our Board includes leaders with expertise in areas critical to our business operations and strategy, such as product development, innovation, human capital management and cybersecurity. The Board operates under a set of corporate governance guidelines, and each committee — Audit, Corporate Governance and Nominating, Human Resources and Finance — operates under a charter that directs each committee's activities. The Board regularly evaluates its leadership structure to confirm it is operating effectively.

BOARD REFRESHMENT AND DIVERSITY

Whirlpool remains committed to a Board composition that reflects an effective mix of business expertise, company knowledge and diverse perspectives, and our goal is to strike the right balance between Board refreshment and continuity. Our Corporate Governance and Nominating Committee is committed to seeking qualified candidates from a diverse range of backgrounds in its role in Board recruitment. Eight of our directors are gender or racially/ethnically diverse, and three out of the four directors who most recently joined the Board are female or racially/ethnically diverse.

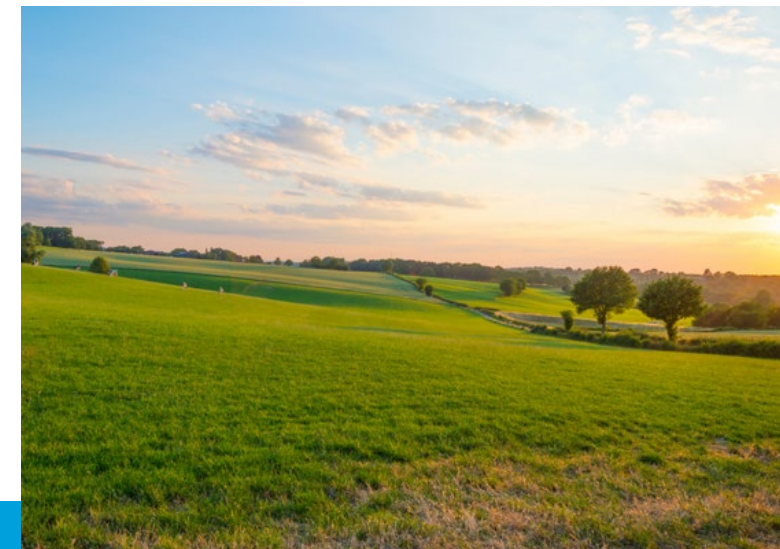


Our latest Proxy Statement contains information on Board tenure, experience and diversity.



Staying Current With ESG Issues

This year, the Board participated in a deep-dive session on the potential transformative impact of generative AI, and better understanding the risks and opportunities for the company and impact on our consumers. The Board also reviewed significant cyber and data privacy trends, and provided oversight and insights into our cyber strategy for the future.



RISK MANAGEMENT AND RESILIENCE

With oversight from our Board of Directors, Whirlpool proactively manages potential risks across the organization and aids in 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.

Our risk management, internal audit and compliance teams serve as the primary monitoring and testing functions for company-wide policies and procedures. This team is also responsible for managing the day-to-day oversight of the risk management strategy for Whirlpool Corporation, including:

- **Enterprise Risk:** Part of our plan to deliver long-term value to our customers and shareholders is our strong oversight and risk management approach. Our enterprise risk management (ERM) process involves systemic risk identification and mitigation, covering enterprise, strategic, financial, non-financial, 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.
- **Climate Risk Management:** Climate change poses a risk to all businesses and communities. A changing climate and its impacts create risk throughout our operational footprint, from more frequent and severe fires, to earthquakes, floods



or other natural disasters. Our Board of Directors oversees ESG strategy and initiatives, while the Risk Management and Sustainability teams assess climate risks and opportunities. Our Sustainability team collaborates across internal functions to monitor environmental metrics and track progress toward achieving our science-based emissions-reduction goals.



For more information on our Climate Risk Management, please refer to our [TCFD Appendix](#). For more information on Business Risk Management, please refer to our [10-K, Annual Report and Proxy Statement](#).

GLOBAL ETHICS, INTEGRITY AND COMPLIANCE

Just like our approach to developing high-quality products that improve life at home, our ethics and compliance efforts hold us to the highest possible standards.

Our commitment to seek out opportunities for improvement is evident in our internal culture of “Speak Up, Listen Up.” Our goal is to create a culture in which people feel respected, valued and heard, and, at the same time, feel that they have a vested interest in the success of the company. We want people to thrive because they engage with the Whirlpool culture. That is why our policies regarding employee behavior and supplier expectations align so closely with our core values and why we encourage employees to actively communicate any issues through multiple channels (our Integrity Channels).

Our Ethics and Compliance function is always seeking opportunities to better manage risks across all aspects of the company. This year, recognizing the increasing level of data our stakeholders entrust to us, we adjusted our internal structure by bringing the data privacy function within the Ethics and Compliance team to increase coordination and enhance security.



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

Oversight of Ethics and Compliance

GLOBAL ETHICS AND COMPLIANCE TEAM

- **Reviews all ethics and compliance matters raised**
- **Reviews reporting trends and investigation results**
- **Reports trends and recommendations to the committees**

GLOBAL ETHICS AND COMPLIANCE STEERING COMMITTEE

- **Composed of senior leaders**
- **Reviews results and trends across the company**

REGIONAL ETHICS AND COMPLIANCE COMMITTEES

- **Composed of regional leaders**
- **Review results and trends in the regions**



Our Integrity Manual

Our Integrity Manual (code of ethics) guides our culture of integrity and has been designed with two major themes in mind: a cultural section in which we describe our values and a principles section describing how those values are put into action. All employees, including leadership, are trained on Our Integrity Manual during their onboarding and recertify their Integrity Commitment annually. In 2023, this annual training was extended in focus and scope to train employees and leaders during a “Global Integrity Quarter.” To further support the use of Our Integrity Manual by global employees, we have developed the [Living Code](#) — an interactive tool that helps employees apply ethical decision-making in their day-to-day work using decision trees and other methods.

Deepening Our Culture of Ethics and Compliance

In addition to robust controls and policies, we also rely on employees to raise any ethics or compliance issues they might encounter. That's why our culture of "Speak Up, Listen Up" is so crucial to our success — it takes every one of us to maintain the level of ethical operation that we strive for every day. Therefore, we train our employees and provide multiple Integrity Channels through which they can communicate any questions or concerns. When an issue is raised, the Global Ethics and Compliance team follows a global investigation protocol to process, investigate and resolve the issue.

THE GLOBAL INTEGRITY LINE

We take our employees' comments seriously and value their ideas to make us all better. The [Global 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.

To allow employees to communicate with us, we maintain and constantly improve the quality and quantity of communication channels that are available. In 2023, we upgraded the interface of our online Global Integrity Line to enhance the user experience and increase functionality.

42

median days to close investigations, below industry benchmarks

1,046

total cases raised globally through the Global Integrity Line

32%

increase in total number of average cases, attributable to efforts to encourage employees to raise questions



Results from the Global Integrity Quarter include:

7,688
employees engaged

100%
participation from Executive Committee members

10
events, including micro-learnings, online training and in-person discussions

GLOBAL INTEGRITY QUARTER

Building on our successful Global Integrity Week in 2022, we expanded our efforts this year to last a full quarter, enabling more topics to be covered and increased flexibility for employees to participate in educational events and conversations.



OUR PRODUCTS




We don't just build products; we create rich consumer experiences.

IN THIS SECTION:

- 17 Innovation and Design for Sustainability
- 22 Products Delivering Performance and Dependability
- 30 Materials Use and Impacts
- 32 Responsible Sourcing

INNOVATION AND DESIGN FOR SUSTAINABILITY

When we design our products, we think deeply about the experience of our consumers and offer outstanding performance across multiple brands to meet the needs of a range of lifestyles. We also respect the finite nature of resources and strive to seize every possible opportunity to build sustainability into our products. By designing products with the needs of consumers and the planet in mind — which we call Design for Sustainability (DfS) — we can reduce our reliance on nonrenewable resources, lower our carbon and water footprint, and maintain our standards of excellence for quality and performance.

DfS Goals and Targets	2023 Status
Continue to fully integrate sustainability requirements into the product design process.	On track 
Reduce emissions from our products in use (scope 3 category 11) by 20% by 2030, compared to a 2016 baseline.	On track  Reduced emissions from our products by ~7% in 2023
Reach 95% reduction of high global warming potential (GWP) refrigerants and foams by 2023.	Achieved 



Whirlpool Corporation Products Improve Life at Home

SlimTech: Revolutionary Refrigerator Insulation Technology

Materials innovation has been a critical component of product development to improve life at home for millions of consumers. This year, we unveiled *SlimTech* insulation, the first vacuum insulated structure technology in a refrigerator in North America (NAR). This represents a turning point in materials technology that improves refrigerator performance and increases circular design, thereby potentially reducing environmental impact. Implementation of *SlimTech* insulation unlocks consumer benefits, including:



Improved paths to product performance



- Can reduce refrigerator wall thickness by up to 66% to increase capacity by up to 25%
- In another configuration, increasing the thickness of *SlimTech* insulation walls allows a refrigerator to be up to 50% more energy efficient
- Can keep food fresh longer by reducing temperature swings from door openings by cooling up to 30% faster
- Enables more interior customization via metal interiors with cleaner angles and eliminates the need for traditional plastic interiors
- Quieter refrigeration due to fewer necessary compressor cycles to maintain cool temperatures

Potential increase to material sustainability



- Potential expanded refrigeration location options due to discrete refrigeration that could be contained within other pieces of furniture
- Material used in *SlimTech* insulation has the potential to be reused

Whirlpool Dishwashers



Built with innovative features to improve performance for consumers

Use significantly less water and energy than hand washing

Reduce daily operating costs of the home



- The largest third rack available¹ with exclusive rotating wash jets, wash everything at once, for maximum coverage and 30% more capacity²
- Wash it all with rotating spray tubes in the largest third rack¹

¹ Among leading brands based on usable volume
² Compared to KitchenAid® Two-Rack Dishwashers



- Modern dishwashers use only 270 kWh and 3.5 gallons of water per cycle
- Save an average of 2,500+ gallons of water per year compared to hand washing
- Designed with efficiency in mind. Saving consumers water, energy and money with quality wash and dry performance³

³ Compared to dishwashers meeting the minimum 2023 Department of Energy efficiency standards



- Innovations contribute to energy efficiency
- Lengthen product lifespan through warranties

Whirlpool Washers



Whirlpool Corporation washers have innovative features that work better for consumers and lower their water and energy usage. Innovations in sensing, structure, drive design, dispensing, and optimized and right-time use of detergents and additives have driven a more sustainable laundry process.

TOP-LOAD WASHERS

The average clothes washer built today uses

78%
less energy¹

but has

60%
more capacity than those built in 1992

¹ Based on U.S. DOE testing data

SUPPORTING INFORMED CONSUMER CHOICES

Part of a consumer's experience with products is paying for the energy to power them. That's why we're trying to make it easy to make smart decisions about energy use, choosing products that reduce cost over their lifetime. With Youreko, an energy savings tool, we help consumers make more sustainable purchasing decisions in Europe, Middle East and Africa (EMEA).

On the *Whirlpool*, *Hotpoint* and *Indesit* brand websites, consumers can immediately see the financial benefits of these brands' high-efficiency appliances. For example, an appliance may cost slightly more up front, but over the course of its lifetime costs much less to run, resulting in savings over the lifespan of the product. Consumers can even personalize their energy-saving advice according to how often the appliance will be used and the current price of energy per unit.

Whirlpool Products Improve Life at Home

InSinkErator Garbage Disposals



Garbage disposals offer a convenient and hygienic solution to food waste in the home.

- Using an *InSinkErator* garbage disposal keeps food scraps out of the trash, leaving consumers' kitchens fresher
- Helps manage and reduce food waste
- Down with Food Waste campaign educates consumers to help them divert the maximum amount of waste from landfills
- Grind2Energy recycles food scraps into clean water and renewable energy in the form of electricity, heat or compressed natural gas and is in use by universities, sports venues and businesses
- Garbage disposal use decreases the amount of food waste taken to landfills, reducing methane emissions that affect climate change
- Drives reduction of greenhouse gas (GHG) emissions
- *InSinkErator* garbage disposals are designed to grind food waste into fine particles that flow to a wastewater treatment facility and can be converted into fertilizer or, with advanced capabilities, into renewable energy
- Using a garbage disposal in conjunction with wastewater treatment will lower GWP by at least 50% compared to sending to landfill



¹PE Americas, Life Cycle Assessment, 2011

PRODUCTS DELIVERING PERFORMANCE AND DEPENDABILITY

Our product portfolio is at the center of all that we do, and we are passionate about the quality of our products. We strive for excellence in craftsmanship, durability, core performance, reliability, delivery, installation and service.

Designing Quality Products

In 2023, we introduced a new approach to our Product Leadership Scorecard that better reflects consumer sentiment. Our new Product Leadership Scorecard 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 new scorecard redefines our Product Leadership metrics and ultimately raises the bar for the level of quality we expect to deliver to our consumers. We are continually refining the ways in which we measure ourselves against our competitors and collecting feedback from consumers on ways in which we can improve.

In 2021, we established our Premium Quality Multi-Year Journey — an internal transformation that places the consumer experience with our appliances at the heart of our work. As of 2023, Premium Quality has expanded to all product platforms and 13 plants around the globe to proactively incorporate significant quality improvements in our products, processes and quality culture. The Premium Quality statement is to “proudly deliver the best consumer experience in every appliance, every time and everywhere.”

Many of our global manufacturing facilities are International Organization for Standardization (ISO) 9001-2015 compliant, including most manufacturing facilities in Latin America (LAR),



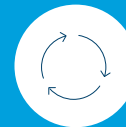
EMEA and Asia. In Mexico, all plants are ISO 9001:2015 Certified. For most U.S. plants, we have a standardized tool as part of the Quality Management System called the Layered Process Audit. These audits are conducted using the process approach and applying requirements of ISO 9001:2015. Nine of our U.S. plants are internally certified under this process as of 2023.



ALIGNED TO STANDARDS OF PRACTICE



Quality Management System



Whirlpool Product Development Process



World Class Manufacturing



Advanced Product Quality Planning (APQP/ AIAG Standards)



ISO 9001: 2015



Highlighting Our Commitment to Quality

The Whirlpool Quality Awards are an annual tradition where we recognize the hard work of our sites and their commitment to going above and beyond. Categories include quality initiatives, innovation and overall plant quality. Candidates are nominated by peers, and in 2023 we received the highest number of nominations ever.

This year, the Whirlpool Best Premium Quality Plant recognition went to our Joinville, Brazil, site for its focus on improving process control, design actions to improve the robustness of the products, enhancements to core performance and improvements made to the supply chain and transportation. They put significant effort into adopting the premium quality culture and took actions, such as door protection and logistic improvements, to reduce aesthetic damages.

The Best Growth and Innovation Project was awarded to a top-mount refrigerator project. The design team focused heavily on APQP principles to deliver a flawless launch that led to the highest consumer star rating across every category and region at 4.9 stars, a step-level reduction of nearly 33% for Service Incident Rate in the field and a solid reduction in Total Cost of Quality.

We are proud of the efforts of all the nominated sites and projects and continue to celebrate and encourage their commitment to innovation and to building a culture of quality.

Our Product Awards and Recognition

IF DESIGN AWARD

Whirlpool, Hotpoint and KitchenAid Brands

MOST INNOVATIVE IN THE CATEGORY

Pro Tool Innovation Award (PTIA)

InSinkErator Brand

THE BEST LUXURY KITCHEN APPLIANCES AND BRANDS, ACCORDING TO TESTING

Good Housekeeping

JennAir Brand

CLEANING & ORGANIZING AWARDS — GOOD HOUSEKEEPING 2023 — PURR-FECT WASHER

Good Housekeeping

Maytag Brand

BEST WASHER-AND-DRYER SETS OF 2023 —

BEST FOR PETS

Popular Science

Maytag Brand

BEST DISHWASHERS

Wirecutter

Maytag Brand



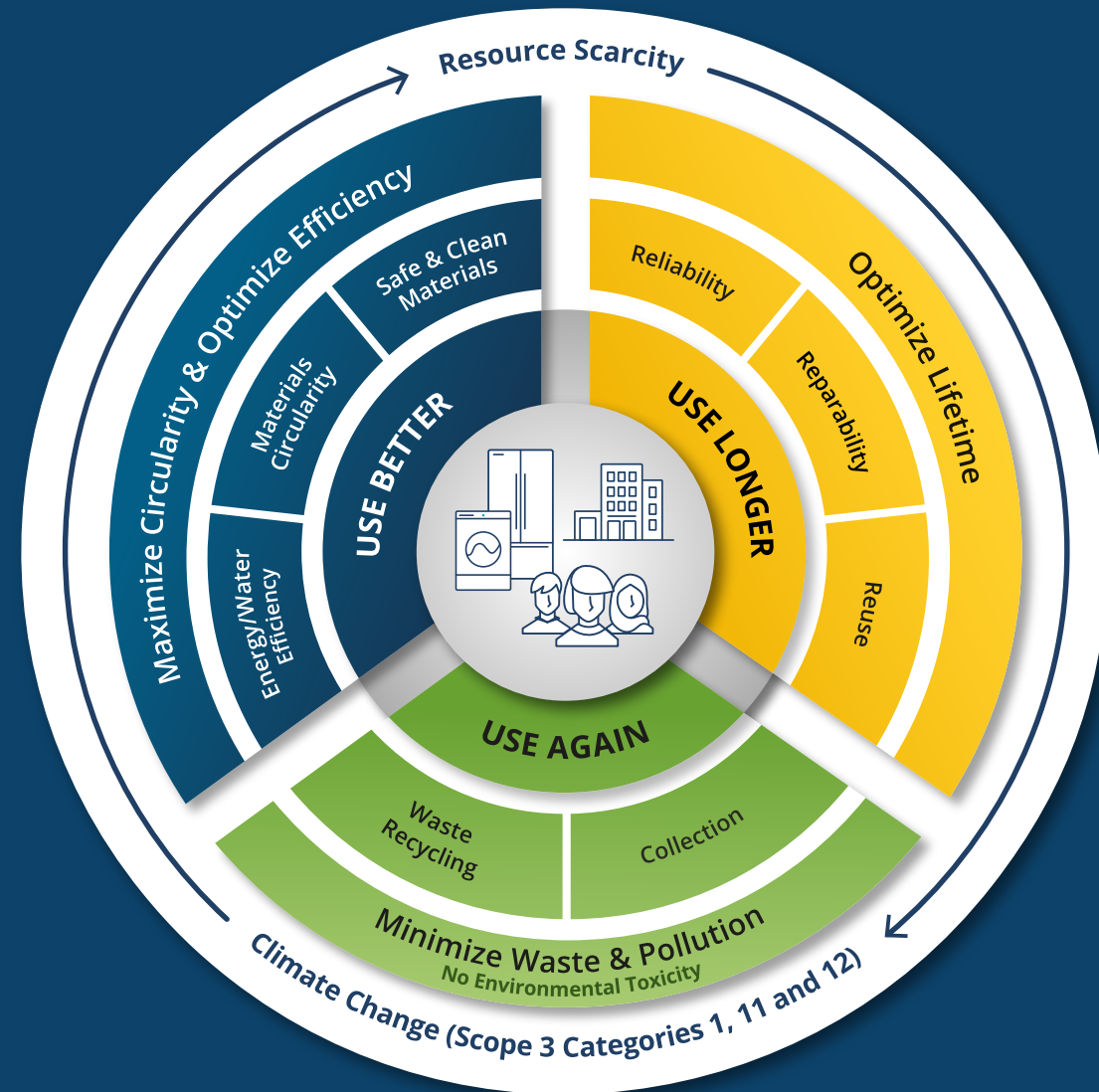
CONTRIBUTING TO A CIRCULAR ECONOMY

As a leader and innovator in the sustainable design space, we leverage our own expertise as well as that of suppliers throughout the supply chain to interrupt linear systems of management in favor of circular models. A circular economy represents a pathway to decouple the increasing demand of goods and services from its resource consumption by reducing and reusing resources and by extending the lifetime of products to reduce environmental impacts.

Throughout the product portfolio planning cycle, we work to embed reliability, reparability and durability into product development and engineer them to increase their sustainability performance. Our goal is to reduce the use of resources such as materials and energy and encourage a longer usable lifespan, thereby easing resource scarcity, pollution and waste, while increasing consumer satisfaction. The sustainability team works in close partnership with regional brand teams and platforms at each phase to align with priorities and strategies at the regional and global level. Our approach to the circular economy is embedded within our DfS principles, executed across the organization and aligned with standards such as ISO 14009 that help show movement toward more circularity across the life cycle of our products, including:

- Circular design 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

Our Circular Economy Framework





Celebrating 10 Years of Sustainable Living Insights

The Whirlpool [ReNEWW House](#) is a long-standing experiment in sustainable living — one that set out to address the challenges of how to apply the technology and energy efficiency of today to homes built before those technologies existed. The median age of a single-family home in the U.S. as of 2021 is 39 years old, meaning that much of the existing housing stock was constructed in an era that offered relatively inexpensive energy and did

not consider carbon dioxide as a form of pollution that contributes to global warming. Retrofitting existing homes is crucial for the U.S. to achieve its climate goals, and Whirlpool has spent the last 10 years demonstrating how to do it well.

In collaboration with Purdue University and other industry participants, we adopted a 1920s vintage home and have been retrofitting it for Net Zero energy, water and waste. Since 2013, we've been learning and proving that technologies can enable sustainable living. We leverage the world-class facilities of Purdue University and collaborate to accelerate the development of the next generation of ultra-high-efficiency appliances to increase core performance while lowering their impact on the environment and the cost to operate them.

Some of the lessons we've learned in our 10 years at the ReNEWW House include:

- **The boring stuff is really important:** Sealing the house with correctly fitted and sealed windows and doors and upgrading equipment and appliances are seemingly obvious — yet critical — steps to improving efficiency.
- **It won't always go right the first time:** Not everything is a quick or easy fix. Some goals, like moving from high efficiency to Net Zero, can be challenging and take time to get right.
- **Approach problems at the right scale:** Some changes can be made at the household level, but some must be addressed at a societal level, like grid, health and waste.
- **Retrofitting should be incentivized to scale impact:** Home retrofits are a good public investment. Encourage and support homeowners and builders to consider efficiency investments and improvements to save cost and reduce environmental impact.



ReNEWW House Stats

Home Energy Rating System Index Score From
177 to 1

Water Use Per Person From
~95 gallons/day to ~21 gallon/day

Analyzing the Life Cycle of Our Products

DfS standards consider the full life cycle, including use and end-of-life, improving the environmental performance of our products by focusing on the management of energy, water and materials.

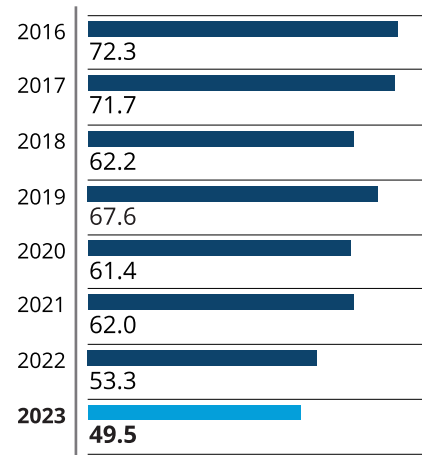
We analyze the environmental impacts of our products using life cycle assessments. Because products within the same category have similar impacts throughout their life cycle, we analyze key products that provide a comprehensive view of impacts and inform improvements in their respective category. Based on our assessments, the largest areas of impact are in the product use phase due to energy consumption.

Scope 3 GHG Emissions

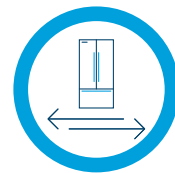
In 2023, we saw a reduction in GHG emissions from the use of our products. Reductions are driven by product efficiency improvements, grid improvements in most sales regions and sales volumes.

To achieve scope 3 emissions reduction, we continue to invest in innovation to launch products that improve performance while lowering their overall carbon footprint. We are continuously working to improve our emissions modeling capabilities so we can track our progress toward emissions targets, make projections against business scenarios and rank contributing factors. This year, we 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.

SCOPE 3 CATEGORY 11 EMISSIONS¹ Reducing emissions from our products in use (MT CO₂eq in millions)



¹ Total Emissions From Use of Sold Products (metric tons of CO₂eq in millions)



Achieved

~7%

reduction in scope 3, category 11 emissions from products in use in 2023



Product 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 (see sidebar) which allow us to anticipate issues and design the appropriate solutions. For example, our *KitchenAid* stand mixers are meticulously crafted for enduring quality. In Europe, a 15-year reparability program for select *KitchenAid* stand mixers is offered beyond the manufacturing warranty and supports repair options. This program allows consumers to schedule a comprehensive checkup for their appliances, during which any worn-out components are expertly replaced. Notably, this program extends the guarantee by an additional one or two years, underscoring our dedication to delivering sustained value and peace of mind to our consumers and further emphasizing our commitment to delivering lasting value to our customers.



Repairing the Appliances Our Consumers Love

To make our products more repairable, we make components accessible and easy to disassemble and offer spare parts for at least seven years in NAR and 10 years in Europe and LAR.

Whirlpool has established a cross-functional team that 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. The team is aligning on the best path to adding to our already robust library of repair manuals.



Forced Failure Testing



In addition to mandated testing required by regulatory bodies, we also impose our own testing requirements on every product we manufacture, which we call our Forced Failure testing protocols. This testing is designed to encompass expected use, foreseeable use and even misuse across the entire life cycle of the product. It goes beyond industry standards and regulatory requirements to induce a failure for the purpose of assessing the consequence.

For example, during Forced Failure testing of circuit boards, we force them to fail in all reasonably foreseeable ways in our laboratories to confirm that if they fail, they fail safely. Using specialized materials with high flammability characteristics, tight manufacturing tolerances and strict supplier quality control protocols, our engineers can tune the design to ensure the products meet these strict testing requirements. The result is a safer product for our consumers.

Prioritizing Product Safety

Whirlpool has the privilege of placing products in homes all around the world to improve lives and understands this comes with great responsibility. Our highest priority is to keep consumers safe. For over 110 years, Whirlpool employees — from our merchants to our engineers to our dedicated team of safety professionals — have been focused on giving consumers peace of mind for the products they have in their homes.

Our safety system is designed to avoid issues in the first place, identify any potential issues as quickly as possible and achieve closure of all potential issues with urgency. We take a proactive approach to product safety, focusing on the design of our products and setting policies that promote proper oversight and governance of product safety throughout the product lifespan, from the design of the product all the way to end of life of the product. These practices and procedures help us quickly identify root causes for incidents, give us the information we need to pursue corrective and preventive actions to help eliminate the possibility of recurrence and inform our decisions to pursue a recall where necessary to help consumers. Our product safety system and other processes are continually reviewed to ensure we are doing everything possible, and in the best way, to protect consumers.

RAISING THE BAR FOR INDUSTRY SAFETY

The standards we hold ourselves to are often above and beyond marketplace safety standards and applicable regulatory requirements. But we don't stop there. We're also helping to raise the bar on safety for the rest of the appliance manufacturing industry.

We're also proud to be recognized as having an industry-leading safety system and to know that parts of our system are being used by other companies to improve their own product safety practices.

OUR SAFETY LEADERSHIP

36

industry technical committees led to strengthen marketplace product safety standards, and

150

employees participated on these committees

7

product safety training sessions held for over

150

employees

500+

employees improved competence in DfS by one level or more

All

voluntary or involuntary product safety recalls disclosed



Our Product Safety Goals

- Proactively identify and design out or safeguard potential product safety hazards prior to market launch.
- Build the safety capability of Whirlpool Corp. employees around the world through Product Safety Training sessions and certification programs.
- Drive key advocacy strategies to strengthen marketplace safety standards globally.
- Implement continued process improvements across safety workstreams to meet our mission statement.



Giving Products New Life Through Refurbishment

When products are damaged or discarded early, they might be sent to one of our many refurbishment centers, like our Katoen Natie facility in Antwerp, Belgium, where our *KitchenAid* small appliances are being refurbished. There, they undergo a comprehensive inspection, are repaired if needed, tested and redeployed, thus advancing our goal to extend the useful life of our products and avoid unnecessarily adding to waste streams.

Whirlpool operates several refurbishment centers globally — in Belgium, Brazil, Italy, U.K. and the U.S. We operate these facilities independently or in collaboration with logistics centers, where we repair and refurbish products. In Italy, we've created two different brands to return reconditioned products back into the marketplace — *NewLife* offers products that have never been used by the consumer but have slight aesthetic imperfections, and *SecondLife* offers products that have had a first life in a consumer's home. These brands offer a more sustainable, cost-effective alternative to purchasing new products and contribute to our goal of supporting the circular economy.



REFURBISHMENT CENTERS HELP AVOID WASTE

410,803

total returned products in 2023

251,931

total refurbished products in 2023

90%

recycled or recovered in the European Union

End-of-Life Management

To address global waste resulting from a linear product life cycle, Whirlpool Corp. utilizes an approach in which products remain in circulation by being reused, repaired, remanufactured or recycled. Products that cannot be refurbished are disposed of in full compliance 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 ensure responsible collection and treatment of disposed appliances either directly or indirectly.

In the U.S., in the absence of EPR and other legislation covering the management of end-of-life appliances, we offer a free take-back service for any appliance brand when delivering directly to consumers. Returned products can then be refurbished in a Whirlpool specialized refurbishment center or disposed of using contracted recycling vendors. To manage compliance and improve oversight, we developed and implemented a Recycling Service Agreement with our vendors. This agreement requires our partners to 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.

In Brazil, Whirlpool launched an individual system that collects and treats waste of electrical and electronic equipment in an environmentally conscious way and following all the requirements of local regulation.¹ The program is free for consumers and helps to manage the over 2 million tons of electronics waste that Brazilians generate annually, of which less than 3% is recycled.² Consumers can schedule the free collection of equipment that would otherwise be difficult to remove or recycle, including refrigerators, washing machines, dryers and ranges. They can also discard small appliances through thousands of collection points of the system all over the country.

¹ umsoplaneta.globo.com/financas/negocios

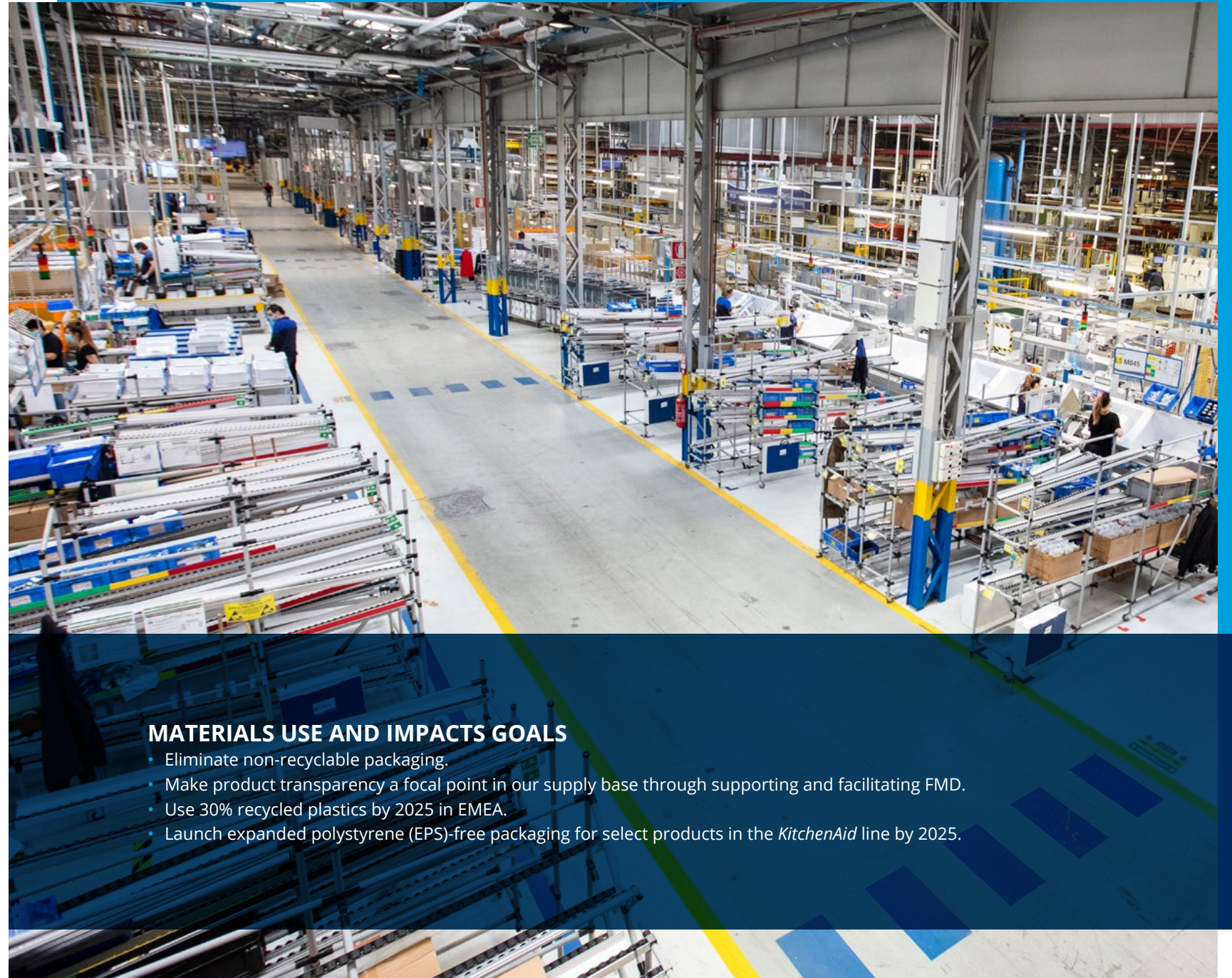
² [Global e-Waste Monitor 2020](#)

MATERIALS USE AND IMPACTS

Whirlpool chooses our materials as carefully as our consumers choose the appliances they bring into their homes. Current industry compliance programs rely on declarations stating what is NOT in a component. In addition to this level of compliance, Whirlpool is also building capabilities around Full Materials Disclosure (FMD), which details exactly what IS in the component. During 2023, we continued to develop our capabilities and, in 2024, plan to focus on efficiency and impact with targeted critical component type, that contain high-risk materials.

We also monitor and adhere to our Restricted Materials List (RML) and report on banned, restricted and monitored substances of concern. Each year, we manage and update our policies and materials guidance to reflect new legislation and customer requirements, encouraging proactive approaches that lay the groundwork for future material changes.

Suppliers are critical in our efforts, and we prioritize providing them with tools and functionality to increase and accelerate disclosure. We communicate with them through surveys and other means to assess their performance and alignment with our high standards and policies.

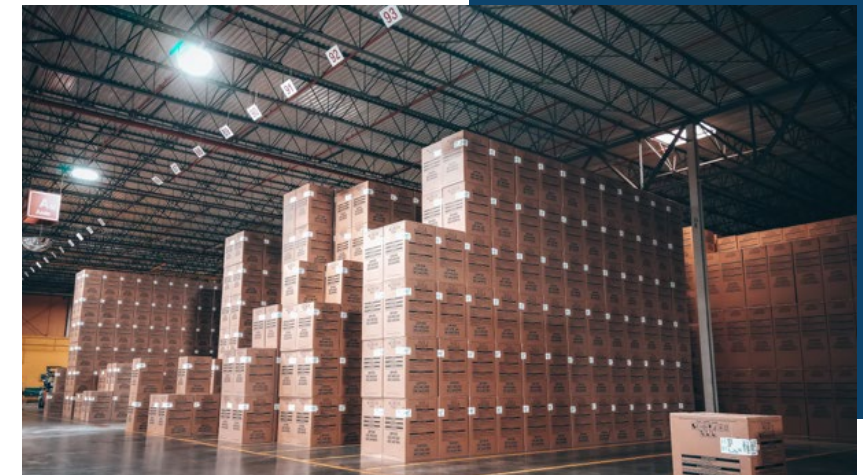


MATERIALS USE AND IMPACTS GOALS

- Eliminate non-recyclable packaging.
- Make product transparency a focal point in our supply base through supporting and facilitating FMD.
- Use 30% recycled plastics by 2025 in EMEA.
- Launch expanded polystyrene (EPS)-free packaging for select products in the *KitchenAid* line by 2025.

Replacing Single-Use Plastic

In 2023 we made progress in the use of post-consumer recycled resins in our Rio Claro and Joinville plants in Brazil. During the year, a resin blend containing recycled plastic was applied on tubs in laundry products and on trays in the refrigeration unit that do not come into direct contact with food.



Exploring Alternatives for Packaging Materials

We continually seek ways to replace non-recyclable packaging and other disposable materials with more sustainable solutions. We work with suppliers to propose design enhancements and suggest alternative materials.

We continue to research and develop alternatives to traditional single-use plastic packaging, and technical qualifications have shown promise for providing 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.

RESPONSIBLE SOURCING

When use of virgin materials is unavoidable, we follow sourcing standards that promote human rights and the responsible production of materials and components. The conduct of our suppliers translates directly to our ability to deliver high-quality products in a sustainable and responsible manner, and our recently updated Supplier Code of Conduct (SCoC) helps ensure our suppliers are aligned with our values and held to our high standards. Our proactive audit process helps confirm that suppliers use practices that meet our standards. We use screening and risk assessment criteria to prioritize frequency and cadence of audits across our supply base. When issues arise, we can quickly identify them and provide remedial support.

Our compliance program governs responsible sourcing and helps to manage ethical compliance risks posed by third-party providers. To promote alignment with these high standards, we conduct due diligence and auditing activities through our SCoC auditing, Third-Party Due Diligence screening and conflict minerals tracking programs.



We hold ourselves to high standards, and we expect our suppliers and third parties acting on behalf of Whirlpool to do business the right way as well. Our suppliers are key to our success and to maintaining the high standards and reputation of our brands. We require our suppliers not only to be technically qualified, but also to commit to our ethical standards and business practices.”

ALESSANDRO LOMBARDI

Senior Vice President, Global Strategic Sourcing

Goals and Progress

Responsible Sourcing Goals	Key Achievements
Conduct SCoC audits <ul style="list-style-type: none"> Audit 100% of new components and finished goods suppliers. Audit risk-based prioritized suppliers. Re-audit suppliers on a frequency based on prior audit results. 	<ul style="list-style-type: none"> 256 SCoC audits performed
Conduct Third-Party Due Diligence screenings <ul style="list-style-type: none"> Screen 100% of existing, new and potential suppliers. Review 100% of high-risk due diligence findings and establish action plans for resolution or risk mitigation. 	<ul style="list-style-type: none"> 3,138 Supplier Due Diligence screenings completed 100% of existing high-risk suppliers and 100% of new suppliers screened
Critical materials management <ul style="list-style-type: none"> Conduct annual conflict minerals survey of in-scope suppliers, achieving 75% or greater supplier completion rate. Launch FMD high-priority suppliers. Provide support with the supply base to all existing sustainability programs and emerging regulations cross-functionally. 	<ul style="list-style-type: none"> Achieved a final response rate of 76% on annual conflict minerals survey compared to 79% in 2022 2,197 FMD declarations received and analyzed 32,046 RML disclosures received in 2023
Sustainability assessments <ul style="list-style-type: none"> Engage with strategic suppliers on Sustainability Assessments. 	<ul style="list-style-type: none"> Expanded deployment of supplier sustainability assessments with 11.3% increase in supplier participation
Supplier diversity <ul style="list-style-type: none"> Continue to develop and support global supplier diversity program designed to increase the number and variety of qualified suppliers available to us. 	<ul style="list-style-type: none"> Aligned sourcing processes to provide opportunities for minority and diverse business enterprises

Conflict Minerals Management

Each year, we carefully examine our supply base to communicate with vendors that may handle 3TG minerals (tantalum, tin, tungsten, gold), more commonly known as conflict minerals. These metals are critical to many products we use daily. The places where 3TG minerals are commonly mined have historically had significant human rights and environmental concerns associated with them, as well as extraction practices not in alignment with our own standards of safety and ethics. We survey our vendors to learn about their individual practices and better understand their exposure to known areas of concern.

In 2023, we invited 825 suppliers to participate in a survey to provide insights into vendor practices regarding conflict minerals and help ensure alignment with Whirlpool Corporation's high standards and expectations. We set the ambitious goal of achieving a 75% or greater response rate of Conflict Minerals Response Template declarations from suppliers. With global support from purchasing teams around the world, a final response rate from suppliers of 76% was achieved.

Continued Growth in Responsible Sourcing Assessments



In 2022, we introduced a pilot program for conducting supplier assessments in collaboration with EcoVadis, a survey that helps evaluate suppliers and examine supplier performance across a spectrum of responsible sourcing criteria. In 2023, we have increased the participation by 11.3%, resulting in further risk mitigation and education in the supply base. We are leveraging the EcoVadis assessment to learn more about our suppliers' environmental, social and ethical business practices, which has helped us identify key collaboration opportunities and deepen connections with suppliers that are aligned with our standards.

In partnership with EcoVadis, Whirlpool is conducting supplier performance evaluations to educate and mitigate risk.



Enhancing Supplier Diversity

Our Supplier Diversity Program, in alignment with Whirlpool Corporation's company-wide efforts to build an inclusive culture, is fueled by our desire to work with the best and brightest from a variety of backgrounds. We believe that having a wide array of suppliers results in greater ideas, higher-quality products and better representation for our ever-growing and diverse consumer base. As a result, we encourage inclusive procurement practices that widen the pool of potential suppliers, promote competition and improve results. Our sourcing processes have been enhanced to include mechanisms to encourage inclusion of diverse-owned suppliers in business opportunities. We seek out

underrepresented groups such as female, minority, LGBTQIA+, disabled and veteran-owned businesses within the U.S., and women-owned businesses globally, to compete for bids.



Learn more about our work with suppliers in the [Supplier Code of Conduct](#) and [Third-Party Due Diligence](#).



OUR PLANTS AND OPERATIONS

We're working to produce innovative products while also minimizing our environmental footprint and protecting the safety and well-being of our employees.

IN THIS SECTION:

- 35 Improving Life at Home Starts in Our Facilities
- 36 Greenhouse Gas (GHG) Emissions (Scopes 1 and 2)
- 38 Meeting Our Climate Challenge Goal Well Ahead of Schedule
- 39 Energy Management
- 40 Waste Management
- 41 Water Management
- 43 Biodiversity
- 44 Occupational Health and Safety

IMPROVING LIFE AT HOME STARTS IN OUR FACILITIES

Whirlpool facilities exemplify modern manufacturing — they are full of innovation, technology and individuals dedicated to being the benchmark for global manufacturing excellence. Through our operations, we deliver best-in-class manufactured products at a competitive cost and create a sustainable advantage for our company. These outcomes are driven by World Class Manufacturing (WCM), a comprehensive methodology for improving productivity and quality, as well as reducing losses in production systems. The implementation of real-time data and analytics, along with artificial intelligence and connectivity among equipment continues to make our manufacturing and distribution network stronger, delivering best-in-class operational excellence.

These outcomes are driven by our operations teams, who look after the safety of our employees and ensure that resources are used responsibly in manufacturing our products. Our employees — whether they come to work in an office, manufacturing facility, innovation or testing laboratory, distribution or restoration center — share a singular mission: to improve life at home for the consumer.

We know our ability to operate in the future depends on continuing our commitment to make products with purposeful innovation and without leaving a negative footprint, helping us to protect the planet, our employees and the communities in which we operate. We establish a high standard of sustainable operations across our many types of workplaces through a set of management systems and standards.



GREENHOUSE GAS (GHG) EMISSIONS (SCOPES 1 AND 2)

Driving to Net Zero Scopes 1 and 2 Emissions in Our Plants and Operations

Part of the way we deliver best-in-class performance in alignment with WCM is by reducing our environmental impact, including our emissions, throughout our operations. We have set ambitious goals and applied our dedication to excellence, which we believe accounts for our significant progress toward our scopes 1 and 2 emissions reductions targets so far. We are on track to achieve Net Zero scopes 1 and 2 emissions by 2030.

In 2023, we completed more than 650 energy projects that will reduce carbon emissions, delivering our largest year-over-year greenhouse gas (GHG) emissions reduction to date — a ~25% reduction in total GHGs (scopes 1 and 2 market-based) when compared to 2022. This is our second year in a row with more than 25% reduction rates.

OUR GHG EMISSIONS (SCOPES 1 AND 2) GOALS

- Achieve Net Zero scopes 1 and 2 emissions from our plants and operations by 2030.
- Support the U.S. Department of Energy (DOE) Better Climate Challenge in committing to a portfolio-wide goal to reduce GHG emissions by 50% by 2030.

OUR PLAN TO REDUCE GHG EMISSIONS



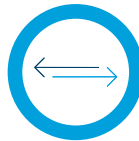
Reduce Energy Usage

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



Expand Renewables

Implement 100% renewable energy for electricity consumption to neutralize scope 2 emissions.



Electrify/Substitute

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



Carbon Offset Credits

Invest in high-quality carbon removal projects and any other carbon credits to offset the unavoidable emissions.



Our EPA Green Power Partnership



We have joined the U.S. Environmental Protection Agency (EPA)'s Green Power Partnership by declaring our voluntary investment in green power to protect human health and the environment. We are among the EPA's Top Fortune 500 participants committed to

finding more sustainable ways to power our operations. According to EPA reporting, as of October 2023, the combined annual green power use of this group is more than 69.6 billion kilowatt-hours of green power, equivalent to the annual electricity use of nearly 6.5 million average American homes.¹

CERTIFYING OUR CARBON FOOTPRINT IN THE U.K.

In the U.K., Whirlpool operations have undergone verification and assessment of our carbon and social impact data through the Planet Mark Certification for the second year in a row. In alignment with the United Nations Sustainable Development Goals, this extensive measurement and reporting process provided insight into our current emissions, which informs our efforts to achieve our Net Zero scopes 1 and 2 emissions by 2030 goal.

RECORD LEVELS OF SCOPES 1 AND 2 EMISSIONS REDUCTIONS

~25%

reduction in total GHG (scopes 1 and 2 market-based) year-over-year for the last two years

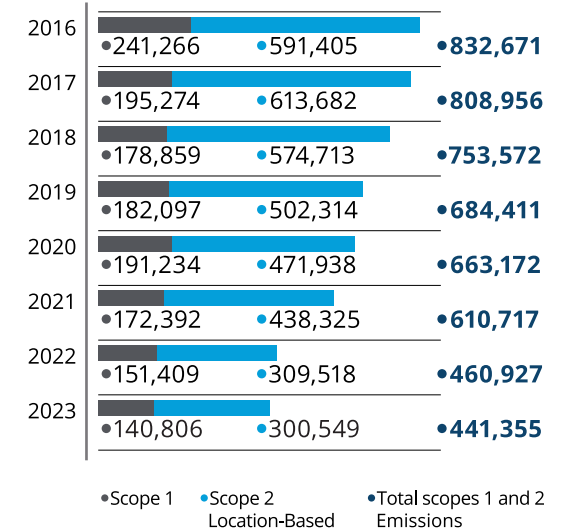
~5%

reduction in scopes 1 and 2 location-based emissions

18,000

total metric tons of CO₂eq eliminated from operations

DRIVING TO NET ZERO EMISSIONS IN OUR PLANTS AND OPERATIONS² (MT CO₂eq)



2005-2016:

8.5%

decrease in scopes 1 and 2 emissions

2016-2023:

47%

decrease in scopes 1 and 2 location-based emissions

¹ <https://www.epa.gov/greenpower/green-power-partnership-fortune-500r-partners-list>

² Scopes 1 and 2 emissions are calculated as absolute values, and, as such, their changes can be explained by an increase or decrease in production volume, among other factors.

MEETING OUR CLIMATE CHALLENGE GOAL WELL AHEAD OF SCHEDULE

In the U.S., the DOE is the government agency tasked with addressing America's energy, environmental and nuclear challenges through scientific and technological solutions. To support organizations in setting and meeting ambitious energy, water, waste and carbon emissions-reduction targets, the [DOE sponsors the Better Climate Challenge and the Better Plants Challenge](#) — both voluntary platforms that encourage organizations to set goals and showcase the steps they are taking to address climate change.

In 2019, Whirlpool committed to these DOE challenges, first to cut our GHG emissions in half by 2030 and to reduce our energy intensity by 3% per year. We are excited to report that since 2019, we've achieved approximately 65% reduction in scopes 1 and 2 market-based GHG emissions. To celebrate this important milestone, Whirlpool was invited to the White House to be recognized and join the DOE Climate Challenge Roundtable, where we participated in four Climate Challenge Workgroups. But we aren't done yet. We remain committed to making year-over-year progress to reduce our energy intensity, as well as our overall GHG footprint, until we achieve Net Zero.



Since 2019, we've achieved approximately 65% reduction in scopes 1 and 2 market-based GHG emissions.



ENERGY MANAGEMENT

It takes a lot of energy to power the kind of innovation that goes into our high-quality products, so we know it needs to be monitored and managed well. Therefore, we focus on generating energy as sustainably and using it as responsibly as possible.

We continue to make progress in the energy management of our operations in alignment with our Net Zero scopes 1 and 2 emissions target and as part of our WCM production system. The Energy pillar within WCM sets forth our aim to reduce energy costs, improve energy efficiency and drive CO2 reductions. In 2023, we continued investing in projects that increased our use of renewable energy and reduced our reliance on nonrenewable sources, resulting in further decreases in our emissions intensity and our total energy use over time.

Harnessing the Power of the Wind

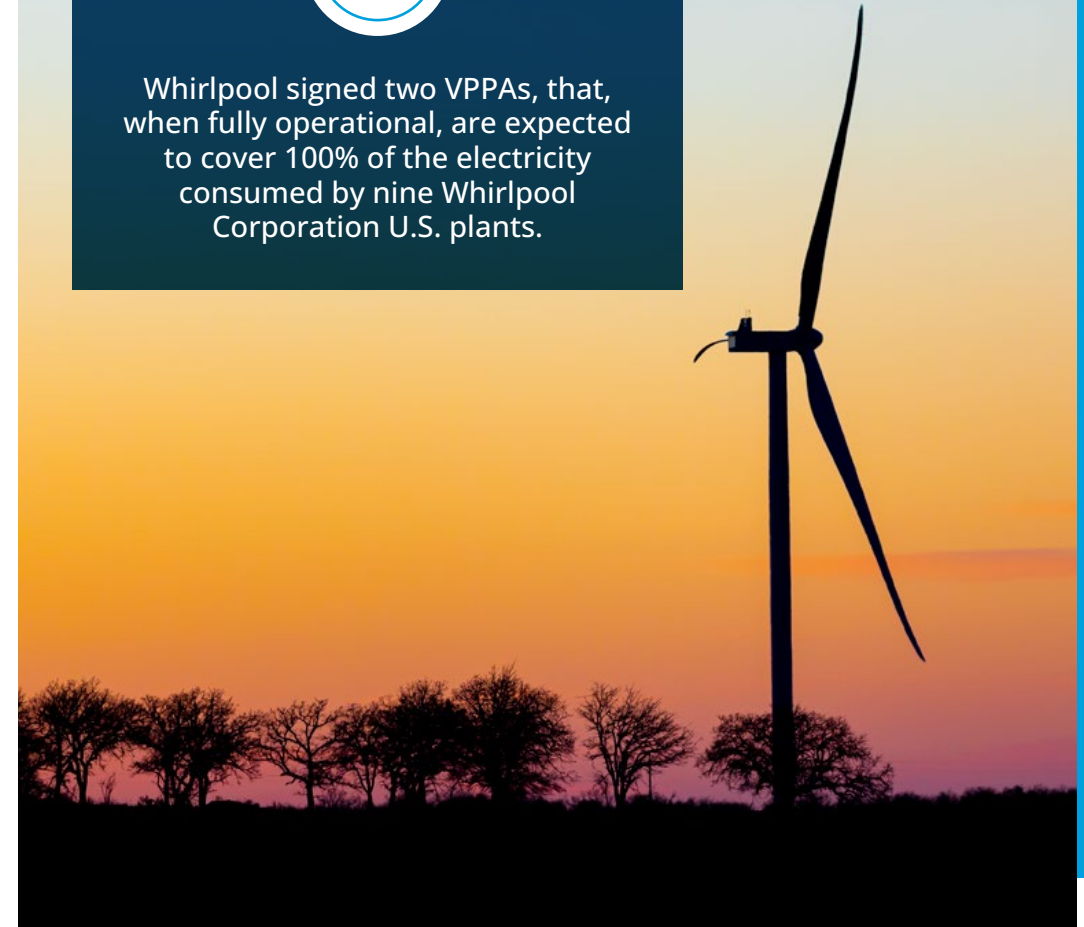
The primary source of green power we are investing in and using is wind. In 2023, we were excited to attend the ribbon cutting for the official opening of the Engie Limestone Wind farm in Dawson, Texas, with 53MW of clean energy produced from 88 turbines. Engie Limestone represents our second virtual power purchase agreement

(VPPA) site. When fully operational, the two VPPAs are expected to generate sufficient renewable energy to cover 100% of Whirlpool Corporation's U.S. sites' electrical consumption. This year, we also entered into agreements with One Energy to add on-site wind and solar power in our Findlay and Clyde, Ohio, operations. When combined with existing turbines, these projects are expected to supply at least 70% of the plants' energy needs. The solar and wind projects are expected to be online and operational by early 2025.

We also continue to make progress in our other regions. We continue to increase solar energy production and use in India, currently accounting for over 25% of energy use, and have installed a small solar farm in Brazil. During 2023 in Mexico, we expanded our purchase of renewable energy credits to match our energy usage in Apodaca and Celaya, around 30% of the energy use in Ramos and 85% in our Factory Distribution Center warehouse. In Brazil, we've purchased renewable energy credits since 2022 to match the energy use of our sites in Rio Claro, Manaus and W House in São Paulo. We will continue to expand to other sites in 2024 and beyond. We are also investing in a decarbonized future in collaboration with the Michigan Technology Accelerator, which will help match us with startups willing to engage in the decarbonization of our sites.



Whirlpool signed two VPPAs, that, when fully operational, are expected to cover 100% of the electricity consumed by nine Whirlpool Corporation U.S. plants.



WASTE MANAGEMENT

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 first set the goal to reach ZWtL in 2012, and since then we have been on a journey to invest in plant efficiency, waste reduction, recycling and other efforts to eliminate waste and contribute to a circular economy.

Beginning in 2023, we are implementing a new global procedure for waste management that will further elevate practices within our operations. This will help us reach the more stringent “Strong Gold” goal we have set for ourselves of 97% diversion from landfill (above ZWtL Gold status level, which requires a minimum of 95% diversion from landfill). Our other goal is to reduce hazardous waste generation intensity by 1% year-over-year.

Partnering to Manage Waste

It takes everyone’s participation to reduce the amount of scrap and waste we generate in our facilities. To maintain our ZWtL status, many functions work hand in hand, including Environment, Health and Safety (EHS), Logistics, Industrial Engineering and Procurement. Our waste brokers and waste vendors are crucial in helping us develop alternatives for waste reduction, reuse and recycling. We also heavily rely on our employees’ participation. To improve awareness and promote proper waste separation, teams at our manufacturing sites deliver regular training and conduct periodic inspections on the shop floor. We also place visual reminders, make waste bins readily available, provide feedback and training when it’s needed and recognize employees for their efforts to improve waste sorting.

In late 2022, we added two new manufacturing sites to Whirlpool operations — one at the InSinkErator headquarters in Racine, Wisconsin, and a washing machine production site in Fátima, Argentina. We are proud to report that within one year of Whirlpool Corporation’s acquisition, both facilities have achieved ZWtL Gold level status, with the Argentina site even crossing the line to strong Gold in November 2023. This was achieved through a combination of projects, including the development of new suppliers for composting of canteen waste and for external treatment and subsequent point-source discharge of aqueous paint/solvents and oily water.

We have also made additional improvement in our already self-certified Gold Status sites: two sites have moved from Gold to Strong Gold, and two sites have moved from Strong Gold to

~30,000

tons of waste diverted from permanent landfills through ZWtL program since 2016

Platinum. This was achieved mainly through internal logistics improvement and team training to improve waste segregation, as well as increased use of reusable containers.

Innovating to Mitigate Hazardous Material

Due to risks naturally associated with hazardous waste handling and disposal, we have set a new Hazardous Waste Intensity key performance indicator (KPI) (hazardous waste generated per major appliance produced) to focus on hazardous waste reduction, and this year our performance has improved by 23%. Whirlpool continually looks for the most efficient technologies to be used



WASTE MANAGEMENT GOALS

Reach ZWtL Gold or Platinum level
(95% to 100% diversion rate)
at all of our manufacturing sites.

Achieve at least **97%** diversion rate in all ZWtL Gold level sites.

Reduce hazardous waste generation intensity by
1% year-over-year.

in our manufacturing operations and upgrades to our processes. Some of the hazardous waste reduction was achieved through implementation of chemical bulk storage for reduction of smaller chemical containers, reduction of leakages and spillages, and better segregation of hazardous and non-hazardous wastes.

WATER MANAGEMENT

Water is a critical resource that we rely upon to produce our products and keep equipment clean and safe, as well as being a necessary element of our products' performance. In 2022, we launched a Global Water Procedure for water management in alignment with our We Care Commitment, which directs us to act sustainably and share responsibility for the care of planetary systems.

In 2023, we have made progress in standardizing definitions and implementing new controls, with a goal to fully implement the Global Water Procedure at all manufacturing sites by 2024. Our global operational footprint includes areas of geographical water stress, and we operate in countries with a wide variety of regulations around wastewater management and water conservation. By developing and deploying a global standard, we can maintain our own high standards of practice which, in many locations, exceed the expected level of management.



WATER INTENSITY GOAL

Reduce water intensity by **3%**
every year in our plants.

In all Whirlpool sites, we measure water intake from municipal sources, surface water extraction, groundwater extraction and rainwater harvesting. We also monitor water discharge and water reused after treatment when this is a practice at a site. Flow meters are used to track the water withdrawal and discharge from all sources. Bills from the municipality are also used to check volumes to or from municipal sources. Some sites have already implemented meters at the process level, which allows the calculation of water demand by process and better investigation of water losses and process inefficiencies.

In 2023, each manufacturing site mapped their water consumption processes and developed a site-specific water balance, identifying the meters currently in place and, most importantly, the areas where we lack measurement. Our goal is to increase the number of meters at the process level at our manufacturing sites.

Measuring Water Intensity

As a KPI, we track water intensity, as measured by water consumed per major appliance produced in our operations, to determine the efficiency of our manufacturing process. In alignment with the WCM Environmental pillar, we work to eliminate losses and improve the efficiency of the manufacturing process to use the least amount of water possible. Over the past five years, our global water intensity was reduced by 12%. Despite being below the target for the period (15%), this represents an impressive reduction, especially considering the decrease in production volumes during the period, which negatively impact the intensity KPIs. We plan to reset the water intensity target baseline in 2024 to align with current production volume baselines.



Water Recirculation in Brazil



Data helps decision-making. With that in mind, at our sites in Brazil, we have put great effort into increasing the number of water meters, which deliver information on demand and usage. This additional level of data allows a site to calculate water consumption and discharge, and the total water demand by process, from which we derive the water recirculation index of those locations. Information on the total water demand and recirculation index by process helps the sites identify and streamline efficiency projects.

Sites in Brazil recirculate around 98% of their total water intake, influenced largely by a high number of already closed-loop processes. Some of the sites also recirculate water after treatment at the wastewater treatment plant. Our Joinville site recirculates around 10% of the industrial wastewater treated, and, in Rio Claro, 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.

Progress on CEO Water Mandate

As part of the UN Global Compact, the CEO Water Mandate is a commitment to water stewardship across six areas: direct operations, supply chain, collective action, public policy, community engagement and transparency. Whirlpool is a signatory of this effort and has been undertaking key actions to make progress in these areas, including conducting routine comprehensive water-use assessments and setting targets for our operations related to reducing water intensity in our plants. We also include water sustainability considerations in our business decision-making, investigating opportunities for implementation. Our water management efforts extend to local communities through our support of 100 priority basins, and we plan to further increase our support of [project priorities](#).

Drinking Water and Sanitation in Operations

In our facilities, we also manage drinking water, which typically comes from municipalities and is regulated at the local government level to comply with all potability standards. We also provide fully functioning, safely managed water, sanitation and hygiene (WASH) services to all workers. Whenever there is a reason to question the quality of potable water, sites must perform tests from representative locations throughout the facility.

Wastewater Treatment and Reuse

Whirlpool acknowledges the potential adverse impact of wastewater and potential pollutants on water ecosystems and therefore continually improves our process, equipment



Whirlpool achieved a 12% reduction in water intensity in the past five years and plans to continue to evolve our water strategy, including setting new targets that encompass the new production volume baseline and water stress analyses.

and methods using new technologies and insight to mitigate that potential impact. For example, over the past few years, many sites have upgraded their metal conversion processes from phosphating to nanoceramic. We track the use of hazardous chemical substances and plan to continue reducing or phasing out hazardous chemical substances, where possible, through a chemical prioritization methodology. Prioritized chemicals are evaluated for potential replacement on a continuous cycle.

Each Whirlpool site must have a robust emergency prevention and response plan that is audited by technical experts internally and by third parties. We track compliance with permit limits through our global software Gensuite. To the extent exceedances are reported, the site team is required to investigate and implement appropriate countermeasures to address and prevent against recurrence.

All industrial and sanitary discharges from Whirlpool Corp. manufacturing facilities are either treated on site or sent for external treatment, depending on the facility and local legal requirements. Whirlpool Corp. sites define internal control limits to guide treatment efficiency, which are more stringent than regulatory requirements. When we discharge water to a municipality, Whirlpool Corp. monitors and takes steps to meet all conditions of the permit to discharge. When we treat sanitary discharge internally, sites comply with regulatory requirements. If we violate requirements, we report, investigate and take action to ensure exceedances don't happen again. In some sites, we've made additional investments in water treatment technology so that we can reuse water on site. Our sites in India, for example, reuse 100% of the industrial and sanitary wastewater treated on site for gardening and in toilets. Our Celaya site in Mexico also reuses 100% of the sanitary wastewater treated on site for gardening.

BIODIVERSITY

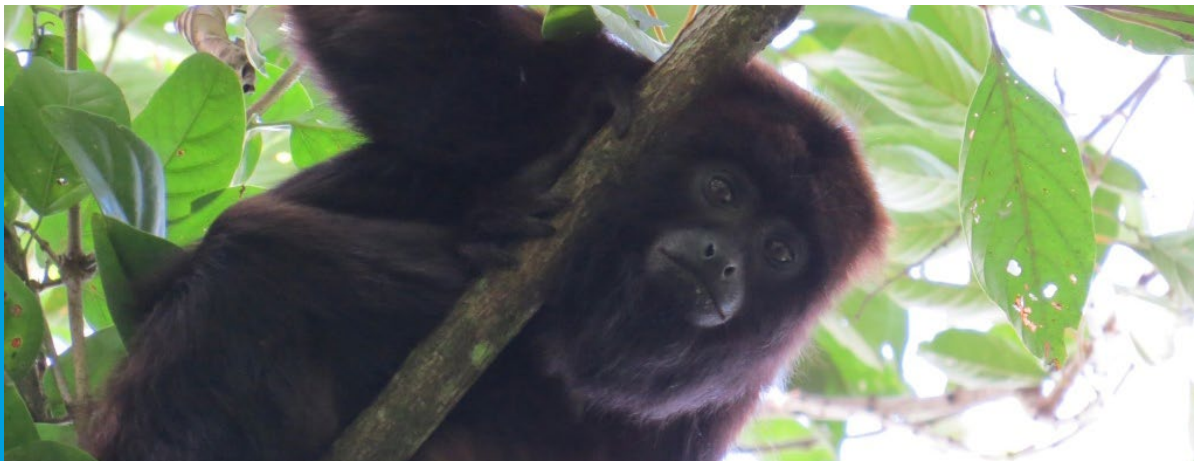
As a global company, Whirlpool Corporation has operations in many types of ecosystems around the world, and we are committed to protecting these life-sustaining resources to enable a thriving future for our communities. Our commitment to improving life at home extends to the planet we all share and all who inhabit it.

Preserving and Restoring Ecosystems

Around the world, Whirlpool sites are engaged in projects that help preserve and protect the biodiversity and vitality of ecosystems for future generations.

PRESERVING IMPORTANT BIOMES IN BRAZIL Biodiversity Index

We aim to protect and restore biodiversity in the important biomes in which we operate. To measure our progress, we developed and implemented a tool called Biodiversity Index. Using the Index, the sites map local fauna and flora, evaluate the impact of humans on the natural surroundings and define the necessary programs, actions and countermeasures for the protection of local plants and animals.



PROTECTING POLLINATORS

In Joinville, Brazil, the WBee Project preserves local species of stingless bees, important pollinators of the local flora. The area is also used to promote environmental awareness campaigns. This year, during Global Environment Week, the site collaborated with the company “Abelha Brasil” (Brazil Bee) and held a workshop for employees to talk about the importance of the bees and how to protect them.



PROTECTING WILDLIFE IN NORTH AMERICA

Monarch Waystation

In November 2022, members of our employee interest group Eco-Conscious in the Home and Office, or ECHO, planted a Monarch Waystation in Benton Harbor, Michigan. Monarch Waystations are registered habitats made from native plants that provide food and a safe refuge for larvae of Monarch butterflies on their migration journeys across North America. ECHO is dedicated to promoting environmental responsibility and driving positive, sustainable change in our workplaces, homes and communities. In 2023, the group built dozens of bee “hotels” for assisting bee populations in pollinating, among other projects. ECHO plans to expand this project to more Whirlpool locations in the Twin Cities of Benton Harbor and St. Joseph, Michigan, and beyond.

REFORESTATION ACTIONS IN MEXICO

#YoSoyVoluntarioWhirlpool

In the mountains of Coahuila, Mexico, a region that has suffered severe forest fires in recent years, affecting biodiversity, water quality and air quality in the region, over 150 volunteers (mostly Whirlpool employees and family members) planted more than 800 trees during a volunteering campaign. Since 2017, nearly 4,300 trees have been planted in the region.



OCCUPATIONAL HEALTH AND SAFETY

The health and safety of our people, including visitors and contractors, is critical to the sustainable operation of our company and is the driving force behind our century-long manufacturing success story. Our EHSS We Care Policy and Standards guide our risk-reduction efforts globally. Our We Care Standards are self-assessed by each manufacturing location annually and validated by an on-site Corporate Governance Assessment every other year.

Safeguarding Our Employees: Our Attitudes for Life

In our manufacturing, warehouse and field service locations, certain processes and machinery and equipment involve workers performing high-consequence work. By using properly designed controls and systems, layering multiple defenses and having competent authorized workers, we are able to approach high-risk situations with caution and diligence. 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.



Since their development in 2022, we have spent time circulating the Attitudes for Life and providing awareness and training in all of our facilities. We train and empower all workers to be more effective at intervention on behalf of others when faced with a potentially high-risk situation. We also provide channels by which anyone can speak up when safety concerns with a high-risk-potential outcome arise.

Our Attitudes for Life Are a Shared Responsibility

- Confined Space
- Hazardous Substances
- Driver Safety
- Electrical Safety
- Crane, Hoist & Lifting
- Powered Industrial Vehicle
- Machine Safety
- Lockout Tagout
- Work At Height
- Hot Work

Driving a Powered Industrial Vehicle

Attitudes for Life

MAINTAIN A SAFE DISTANCE FROM PEDESTRIANS AND OPERATING VEHICLES



Complete the pre-shift inspection to ensure the vehicle is safe to operate, wear your seat belt, and operate the vehicle consciously at all times.



DO be a trained, competent and authorized person familiar with the operating instructions



DO wear your seatbelt at all times and high-visibility garments when required



DO perform a visual inspection before, report and remove from use, if damaged



DO perform work in segregated area whenever feasible



DO check load capacity, make sure forks are lowered when the vehicle is traveling or parked.



DO maintain safe distance from pedestrians and other moving or operating vehicles



DO use jack stands to stabilize trailer and use wheel chocks, and/or engage dock lock before driving into trailer



DO NOT underestimate ground slope or floor opening when operating a vehicle



DO NOT obstruct emergency route or egress points when parking or placing material

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Machine Safety

Attitudes for Life

PREVENT EXPOSURE TO DANGEROUS PARTS



Confirm every time that controls are in place before putting your body near moving parts of machinery.



DO only operate, perform set up or maintenance on equipment that has defined safety operating instructions



DO be trained, familiar and authorized for the equipment and tools that you are working with



DO safety Pre-Work check before each shift (in particular interlocks, emergency stop, light curtains, fixed guards, and interlocked doors and gates) Stop and report any observed defect to supervisor



DO remove from service any damaged or malfunctioning equipment



DO NOT bypass or remove any guards, shields, interlocks or other safety devices



DO NOT perform any maintenance, setup, cleaning, or unjamming on energized machine or equipment unless there is an approved hazardous energy protocol



DO NOT place any part of your body within the hazardous area (point-of-operation) without full control of all hazardous energy (LOTO)



DO NOT reach around, under, or over fixed or adjustable guards to access the danger zone or point of operation



DO NOT wear gloves, long shirt sleeves, or jewelry when working around powered rotating equipment, and have long hair pulled back due to the risk of being entangled.

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Evaluating Equipment Safety

An important part of employee safety is ensuring a safe interaction between employees and the machinery and equipment they operate. In alignment with our WCM System, our Early Equipment Management program contains process steps and safety requirements for newly purchased machinery so that safeguards are integrated before they arrive at our facilities. These steps increase confidence that our equipment is performing the way it should and not increasing the risk to operators.

Our machine Safety Risk Assessment process and safe life cycle analysis aim to continuously identify machine-related risk in alignment with our Attitudes for Life procedures.



OUR POLICIES TO ENCOURAGE SAFE PRACTICES

See our [Whirlpool Environmental Health and Safety \(EHS\) Policy](#) for details on how we are keeping our employees and contractors safe.

Prioritizing Contractor Safety

Whirlpool takes our contractor relationships seriously and — as with everything we do relative to health and safety — we are moving toward a proactive and preventive mindset. To that end, by the end of 2023, over 400 contractors that perform high-consequence work or high-risk activities had been EHS pre-qualified to our health and safety standards. Potential contractor worker companies can qualify to work with Whirlpool by demonstrating health and safety compliance and a positive record of safely performing high-risk activities at manufacturing locations. The early due diligence to pre-qualify potential contractors allows us to communicate our expectations and standards early in the relationship.

Protecting Employees Through Ergonomics

Expectations for management of Ergonomics are defined in Section 10.2 in the We Care Policy and Standards Manual. Every Whirlpool Corp. manufacturing operation is expected to drive continual improvement in the prevention of ergonomic (soft-tissue) injuries year-over-year.

Whirlpool’s Rio Claro manufacturing plant was recently awarded the coveted Gold Award in the Ergonomics Division of the Brazilian “Protection Awards,” presented to a business with an outstanding ergonomics management process at the Brazilian Congress on Occupational Safety and Health held in São Paulo.

The Rio Claro Operation was honored for its “Dream Factory” concept, which emphasizes the participation and suggestions of employees to drive substantive improvements in workplace ergonomics.



THE RIO CLARO, BRAZIL, RESULTS

94

ergonomic projects initiated

2,000+

risks minimized

1,800+

ergonomics and safety improvements implemented

\$3.6M

saved through ergonomics and safety



OUR PEOPLE AND OUR COMMUNITIES

Our quality products are made by and for our people, to make a positive difference in our homes and our communities.

IN THIS SECTION:

- 48 Caring For Our People and Our Communities
- 49 Employee Engagement and Workplace Culture
- 54 Inclusion and Diversity
- 59 Local Communities

CARING FOR OUR PEOPLE AND OUR COMMUNITIES

We understand that the work we do is inextricably linked to the communities where we operate, the environmental resources we rely on and the individuals who work in our offices and plants. We also know that our products are much more than just appliances that make life more convenient. Clean clothes can help keep kids in school. Innovative product features free up time for families to spend together. Appliances that use less water and energy lower the burden on local resources, and well-designed homes contribute to communities that can be more resilient to the effects of climate change.

Our approach to caring for our people and communities reflects this holistic understanding of well-being and the interconnectedness of our work. This means we are highly invested in our employees' career journeys, their overall well-being and the quality of life in our communities. In 2023, we continued to make progress on our commitments by expanding resources that promote professional growth and an inclusive environment and by investing in community projects to help everyone thrive.



EMPLOYEE ENGAGEMENT AND WORKPLACE CULTURE

At Whirlpool, we are committed to being the best global kitchen and laundry company, in constant pursuit of improving life at home. We believe there is no right way to do a wrong thing, and we know that improving life at home begins with our values of Integrity, Respect, Inclusion and Diversity, One Whirlpool and Spirit of Winning.

Those values are an important part of our heritage and form the enduring character of our company. They are the moral compass for everything we do and the bedrock upon which our company culture is based. We reinforce this culture through training and engagement opportunities, as well as by encouraging accountability at every level of our company.

“

A diverse workforce representative of the society we are living in is a fundamental value. It's a reflection of how we can best serve our consumers and improve their life at home.”

MARC BITZER

**Chairman and CEO,
Chair of Inclusion and Diversity Executive Council**



Supporting Employee Well-Being

Whirlpool Corporation’s Be*Well strategy is a global and holistic framework focused on six pathways to foster well-being and support employees both at home and work. The Be*Well strategy helps us deliver comprehensive support and empowerment to employees and their families. We provide benefits, resources and tools such as webinars and communications globally to help employees fully explore each of the pathways toward well-being. We also provide a global Employee Assistance Program to support employees and their families with confidential counseling, coaching and referral services to address any personal or work concerns that affect their well-being.

Pathways to Well-Being

We care about the health and well-being of our employees and their families. Being one’s true self is ultimately a choice, and a journey to self-care leads to a genuine, meaningful life that is happier and healthier. We provide support to empower and encourage our employees to Be*Well in all aspects of life at home and work.



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



BE BALANCED

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

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



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



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

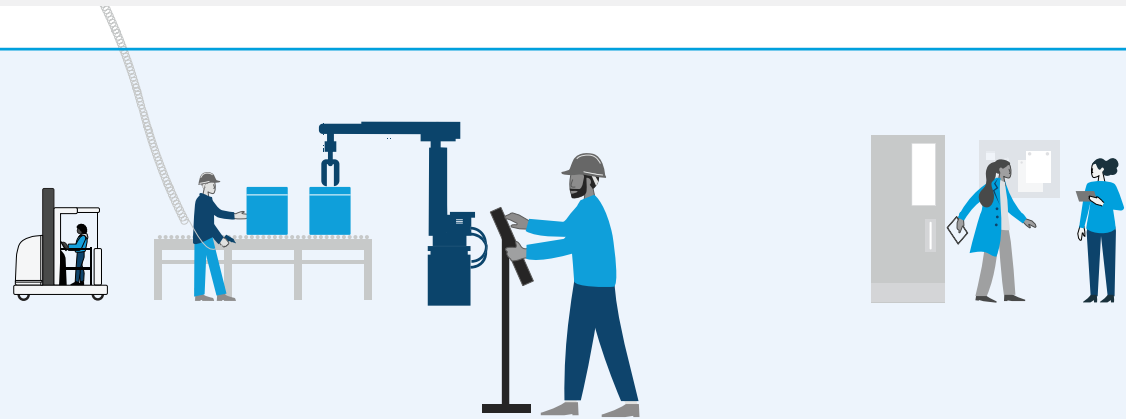


BE YOU

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

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

Tuning In to the Insights of Our Employees

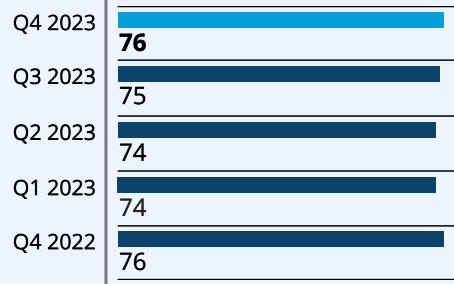


Every quarter, we survey all hourly and salaried employees across the globe to understand their experiences and take action to continually improve their engagement. We consistently have strong participation, with 70% or more of our employees providing feedback via the quarterly survey. Throughout 2023, our overall engagement increased two percentage points (from 74 to 76) for both hourly and salaried employees combined. Access to the data (including open-ended comments) is provided to People Leaders who are equipped to take action based on the insights.

GLOBAL ENGAGEMENT SCORES

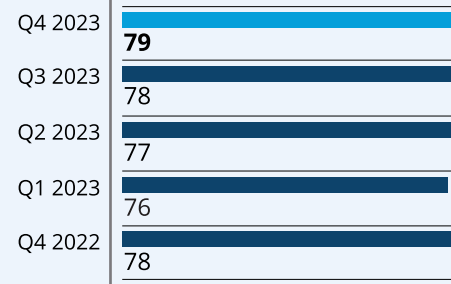
76

Overall



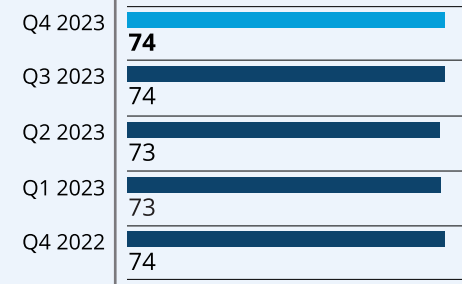
79

from salaried employees



74

from hourly employees

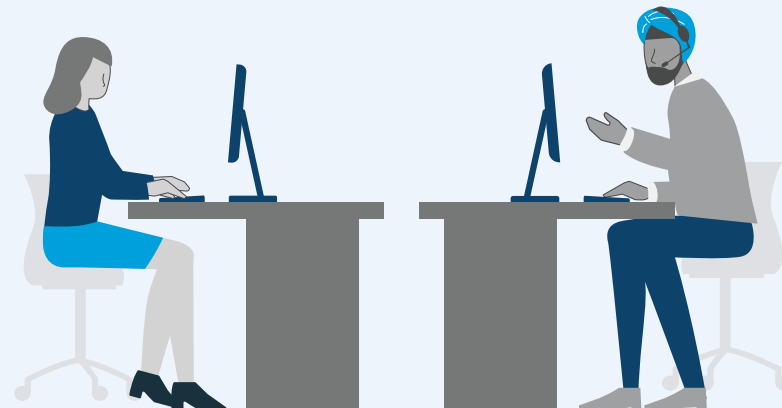


30,156

individual comments

71%

or 41,016 eligible employees participated in the Pulse survey



Promoting Skills and Professional Growth

We want Whirlpool employees to enjoy long, meaningful careers with countless opportunities for growth during their time with us. Our training and development programs are designed to help them continue building the skills they need to do their jobs well now and in the future.

LEADERSHIP DEVELOPMENT

We believe that there is no one better positioned to develop the next generation of Whirlpool leaders than those who hold leadership roles today. Under our “Building Leaders for Our House” strategy, the three key programs — Leadership Immersion, Essentials of People Leadership and Every Day Leadership — are designed to prepare individuals to become the best version of themselves and highly effective future leaders.

These formal leadership development programs are designed and facilitated by Whirlpool leaders themselves, ensuring the curriculum is bespoke to the company and everyone involved has an opportunity to learn from one another. Our executive-level leaders receive valuable insight from engagement with our next-level leaders, and the act of teaching stretches their own knowledge and challenges their assumptions and beliefs. Senior leaders are also invited to a

564,773

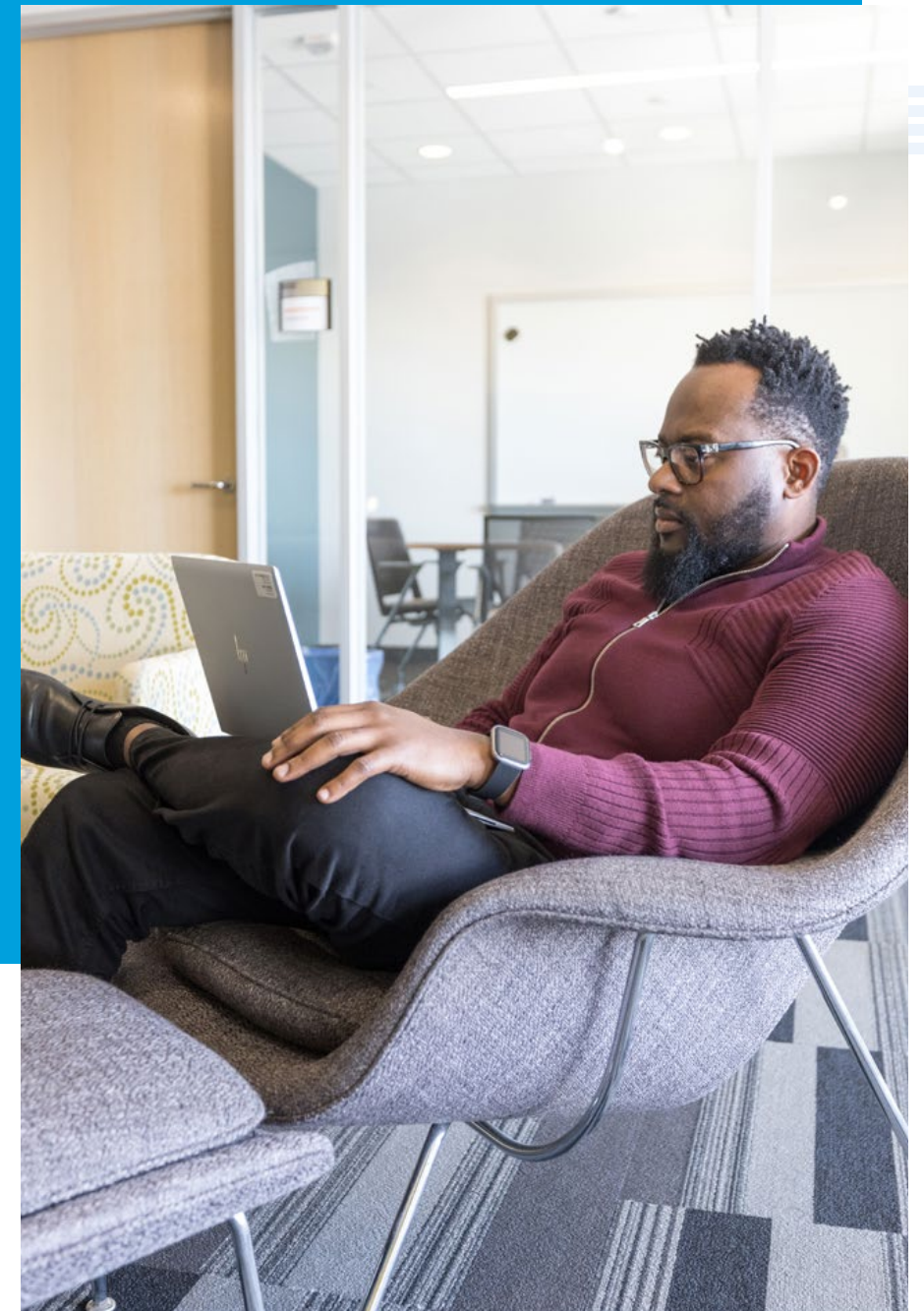
WeLEARN content items completed in 2023
(up 64% since 2022)

customized immersion program led by Whirlpool Corp. CEO Marc Bitzer, Executive Committee members and members of our Board of Directors. This deep-dive into Our Leadership Model and values encourages deep reflection and dialogue, further integrating these principles into our leaders’ daily decision making.

SUPPORTING OUR EMPLOYEES’ PROFESSIONAL DEVELOPMENT

To support our employees’ professional development on an ongoing basis, all global salaried employees have access to our digital platform, Whirlpool Everyday Learning (WeLEARN). WeLEARN provides a personalized experience that allows employees to access learning when and where they need it, collaborate with others who share similar interests through social learning groups and build skills for today and tomorrow. In 2023, Whirlpool employees had access to 14 external content providers. WeLEARN also provides over 650 internally curated learning plans or pathways, which build specific skills for professional and personal growth.

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 WCM, our continuous improvement business system, employees also have the opportunity to learn problem solving, lean tools and project management skills.



ENDURING VALUES STRATEGY

In 2023, we focused on our Enduring Values throughout the year by integrating them into the way we work. We spent dedicated time focused on each of our five Enduring Values. For each of these, People Leaders were provided with a toolkit to help them complete activities such as storytelling, team exercises, compliance and training, as well as suggested courses and/or microlearning videos to encourage conversations about our Enduring Values.

EMPLOYEE PERFORMANCE

To further support employee development, we provide ongoing feedback to help our employees perform at their best every day. Our Everyday Performance Excellence system is a framework we use to define objectives in each of four performance categories (Business Performance, Strategic/Project Impact, Organization and Talent, and My Leadership and Values), enabling employees to set short- and long-term objectives in collaboration with People Leaders and receive regular feedback that helps them improve and develop.

Whirlpool Corp.'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.

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.

INVESTING IN THE TALENT PIPELINE

We recognize that strong talent is a critical enabler of our business strategy, and we cannot deliver what's needed as a company without the right talent in place and the right leaders for the future. This is why we intentionally focus on building and sustaining a healthy talent pipeline of high-quality employees with relevant skills and experiences and diverse backgrounds who are prepared and ready to fill key leadership roles. Not only do we invest in technology and processes that will enhance our candidate experience and improve the quality of talent we acquire, but we also continue to invest in career planning, professional development and career path movement of employees within our pipeline. With so many opportunities to engage, grow and develop, we are confident the talent we bring home will continue to improve life at home.

Over

22,000

learning video completions related to Enduring Values



INCLUSION AND DIVERSITY

Inclusion and Diversity has been an Enduring Value at Whirlpool for decades. We believe in creating a culture of inclusion where all employees feel a sense of belonging. This means feeling welcomed, valued, respected and heard. Our efforts to appreciate all perspectives and backgrounds enable us to understand our diverse consumer base, improve our products so they can be used by everyone and make our communities stronger. Our Value of Inclusion and Diversity includes focused actions to build a diverse workforce, an inclusive workplace and a vibrant ecosystem.



Inclusion and Diversity is one of Whirlpool Corporation’s Enduring Values and a critical priority for us. We know that we can only succeed with a culture where everyone feels welcomed, heard, respected and valued, and where the diversity of our workforce represents that of our consumers.”

CAREY MARTIN

Executive Vice President and Chief Human Resources Officer

DIVERSE WORKFORCE

A workforce that represents our diverse consumer base at all levels of the organization

INCLUSIVE WORKPLACE

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

VIBRANT ECOSYSTEM

Strong and inclusive communities, brands that reflect and celebrate our consumers and partners who value Inclusion and Diversity



Visit our [Policies Page](#) to review our Non-Discrimination and Anti-Harassment policies and see our global employee representation in our [2022 EEO-1](#) report. 2023 EEO-1 data will be updated once available in 2024.

Progress on Our Racial Equality Pledge

In 2020, Whirlpool committed to an action-based pledge focused on equality and fairness, with specific workstreams focused on actions we can take within our company and our communities. Since the announcement of this pledge, we have invested in programs that help drive sustainable, positive impact for employees and local communities. Among many efforts across the company which are detailed on [our website](#), highlights of our actions in 2023 include:

EMMA JEAN HULL FLATS IN BENTON HARBOR

On June 17, Whirlpool Corporation celebrated the opening of Emma Jean Hull Flats, an 80-unit waterfront development in Benton Harbor, Michigan, funded completely by Whirlpool Corporation. This housing development, named in honor of Benton Harbor's first Black female mayor, builds on her legacy to revitalize, rezone and redevelop traditionally underserved neighborhoods in Benton Harbor. The units are open to everyone and require those who live there to be permanent Benton Harbor residents for the duration of the minimum 12-month lease to maximize the positive impact on the city's tax base. Some units are reserved for "Hometown Heroes" — public service workers such as educators and first responders. The multi-family development reached over 95% capacity less than six months after opening.

JUNETEENTH DAY OF IMPACT

Over 120 Whirlpool employee volunteers collaborated with Neighbors Organizing Against Racism and the city of Benton Harbor to revitalize Broadway Park during a memorable "Day of Impact." Improvements to the park included a new 40x50 turf field, repairs to playground equipment and newly added and expanded sidewalks. A new memorial monument commemorates June Woods, an enslaved



2023 Whirlpool P@TH intern class.

person who escaped during the Civil War and became an important figure in Benton Harbor history as a successful entrepreneur. The 2023 Day of Impact was a continuation of our efforts to revitalize city parks, which started in 2021 as part of Whirlpool Corporation's commemoration of Juneteenth and its Racial Equality Pledge commitment.

FLORIDA A&M UNIVERSITY HABITAT FOR HUMANITY BUILD

Partnering with diverse student organizations across the country builds a talent pool from which we can engage top students to bring their talent home to Whirlpool. Over the past academic year, we've continued to build our relationship with Florida A&M University (FAMU), a top public Historically Black College and University, through on-campus events, mentor/mentee relationships, the [BUILD externship program](#) and supplying kitchen and laundry products. In 2023, Whirlpool and FAMU expanded the relationship to include collaboration on innovative capstone student projects and a Habitat for Humanity build.



Emma Jean Hull commemorates opening of namesake apartments with Whirlpool executives and local dignitaries.

Whirlpool employees revitalize Broadway Park to celebrate Juneteenth with a Day of Impact.



THE P@TH INTERNSHIP PROGRAM

The Possibilities at Home (P@TH) internship program attracts a diverse population of Berrien County residents (home of our global headquarters) who are first- and second-year college students. Students have the opportunity to enhance their educational experience with real-world applications and strengthen their business acumen skills. These internships are intended to develop personal and professional skills to prepare them for future career opportunities. In 2023, we continued to strengthen and expand key community partnerships to provide equal opportunities for local students to participate in this growing program.

Education on Inclusion

At Whirlpool, we believe education contributes to an inclusive work environment. In 2023, we expanded our multi-module Unconscious Bias and Empathy Program, previously launched in the U.S., to over 1,400 People Leaders in Latin America (LAR), Europe, Middle East and Africa (EMEA) and Asia increasing total participation to over 2,800 People Leaders globally. Additionally, U.S. People Leaders participated in “Continuing the Conversation” sessions to foster a continued focus on unconscious bias and empathy.

Unconscious bias and inclusion education is embedded into our new leader development program, as well as throughout key talent processes, such as Hiring Effectiveness Training, launched this year for all hiring managers.

1,400+

People Leaders completed Unconscious Bias and Empathy training globally in 2023

15,000+

employees completed online Inclusion and Diversity training in 2023



Participants in this activity gained a new perspective toward product design and innovation. It’s a valuable experience for any leader, engineer or designer as we strive to improve life at home with our products.”

EDUARDO ANDRADE

Vice President of Laundry Platforms



Employee Resource Group (ERG) Efforts Are Improving Our Products

In 2023, the Awareness of Visible and Invisible Disabilities (AVID) ERG partnered with the Human Resources Total Rewards team, our Global Product Organization, Whirlpool Vets & Allies, Whirlpool Women’s Network, Whirlpool PRIDE Network and others to deploy Disability Immersion Activities. These sessions helped our employees to better understand our consumers with disabilities and encouraged them to deliver more accessible features and marketing for *Whirlpool* products. For example, engineers were assigned to navigate removing a hot pan from a stove while using a wheelchair. Design sessions that introduced needs of consumers with specific types of disabilities provided valuable awareness for our designers and engineers and will make our products — and our company — better.

Improving Life at Home and Work for All Employees Through ERGs

Within all of Whirlpool Corporation's ERGs globally, employees are empowered to build a culture where all are welcome, professional development is fostered and community connections are nurtured. Across the company, ERG leaders partner to create programming that meets the specific needs of their network members, including allies who support the ERG's mission and vision. Members of ERGs also recognize the uniqueness that makes each of us who we are and have come together throughout 2023 to provide cross-ERG intersectional events, including employee panels, external speakers and community give-back events.

ANNOUNCING THE ADDITION OF THE WHIRLPOOL FAMILY NETWORK (WFN)

It's an almost universal challenge — navigating life with families while simultaneously building a career. We recognize that working and balancing family responsibilities is not easy and comes with unique challenges, so the WFN was established to provide support and enable parents and caregivers to be the best version of themselves both at work and at home.



As a working parent in a dual-career family, it means the world to me to find support not just in my personal life, but at work. As my children grow and my parents age, having a network of employees who have been through it and can help support is a game changer. That's what we hope WFN can do, change the game and care for our caregivers, especially when they most need it."

HEATHER CHUPP

Whirlpool Family Network Co-Lead



Our 19 Whirlpool ERGs



Whirlpool Asian Network (WAN)
North America (NAR)



Awareness of Visible and Invisible Disabilities (AVID)
NAR



Whirlpool Family Network (WFN)
NAR



FOCUS Network
NAR, LAR-South



Whirlpool Hispanic & Latino Network (WHL)
NAR



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



Whirlpool Vets & Allies
NAR



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



Young Professionals Network (YPI!)
NAR, LAR-North, EMEA

OUR ERGS ARE MAKING A DIFFERENCE AROUND THE WORLD

Whirlpool Corporation ERGs remain committed to fostering an inclusive culture. At Whirlpool, all employees are welcomed into any ERG they wish to join. In 2023, ERGs emphasized allyship as a key theme of their communication and events. Further, they partnered across ERGs to target a larger span of employees and increase awareness. Here are just a few stories of their success this year.



Awareness of Visible and Invisible Disabilities

AVID partnered with the WWN for a virtual event covering essential topics that included mental health, wellness and illness. In addition, Whirlpool Vets & Allies partnered with AVID to build ramps at community members' homes.



Pride Network

Whirlpool Corp. employees across global locations participated in numerous activities throughout Pride Month to expand awareness, promote education and provide a sense of community. Activities included parades, festivals and on-site events in the U.S. and conferences and coffee talks for employees in LAR. This year's participation expanded ERG involvement in new locations, including Chicago and the U.S.-based sites in Ohio.



Whirlpool Women's Network

The WWN partnered with Harbor Shores Resort in Benton Harbor, Michigan, to create the first of its kind Summer Series — Tips and Sips for Women and Allies. The event served as an entry point to learn the fundamental skills of golf so more women can participate in the game, which can lead to many career-building and networking opportunities. With 150 attendees, the event successfully engaged allies and members alike.

In LAR, the Women's Network made a sizable impact with their annual symposium in March, reaching over 1,500 individuals in 17 countries. Then in October, more than 1,000 employees participated in breast cancer awareness month activities including expert panelists, free mammograms and more.



FOCUS

Whirlpool Corporation's Black Employee Network, FOCUS, held a first of its kind two-week functional showcase event featuring presentations from leaders across various functional business groups. Leaders shared their functional goals, key partners, team structure, skills needed and possible career paths. The goal was to provide education related to the different business areas and an opportunity to network across the organization.



Young Professionals Network

The YP! continued focusing on leadership development by expanding the "Building Leaders" podcast, which is aimed at providing young professionals with valuable leadership advice and insights. In 2023, YP! interviewed 12 leaders, including Whirlpool CEO Marc Bitzer, spanning a variety of functions. In LAR-North more than 1,300 people participated in nine training events all aimed at professional development.



Visit our [website](#) for more on ERG projects and progress.

LOCAL COMMUNITIES

In over 110 years of history, we have seen communities grow and change, hit hard times and thrive. Our global operations are located mostly in small towns, where we embrace our responsibility to participate in and support these communities. Whirlpool is not only a local employer — we become immersed in the fabric of the community. Our community engagement strategy helps us identify and remove barriers and create strong, stable homes — the building blocks of a society we can all be proud of.



Our House+Home Strategy

Our community initiatives are guided by our House+Home strategy and supported by our Global House+Home Ambassador Program, a new volunteer program we launched in 2023.

HOUSE

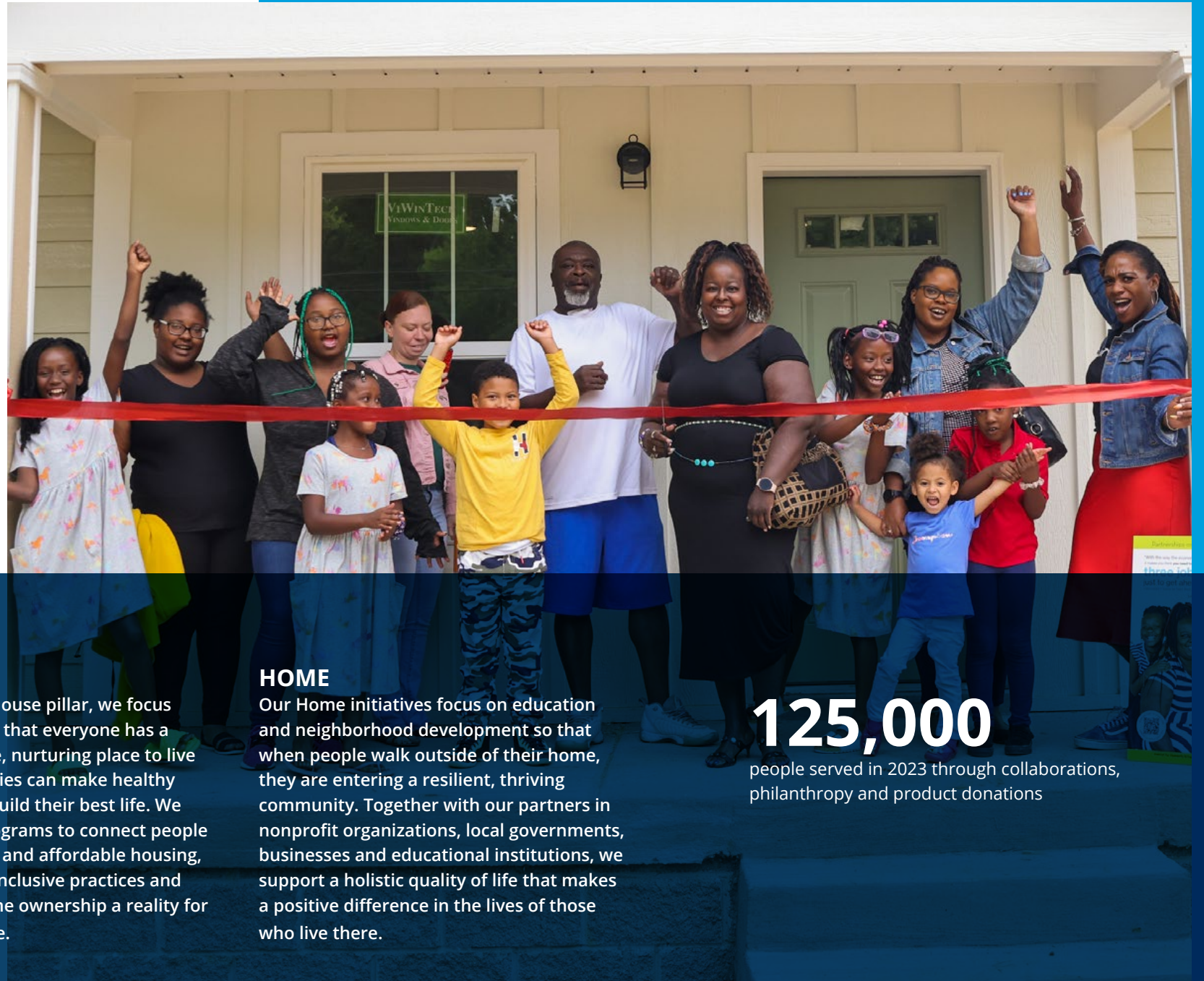
Under the House pillar, we focus on ensuring that everyone has a comfortable, nurturing place to live where families can make healthy choices to build their best life. We work on programs to connect people with decent and affordable housing, promoting inclusive practices and making home ownership a reality for more people.

HOME

Our Home initiatives focus on education and neighborhood development so that when people walk outside of their home, they are entering a resilient, thriving community. Together with our partners in nonprofit organizations, local governments, businesses and educational institutions, we support a holistic quality of life that makes a positive difference in the lives of those who live there.

125,000

people served in 2023 through collaborations, philanthropy and product donations



HABITAT FOR HUMANITY

Like Whirlpool Corporation, Habitat for Humanity is a global organization that believes the home to be a special place for families to grow and thrive. Throughout our long-standing relationship, Whirlpool and Habitat for Humanity have helped build and improve homes around the world for individuals who need it most.



Globally, Whirlpool has donated more than

\$144M

and over

242,000

products to Habitat for Humanity families in our

24

years of working together

1.23M

people served in locations across the globe

HABITAT FOR HUMANITY'S BUILDBETTER WITH WHIRLPOOL PROGRAM

Climate change disproportionately impacts underserved communities due to their geographical locations, access to resources and services, and decision-making power.¹ While strides have been made in the transition to low-carbon, climate-resilient development, it's typically happening only in countries and communities that have more financial resources to begin with.

For this reason, Habitat for Humanity's BuildBetter with Whirlpool program was created. It aims to build climate resilient, energy-efficient homes and scale and implement best practices across the U.S. These homes are designed and built to conserve energy, resulting in lower operating costs and the ability to better maintain interior temperature and function. They are also specially designed to reduce damage caused by acute climate risks, such as high winds

and hail, wildfires and more, with features like advanced roof fastening hardware, water-management systems and fire-rated siding.

Our goal to build 250+ homes across the U.S. is in the third and final phase. As of 2023, we have selected all the BuildBetter with Whirlpool homes and expect the building phase to be complete in 2025.

Habitat for Humanity is conducting a formal evaluation of the homes in partnership with Auburn University, in which energy-use habits and utility data are compared to average U.S. homes as well as national residential energy consumption data. We expect the findings to be published in 2025 and show that affordable homes built with climate resilience in mind can protect the planet and reduce the cost to those homeowners who need it most.



¹The World Bank — Social Dimension of Climate Change

PHASE 1

58

energy and hazard resilience projects were completed

20

states

54

average Home Energy Rating System rating, with the lowest being 11

12

homes in areas where Whirlpool Corporation has manufacturing plants

PHASE 2

85

energy and hazard resilience projects completed

31

states

12

additional homes in areas where Whirlpool Corp. has manufacturing plants

PHASE 3 (IN PROGRESS)

123

projects in

27

states

13

homes in areas where Whirlpool Corporation has manufacturing plants

3

renewable energy system installations (rooftop solar)

Consulado da Mulher

In LAR, for over 20 years we have worked extensively with *Consulado da Mulher*, an organization dedicated to supporting women and enabling them to start or expand their own businesses, generate income and provide a better future for their families. The organization's mission is to empower women, eradicate poverty and promote gender equality, all of which speak to our own values and goals.

- 1,093 women completed entrepreneurial education programs, with a 225% increase in income in their small businesses in the year 2023.
- We launched the House+Home Ambassador Program in collaboration with *Consulado da Mulher* involving 352 volunteers in 57 activities, such as renovating schools and shelters for women or mentoring women benefited by *Consulado da Mulher*.
- We conducted two projects with Habitat for Humanity, engaging 36 volunteers in the renovation of nine houses.



1,093

women completed entrepreneurial education programs

225%

increase in income for women beneficiaries in the Empreende Mulher program

59

entrepreneurs received product donations in 2023



Our Collaborations Help Us Improve Life at Home



FEEL GOOD FRIDGE

Through two programs, we are donating refrigerators to address the issue of food insecurity. With the help of our sales team, refurbished refrigerators are placed in community centers in underresourced neighborhoods across the U.S. and filled with fresh healthy food for anyone who needs it.

388

refrigerators donated in 2023

202

employee volunteers



Our *Maytag* brand, in their long-standing relationship with Boys & Girls Clubs of America, is placing refrigerators in Boys & Girls Clubs across the country to give Club members and their families access to fresh, healthy food.

120

kids impacted per day

50

Clubs across the U.S.



CARE COUNTS 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.¹ We are working to expand the program to all 50 states and double the number of participating schools by 2028.

¹ Among kids who miss at least 15 days of school, according to American University 2021

² Whirlpool *Care Counts*™ Program Data 2015-2023 school year results



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 has served on the Board since 2018.

\$4.2M

employee donation plus Whirlpool Foundation match in 2023

150+

schools impacted in

40

states²

78%

increased attendance rate among high-risk elementary schoolers



WHIRLPOOL COMMUNITY CHARITY GOLF EVENT (WCCGE)

The 2023 WCCGE raised money for local charities with a focus on youth education. Among the recipients of the funds raised was the Boys & Girls Clubs of America, the organization for which the event was originally conceived in 2004.

In the 20 years of the event, more than \$30 million has been raised 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.

\$3M

raised for local charities

10,000

youth impacted annually

6

golf courses hosted the event



Whirlpool CORPORATION

APPENDIX

IN THIS SECTION:

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- 106 Sustainability Report Data Appendix
- 106 Forward-Looking Statements

IDENTIFYING MATERIAL ESG TOPICS AND STAKEHOLDERS

OUR ESG MATERIALITY¹ ASSESSMENT PROCESS

Material environmental, social and governance (ESG) topics, in accordance with the Global Reporting Initiative (GRI) Standards, represent an organization's most significant impacts on the economy, environment and people. In 2022, we collaborated with a third-party consultant to refresh the Whirlpool Corporation list of material ESG topics by engaging with internal and external stakeholders, consulting third-party sources and considering relevant global frameworks, trends and regulatory developments to prioritize the topics by significance of impact.

Through the Whirlpool ESG Task Force, we monitor industry trends, regulatory developments and emerging issues. This is supplemented by our engagement with our stakeholders and assessment of external frameworks such as the GRI Standards, Task Force on Climate-related Financial Disclosures (TCFD), Sustainability Accounting Standards Board (SASB), CDP and the United Nations Sustainable Development Goals (UN SDGs). We regularly assess the risks and opportunities of emerging issues and have formally integrated ESG topics 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 MATERIAL TOPICS

As a result of our most recent assessment, the following topics were identified as material¹ to Whirlpool.

Very High Impact

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

High Impact

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

Medium Impact

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

¹ "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 (SEC).



Periodic Assessment With External Advisors



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.

Ongoing Internal Assessment



4.

Ongoing Monitoring

Monitor changes and drive improvement on high-impact areas through continuous engagement with our ESG Task Force.



5.

Engage Leadership

Assess emerging issues and shifts in prioritization through regular engagement with ESG Councils. On an annual basis, Whirlpool's ESG priorities are approved by senior leadership, including members of the Executive Committee.

Material Issues¹, Commitments and Progress



ESG PILLAR: SUSTAINABLE PRODUCTS AND OPERATION

Material Issue	Targets and Commitments	2023 Progress	Alignment With UN SDGs
Innovation and Design for Sustainability 	Reduce emissions from our products in use (scope 3 category 11) by 20% ² by 2030.	Continued to build our capability to quantify and reduce emissions from our products in use (scope 3 category 11)	9, 12
Circular Economy 	Provide spare parts availability across regions.	Provided over 25 million spare parts across regions in 2023	9, 12
Materials Use and Impacts 	Obtain Full Material Disclosure (FMD) from suppliers by 2030.	Enhanced standardization and improved data collection, including a final response rate of 76% on annual conflict minerals survey Received and analyzed over 2,197 FMD declarations Developed multiple strategic collaborations	9, 12
Greenhouse Gas Emissions 	Achieve Net Zero scopes 1 and 2 emissions from our plants and operations by 2030. Reach 95% reduction of high global warming potential (GWP) refrigerants and foams by 2023.	Achieved ~25% greenhouse gas (GHG) emissions reduction in scopes 1 and 2 market-based emissions compared to prior year Operationalized two virtual power purchase agreements (VPPAs), which, when fully operational, are expected to cover 100% of the electricity consumed by U.S. sites Transitioned over 97% of all global Whirlpool manufactured refrigerators to climate-friendly, low GWP refrigerants and blowing agents as of 2023	13
Waste Management 	Maintain Zero Waste to Landfill (ZWtL) Gold ³ or Platinum ⁴ Level in all manufacturing sites. Reduce hazardous waste generation intensity by 1% every year in our plants.	Achieved ZWtL Gold Level in two new manufacturing sites and maintained ZWtL Gold or Platinum Level at 100% of our other global manufacturing sites in 2023 Achieved 23% reduction in hazardous waste intensity in 2023 compared to prior year	13
Water Management 	Reduce water intensity by 3% every year in our plants.	Achieved 0.5% reduction in water intensity in 2023 compared to prior year ⁵	13
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	7

¹ "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 (SEC).

² Compared to 2016 baseline.

³ ZWtL Gold level represents a greater than 95% diversion rate.

⁴ ZWtL Platinum level represents 100% diversion rate.

⁵ Please refer to page 41 for further information about our water intensity target.

Material Issues, Commitments and Progress, Cont.



ESG PILLAR: SUPPORTING OUR PEOPLE

Material Issue	Targets and Commitments	2023 Progress	Alignment With UN SDGs
Inclusion and Diversity 	Promote a workforce that represents our diverse consumer base and a culture where every employee feels a sense of belonging.	14% increase in the proportion of U.S employees who identify as Black; 12% increase in the proportion of U.S. employees who identify as underrepresented minorities and 3% increase in the proportion of global employees who identify as women	10
Occupational Health and Safety 	Achieve zero fatalities and serious incidents globally. Reduce incident rates globally by 10% each year.	0 employee fatalities and 8 serious injuries 15% reduction in recordable injury and illness rate compared to prior year	8
Local Communities 	Build more than 250 climate-resilient and energy-efficient homes with Habitat for Humanity U.S. by 2024. Install 500 Feel Good Fridges in the U.S. by 2025.	\$144 million and over 242,000 products donated to Habitat for Humanity in 2023 Completed 143 climate-resilient and energy-efficient builds in progress through Habitat’s BuildBetter with Whirlpool initiative 388 refrigerators donated and stocked with fresh, accessible food	11

ESG PILLAR: DOING THE RIGHT THING

Material Issue	Targets and Commitments	2023 Progress	Alignment With UN SDGs
Responsible Sourcing 	Audit risk-based prioritized suppliers. Review 100% of any high-risk due diligence findings.	256 Supplier Code of Conduct (SCoC) audits performed Completed Supplier Due Diligence screenings for 100% of existing high-risk suppliers and 100% of new suppliers	16
Product Safety 	Identify, evaluate and close all reports of potential safety issues within a timely manner. Conduct ongoing Product Safety Training sessions to build the safety competency of Whirlpool Corp. employees globally.	42 potential safety issues resolved Improved the product safety basic competency of over 500 employees, totaling over 3,000 hours of training time	12
Product Quality 	Deliver the best consumer experience in every appliance, every time and everywhere.	Rigorous use of Advanced Product Quality Planning to ensure differentiated quality levels in all new product launches Integrated a live Corrective and Preventative Actions tool globally for suppliers, manufacturing and engineering	12

ENGAGING WITH OUR STAKEHOLDERS

By engaging regularly with our stakeholders, we encounter diverse perspectives that provide valuable insight and information we might not otherwise recognize. Understanding what is important to our stakeholders — including consumers, employees, leaders, investors, trade customers, suppliers and more — helps us understand and address impacts, risks and opportunities to better serve them. Through formal and informal methods, we reach out regularly for feedback, in addition to requesting participation in our formal ESG materiality assessment process, and work to foster an environment in which all perspectives are welcome.



How We Engage With Our Stakeholders



CONSUMERS

- Satisfaction surveys and social media
- Third-party report ratings
- Education and service support
- In-home observation
- Customer call centers



EMPLOYEES

- Quarterly pulse surveys
- Performance management system
- Enterprise risk management surveys
- Interactions with employee resource groups
- Quarterly leadership meetings



INVESTORS

- 1:1 meetings
- Investor Day
- Perception studies
- Quarterly earnings calls



REGULATORY AGENCIES AND GOVERNMENTS

- Policy meetings
- Public-private partnerships



TRADE CUSTOMERS

- 1:1 strategic meetings
- Product line reviews
- Satisfaction surveys



SUPPLIERS

- Continued dialogue and shared learnings
- Ethics and SCoC audits
- Sustainable innovation
- Sustainability assessments
- Material disclosures



NONPROFIT ORGANIZATIONS AND LOCAL COMMUNITIES

- Volunteerism
- Financial and community support
- Conferences
- 1:1 meetings



TRADE ASSOCIATIONS AND ACADEMIA

- Conferences
- Joint research

ABOUT THIS REPORT

This report covers the period from January 1, 2023 to December 31, 2023, for Whirlpool Corporation's operations. Unless otherwise noted in the GRI Index, [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. 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-communities/. 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 SASB Index and TCFD framework reporting.

Additionally, we obtained third-party limited assurance from Ernst & Young LLP on select 2023 reported metrics for GHG emissions, energy, Inclusion and Diversity, health and safety, and metrics as shown in the Sustainability Report Data Appendix. For more information about this report, please contact us at ESG@whirlpool.com.

TRADEMARKS

Amana, Bauknecht, Brastemp, Consul, Hotpoint¹, Indesit, JennAir, KitchenAid, Maytag, Whirlpool, Yummys, InSinkErator 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 companies.

¹ Whirlpool Corporation ownership of the *Hotpoint* brand in Europe, Middle East and Africa and Asia Pacific regions is not affiliated with the *Hotpoint* brand sold in the Americas.



CORPORATE POLICIES DISCLOSURE

Issue	Whirlpool Corp. Statement	Oversight & Governance	Resource Links
Anti-Competitive Behavior	Whirlpool Corp. 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.	<ul style="list-style-type: none"> ☑ Senior leadership oversight ☑ Employee training ☑ Enforcement program ☑ Public policy and/or commitment 	<p>Whirlpool Corp. Free and Fair Trade Policy</p> <p>Whirlpool Corp. Our Integrity Manual</p> <p>Whirlpool Corporation Global Integrity Line</p>
Anti-Corruption	We do business the right way. This means that we do not tolerate bribery or corruption of any kind. Moreover, it means that we are actively adhering 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 due diligence program, which is applicable to all of Whirlpool Corp.'s third-party relationships and evaluates potential and future ethics and compliance risks, including risks of corruption, as well as our Global Integrity Line where cases that may involve allegations of corruption and bribery are reviewed on a quarterly basis.	<ul style="list-style-type: none"> ☑ Senior leadership oversight ☑ Cross-functional committee ☑ Employee training ☑ Enforcement program ☑ Public policy and/or commitment 	<p>Whirlpool Corp. Our Integrity Manual</p> <p>Whirlpool Corporation Global Integrity Line</p> <p>Whirlpool Corp. Global Gifts and Entertainment Policy</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, in 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 and privacy programs. This includes understanding our business needs and associated risks and reviewing management's strategy and recommendations for managing cybersecurity and privacy 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 Data Privacy Steering Committee meets periodically; to help ensure information security risks and vulnerabilities are being appropriately managed and mitigated. Our Cybersecurity program, as governed by our Global Information Security Officer and executed by the Cybersecurity Team, is guided by National Institute of Standards and Technology (NIST) Cybersecurity Framework (CSF) 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 and Privacy training.</p>	<ul style="list-style-type: none"> ☑ Board oversight ☑ Senior leadership oversight ☑ Employee training ☑ Enforcement program ☑ Public policy and/or commitment 	<p>Whirlpool Corp. Privacy Commitment</p> <p>Whirlpool Corp. Data Privacy Policy</p>

CORPORATE POLICIES DISCLOSURE

Issue	Whirlpool Corp. Statement	Oversight & Governance	Resource Links
Data Privacy	<p>We respect privacy. We are transparent about the data we collect and the purposes for which it will be used — and we work hard to ensure its safety. Through corporate policies and procedures, training and awareness initiatives, risk assessment and management controls, our global privacy program provides that all information shared with us is processed in accordance with all applicable legal requirements and global best practices. Through our Global Privacy & Cybersecurity Steering Committee, our leadership champions our privacy program and oversees its development closely. We leverage technical solutions to automate every possible aspect of our privacy program and operationalize the program’s effectiveness through documented processes and procedures which are subjected to periodic audits.</p> <p>Whirlpool Corp.’s third-party risk management process is designed to evaluate and assess the data privacy risks presented by engagement with a particular third party. Modeled on the ISO 27001:2013 standard, the security and privacy exhibit requires the third party to maintain adequate measures to ensure data security and requires those contractual provisions to be extended to subsequent third parties. We monitor legal and regulatory developments globally to keep abreast of new privacy requirements worldwide. We regularly review our privacy program to promote compliance with all relevant privacy laws and regulations.</p>	<ul style="list-style-type: none"> ☑ Board oversight ☑ Senior leadership oversight ☑ Cross-functional committee ☑ Employee training ☑ Enforcement program aligned with international standard [ISO 27001] ☑ Subject to external verification/audit ☑ Public policy and/or commitment 	<p>Whirlpool Corp. Privacy Commitment</p> <p>Whirlpool Corp. Data Privacy Policy</p>
Executive Compensation	<p>Whirlpool Corp. is dedicated to achieving global leadership in all of our product categories and to always delivering superior and sustainable value for shareholders and other stakeholders. We have built our Executive Compensation programs around a strong pay-for-performance philosophy. Each member of our Executive Committee has elements of our ESG 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"> ☑ Board oversight ☑ Senior leadership oversight ☑ Public policy and/or commitment 	<p>2024 Proxy Statement</p>
Human Rights	<p>Whirlpool Corp. supports the human rights of everyone we work with and expects our global business partners to do the same. Our business practices reflect that commitment to provide that 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. We oppose discrimination, slavery and child labor and have controls and protections to avoid them. Further, we support diversity and wage parity, and respect the rights of our employees to associate with whom they choose and to be involved in politics outside of work. 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 SCoC. Moreover, our Integrity Line can be used both internally and externally to bring concerns about human rights issues to our attention.</p>	<ul style="list-style-type: none"> ☑ Senior leadership oversight ☑ Employee training ☑ Enforcement program ☑ Public policy and/or commitment 	<p>Whirlpool Corp. Our Integrity Manual</p> <p>Whirlpool Corp. Global Human Rights Policy</p> <p>Whirlpool Corp. Global Labor and Employment Guidelines</p> <p>Whirlpool Corporation Integrity Line</p> <p>Whirlpool Corp. Supplier Code of Conduct</p>

CORPORATE POLICIES DISCLOSURE

Issue	Whirlpool Corp. Statement	Oversight & Governance	Resource Links
Labor Rights	Whirlpool Corp. respects the rights of our employees to associate with whom they choose. We respect the right of employees to join or not join an independent trade union and will bargain in good faith with these associations when they are properly elected. We estimate that, during 2023, 56% of our hourly employees globally were covered by a collective bargaining agreement.	<ul style="list-style-type: none"> ☑ Senior leadership oversight ☑ Public policy and/or commitment 	Whirlpool Corp. Global Labor and Employment Guidelines
Non-discrimination and Anti-harassment	Whirlpool Corp. believes that respectful, professional conduct furthers the company's mission, promotes productivity, minimizes disputes and enhances our reputation. Whirlpool expects every employee to show respect for all of our colleagues, customers 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. The company is committed to providing a work environment that is free of unlawful discrimination, including harassment that is based on any legally protected status. The company will not tolerate any form of discrimination or harassment that violates this policy.	<ul style="list-style-type: none"> ☑ Senior leadership oversight ☑ Employee training ☑ Enforcement program ☑ Public policy and/or commitment 	Whirlpool Corp. Non-Discrimination and Anti-Harassment Policy
Pay and Equal Remuneration	<p>Whirlpool Corp.'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"> ☑ Board oversight ☑ Senior leadership oversight ☑ External verification ☑ Public policy and/or commitment 	Whirlpool Corp. Global Labor and Employment Guidelines

CORPORATE POLICIES DISCLOSURE

Issue	Whirlpool Corp. Statement	Oversight & Governance	Resource Links
Regulatory Risk and Public Policy	<p>Whirlpool Corp. is committed to complying with all legal and regulatory requirements applicable to our 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 Corp. Executive Committee and by the Corporate Governance and Nominating Committee of the Whirlpool Corp. Board of Directors that provides alignment with company values and priorities.</p>	<ul style="list-style-type: none"> ☑ Board oversight ☑ Senior leadership oversight ☑ Cross-functional committee(s) ☑ Enforcement program ☑ Public policy and/or commitment 	<p>Whirlpool Corp. Global Public Policy Engagement</p> <p>Our Integrity Manual</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"> ☑ Senior leadership oversight ☑ Public policy and/or commitment 	<p>Whirlpool Corp. Statement on Policy of Taxes</p>

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 2023 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.

Ernst & Young LLP



Chicago, Illinois
February 29, 2024

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Appendix A: Subject Matter Schedules

Schedule of Select Environmental Metrics For the year ended December 31, 2023

Metrics	Value	Unit Reported	Criteria
Scope 1 Greenhouse Gas (GHG) Emissions ^{1,2,3,4}	140,806	Metric tonnes carbon dioxide equivalent ("mtCO2e")	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) ^{1, 3, 4, 5}	300,549	mtCO2e	
Scope 2 GHG Emissions Market-based method (MBM) ^{1, 3, 4, 5}	174,042	mtCO2e	

¹ The reporting boundary of the Subject Matter within the Schedule includes large global manufacturing facilities and distribution centers with total area equal to or greater than 500,000 square feet under the operational control of Whirlpool. 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 2023, there were no acquisitions or divestitures. The vast majority of Scope 1 and Scope 2 emissions, which are reported in CO2e, are attributable to CO2.

² 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: 2023 release of the Brazilian Greenhouse Gas Protocol and 2023 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).

³ 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 13%, 11%, and 11% of Scope 1, Scope 2 LBM, and Scope 2 MBM GHG emissions were estimated, respectively.

⁴ Due to the timeline of reporting, all December 2023 consumption values and related GHG emissions are estimated using an average of October and November 2023 consumption or, if November 2023 if not available, both November and December 2023 are estimated using an average of January and October 2023 consumption, to capture seasonal impacts. The majority of energy presented is based on actual consumption data.

⁵ 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: 2023 release of the Brazilian Greenhouse Gas Protocol, 2019 US EPA Emission Factors for Greenhouse Gas Inventories, 2023 release of the US EPA Emissions & Generation Resource Integrated Database ("eGRID") emission factors referencing the 2020 factors, 2023 release of the International Energy Agency ("IEA") Emission Factors referencing the 2020 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.

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Metrics	Value	Unit Reported	Criteria
Scope 3 GHG Emissions, Category 11 Use of Sold Products ^{6,7}	49,500,813	mtCO2e	GHG Protocol and the Technical Guidance for Calculating Scope 3 Emissions for the reported Scope 3 emissions. The GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard is not applied.
Total Energy Consumption ^{1,4}	5,747,782	Gigajoules	As defined by Global Reporting Initiative (“GRI”) Disclosure 302-1e: Total energy consumption within the organization, in joules or multiples ⁸
Energy Intensity ⁹	144.5	Megajoules / product	GRI 302-3: Energy intensity
Energy sourced from renewable sources	125,551	Gigajoules	As defined by GRI 302-1b: Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used. ⁸
% of total energy sourced from renewable sources	2.2	%	

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.

⁶ Scope 3 Category 11 emissions reporting boundary includes air treatment, cooking, dishwashers, laundry and refrigeration product categories (defined as “large appliances”) shipped during the year ended December 31, 2023, and excludes small domestic appliances, garbage disposals, accessories, ice makers, hoods, and filters. 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 2023, there were no acquisitions or divestitures. Whirlpool references the following emission factors in the Scope 3 emissions calculation: 2023 US EPA Emission Factors for Greenhouse Gas Inventories and 2023 release of the IEA Emission Factors referencing the most recent factor available for each country. Whirlpool uses GWPs from the IPCC AR5.

⁷ 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 2023 emissions are estimated based on the average of October and November actuals and are calculated for each product category by region.

⁸ 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)

⁹ 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, 2023.

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Schedules of Select Diversity & Equal Opportunity Metrics For the year ended December 31, 2023

Metrics ^{10, 11}	Value ¹²	Unit ¹³	Criteria
Global women by level: Executive committee	27	%	
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	64		
• > 30 - 50	36	%	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) ¹⁴	11	%	iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).
URM by level (U.S. only) ¹⁴			
• Director and above	27		
• Senior manager and manager	25		
• Office/Managerial below manager	27	%	As defined by 2016 GRI 405-1b:
• All Office/Managerial	26		Percentage of employees per employee category in each of the following diversity categories:
• All Production	28		
URM (U.S. only) ¹⁴	28		i. Gender;
Black representation (U.S. only) ¹⁴			ii. Age group: under 30 years old, 30-50 years old, over 50 years old;
• Director and above	6		iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).
• Senior manager and manager	4		Percentage of global employees in each of the following age categories:
• Office/Managerial below manager	14	%	under 30 years old, 30-50 years old, over 50 years old
• All Office/Managerial	11		
• All Production	13		

¹⁰ Employees include both full-time and part-time employees. Note that divested headcount is not considered a termination and acquired headcount is not considered a new hire.

¹¹ Employee gender and ethnicity are based upon employee self-identification.

¹² Metrics are reported using employee data as of December 31, 2023.

¹³ Metrics expressed as percentages are rounded to the nearest whole number, therefore numbers may not reconcile due to rounding.

¹⁴ 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 ^{10, 11}	Value ¹²	Unit ¹³	Criteria
Global women representation			As defined by 2016 GRI 405-1b:
• Director and above	31		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
• Senior manager and manager	33		
• Office/Managerial below manager	43	%	
• All Office/Managerial	41		
• All Production	39		
Workforce Breakdown by Ethnicity (US Only)¹⁵:			
• Asian	5		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
• Black or African American	13		
• Hispanic or Latino	7		
• White	72	%	
• Indigenous or Native	1		
• Others	2		
Global employees by level			
• Director and above	495		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
• Senior manager and manager	4,016		
• Office/Managerial below manager	13,167	Count of employees	
• All Office/Managerial	17,678		
• All Production	41,683		
• All Employees	59,361		
Global employees by age			
• > 50	24		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
• > 30 - 50	53	%	
• < 30	23		

¹⁵ 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.

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Metrics ^{10, 11}	Value ¹²	Unit ¹³	Criteria	
Global employees by gender				
• Men	35,836	Count of employees	2021 GRI 2-7 ¹⁶ : (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	23,525			
Global employees by region				
• North America	19,270	Count of employees		
• EMEA	13,647			
• Latin America	22,913			
• Asia	3,531			
Global employees by gender and contract type				
<i>Temporary</i>				
• Men	631	Count of employees		
• Women	410			
• Total	1,041			
<i>Permanent</i>				
• Men	35,205	Count of employees		
• Women	23,115			
• Total	58,320			
Global employees by region and contract type				
<i>Temporary</i>				
• North America	18	Count of employees		
• EMEA	616			
• Latin America	250			
• Asia	157			
<i>Permanent</i>				
• North America	19,252	Count of employees		
• EMEA	13,031			
• Latin America	22,663			
• Asia	3,374			

¹⁶ Other criteria included in GRI 2-7 standards (i.e., significant fluctuations in the number of employees during the reporting period) are excluded.

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Metrics ^{10, 11}	Value ¹²	Unit ¹³	Criteria	
Global employees by gender and employment type				
<i>Full-time</i>				
• Men	35,634	Count of employees	2021 GRI 2-7 ¹⁶ : (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	23,052			
• Total	58,686			
<i>Part-time</i>				
• Men	202	Count of employees		
• Women	473			
• Total	675			
Global employees by region and employment type				
<i>Full-time</i>				
• North America	19,110	Count of employees		
• EMEA	13,237			
• Latin America	22,822			
• Asia	3,517			
<i>Part-time</i>				
• North America	160	Count of employees		
• EMEA	410			
• Latin America	91			
• Asia	14			

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Metrics ¹²	Employee Count	Rate as % ¹³	Criteria	
Global new hires and hire rate by region ¹⁷				
• North America	5,088	27	GRI 401-1: (a) Total number and rate of new employee hires during the reporting period, by age group, gender and region. (b) Total number and rate of employee turnover during the reporting period, by age group, gender and region.	
• EMEA	988	7		
• Latin America	10,009	43		
• Asia	880	26		
Global new hires and hire rate by age ¹⁷				
• > 50	825	6		
• 30 - 50	5,496	17		
• < 30	10,644	75		
Global new hires and hire rate by gender ¹⁷				
• Men	9,464	26		
• Women	7,501	32		
Global employee turnover and turnover rate by region ¹⁸				
• North America	5,681	30		
• EMEA	1,669	12		
• Latin America	10,466	45		
• Asia	846	25		
Global employee turnover and turnover rate by age ¹⁸				
• > 50	1,969	14		
• 30 - 50	7,084	22		
• < 30	9,609	68		
Global employee turnover and turnover rate by gender ¹⁸				
• Men	10,591	29		
• Women	8,071	34		
Total Global Voluntary Employee Turnover Rate ¹⁸		21		
Total Global Turnover Rate ¹⁸		31		
Total Global Hire Rate ¹⁷		29		

GRI 401-1:
(a) Total number and rate of new employee hires during the reporting period, by age group, gender and region.
(b) Total number and rate of employee turnover during the reporting period, by age group, gender and region.

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.

¹⁷ Hire rates are calculated as: new hires by age group, gender or region divided by average headcount for the reporting period.

¹⁸ Turnover rates are calculated as: Terminations (voluntary, involuntary, retired, and other) 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.

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Schedule of Select Occupational Health and Safety Metrics For the year ended December 31, 2023

Metrics ^{19, 20}	Value	Reporting Unit and Criteria
Recordable injury and illness cases — Employees and Non-employees	354	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	0.58	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	8	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 ²¹ 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 ²²	1	The number of fatalities as a result of work-related injury or work-related ill health.
Total Hours Worked — Employees and Non-employees	121,556,376	The number of hours worked in the reporting period ²¹ .

¹⁹ The reporting boundary of the occupational health and safety metrics includes all Whirlpool global manufacturing facilities and non-industrial sites with total area equal to or greater than 100,000 square feet where there are 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, 2023. 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.

²⁰ Whirlpool's OHS metrics were determined as of February 16th, 2024 for the incidents that occurred during the year ended December 31, 2023. Note, as more case details arise, incident classifications are subject to change.

²¹ Total number of hours for this metric includes all full-time Whirlpool employees as well as temporary and contingent workers.

²² 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 ^{19, 20}	Value	Reporting Unit and Criteria
Lost Workday Rate — Employees and Non-employees	0.27	<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	0.28	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	0.18	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, 2023

Metrics	Value	Unit Reported	Criteria
Number of ^{23, 24}			
1. recalls issued	1	Number of recalls issued	SASB CG-AM-250a.1
2. total units recalled	2,500	Total number of units recalled ²⁵	
Total amount of monetary losses as a result of legal proceedings associated with product safety ^{26, 27, 28, 29}	4.0	Millions \$ (USD) ³⁰	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.

²³ The reporting boundary for recall metrics is for all products manufactured and distributed by Whirlpool.

²⁴ Recalls and recall expansions are included as separate instances in the scope of this metric.

²⁵ Number of total units recalled is rounded to the nearest hundred units.

²⁶ 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.

²⁷ 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).

²⁸ For more information on actions Whirlpool is taking for product safety and quality, please see the "Prioritizing Product Safety" section of the sustainability report, which is not subject to assurance. Whirlpool also additionally discloses information about the recall in the SASB Index, which is not subject to assurance except for the metrics presented above.

²⁹ 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, 2023, that relate to cases with incident dates between 2015 and 2023. Monetary losses from divested operations are not included.

³⁰ 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.

EXTERNAL LIMITED ASSURANCE

Schedule of Select Product Life Cycle Environmental Impacts Metrics For the year ended December 31, 2023

Metrics	Value	Unit Reported	Criteria
Percentage of eligible products by revenue certified to the ENERGY STAR Program ^{31, 32}	23.23	%	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.

³¹ 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, 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.

³² The metric is calculated as (revenue from ENERGY STAR certified products) / (revenue from ENERGY STAR eligible products).

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GRI Disclosure Number	Disclosure Name	Whirlpool Response
The Organization and Its Reporting		
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, Italy, Mexico, Poland, Slovakia, United Kingdom and the 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, Italy, Mexico, Poland, Slovakia, United Kingdom and the United States of America.
2-3	Reporting period, frequency and contact point	See About This Report, page 70.
2-5	External assurance	See External Limited Assurance, page 75.
Activities and Workers		
2-6	Activities, value chain and other business relationships	See Who We Are, page 2 and Our Purpose and ESG Strategy, page 5.
2-7	Employees	See Sustainability Report Data Appendix .
Governance		
2-9	Governance structure and composition	See Board of Directors, page 12.
2-10	Nomination and selection of the highest governance body	See Proxy Statement , pages 3-18.
2-11	Chair of the highest governance body	See Proxy Statement , pages 3-18.
2-12	Role of the highest governance body in overseeing the management of impacts	See Our ESG Governance and Leadership, page 9.
2-13	Delegation of responsibility for managing impacts	See Our ESG Governance and Leadership, page 9.

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GRI Disclosure Number	Disclosure Name	Whirlpool Response
2-14	Role of the highest governance body in sustainability reporting	See Our ESG Governance and Leadership, page 9.
2-15	Conflicts of interest	See Proxy Statement , pages 12, 22. See Our Integrity Manual. See Corporate Governance Guidelines and Policies . 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 . See also Global Ethics, Integrity and Compliance, page 14.
2-16	Communication of critical concerns	See Global Ethics, Integrity and Compliance and The Global Integrity Line, pages 14-15. In 2023, zero publicly disclosed critical concerns were communicated to the highest governing body.
2-17	Collective knowledge of the highest governance body	See How We Govern ESG, page 11.
2-18	Evaluation of the performance of the highest governance body	See How We Govern ESG, page 11.
2-19	Remuneration policies	See Proxy Statement , pages 28-60.
2-20	Process to determine remuneration	See Proxy Statement , pages 61-67 and Global Labor and Employment Guidelines , Fair Compensation and Employment Conditions.
2-21	Annual total compensation ratio	See Proxy Statement , page 61 and Sustainability Report Data Appendix .
Strategy, Policies and Practices		
2-22	Statement on sustainable development strategy	See Message From Our CEO, page 3.
2-23	Policy commitments	See Global Ethics, Integrity and Compliance, page 14 and Corporate Policies and Codes of Conduct .
2-24	Embedding policy commitments	See Global Ethics, Integrity and Compliance, page 14, Responsible Sourcing, page 32 and Corporate Policies and Codes of Conduct .

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GRI Disclosure Number	Disclosure Name	Whirlpool Response
2-25	Processes to remediate negative impacts	See Global Ethics, Integrity and Compliance, page 14.
2-26	Mechanisms for seeking advice and raising concerns	See Global Ethics, Integrity and Compliance, page 14.
2-27	Compliance with laws and regulations	Whirlpool Corporation received no significant fines or sanctions for non-compliance with environmental laws/regulations in 2023. Each year, all manufacturing sites assess compliance status and complete the “Annual Compliance Assurance Letter,” confirming that they are in substantial compliance with environment, health and safety laws, regulations and other obligations. In the past five years, Whirlpool was subject to one significant fine. Pursuant to a settlement with the French Competition Authority (FCA), Whirlpool paid a fine of EUR 56 million attributable to Whirlpool Corporation’s France business and EUR 46 million attributable to Indesit’s France business related to the first part of the FCA’s investigation. Whirlpool did not own Indesit during the period at issue and received reimbursement from Indesit’s previous owners for a portion of the settlement amount. The second part of the FCA’s investigation is still ongoing. Whirlpool Corp. has agreed to a preliminary settlement range with the FCA and recorded a charge of approximately \$69 million in the first half of 2023. Whirlpool expects the settlement amount to be finalized in Q2 2024 and to make payment to the FCA later in 2024. Whirlpool is fully cooperating with this investigation. Further information is contained in the company’s most recent Form 10-K filed with the SEC. (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.
Stakeholder Engagement		
2-29	Approach to stakeholder engagement	See Identifying Material ESG Topics and Stakeholders, page 65.
2-30	Collective bargaining agreements	See Form 10-K , page 24. See Employee Engagement and Workplace Culture, page 49.

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GRI Disclosure Number	Disclosure Name	Whirlpool Response
Material topics		
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	See Identifying Material ESG Topics and Stakeholders, page 65.
3-2	List of material topics	See Identifying Material ESG Topics and Stakeholders, page 65.
3-3	Management of material topics	See Identifying Material ESG Topics and Stakeholders, page 65.
GRI 200: Economic		
GRI 201: Economic Performance		
201-1	Direct economic value generated and distributed	See TCFD Index, page 99.
201-2	Financial implications and other risks and opportunities due to climate change	See Risk Management and Resilience, page 13. See CDP Climate Change C2.3a, C2.4.
GRI 202: Market Presence		
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.
GRI 204: Procurement Practices		
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 local market where our product is produced.

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GRI Disclosure Number	Disclosure Name	Whirlpool Response
GRI 205: Anti-corruption		
205-1	Operations assessed for risks related to corruption	See Form 10-K , page 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	See Form 10-K , page 21. 100% of our Board of Directors and Executive Committee members have received communication regarding the organization's anti-corruption policies and procedures, including Whirlpool's Our Integrity Manual. In addition, 100% of Whirlpool's Executive Committee and numerous other Whirlpool senior leaders participated in Whirlpool's annual Integrity Week, where they participated in training and/or messaging on the importance of Whirlpool'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 2023.
GRI 206: Anti-competitive Behavior		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	See Form 10-K , page 33.
GRI 207: Tax		
207-1	Approach to tax	See Whirlpool Statement of Policy on Taxes . This tax strategy is reviewed annually by the CEO, CFO and Vice-President of Tax.
207-2	Tax governance, control, and risk management	The tax governance and control framework is 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 Vice-President of Tax is ultimately responsible for compliance with these internal controls. 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 Global Integrity Line.
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	Whirlpool Corporation pays tax in every profitable jurisdiction where it has nexus.

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GRI Disclosure Number	Disclosure Name	Whirlpool Response
GRI 300: Environmental		
GRI 302: Energy		
302-1	Energy consumption within the organization	See Energy Management, page 39 and Sustainability Report Data Appendix .
302-3	Energy intensity	See Energy Management, page 39 and Sustainability Report Data Appendix . Fuel, electricity and steam are included in the intensity ratio. The denominator includes our major product categories (see page X). ¹
302-4	Reduction of energy consumption	See Energy Management, page 39 and Sustainability Report Data Appendix .
302-5	Reductions in energy requirements of products and services	See Innovation and Design for Sustainability, page 17 and Sustainability Report Data Appendix .
GRI 303: Water and Effluents		
303-1	Interactions with water as a shared resource	See Water Management, page 41.
303-2	Management of water discharge-related impacts	See Water Management, page 41. In every country we are materially compliant with local legal and regulatory requirements.
303-3	Water withdrawal	See Water Management, page 41 and Sustainability Report Data Appendix .
303-4	Water discharge	See Water Management, page 41 and Sustainability Report Data Appendix .
303-5	Water consumption	See Water Management, page 41.
GRI 304: Biodiversity		
304-3	Habitats protected or restored	See Biodiversity, page 43.

¹ Major product categories include air treatment, cooking, dishwashers, laundry and refrigeration and exclude small domestic appliances, accessories, filters, ice makers, garbage disposal and hoods.

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GRI Disclosure Number	Disclosure Name	Whirlpool Response
GRI 305: Emissions		
305-1	Direct (Scope 1) GHG emissions	See Greenhouse Gas (GHG) Emissions (Scopes 1 and 2), page 36 and Sustainability Report Data Appendix .
305-2	Energy indirect (Scope 2) GHG emissions	See Greenhouse Gas (GHG) Emissions (Scopes 1 and 2), page 36 and Sustainability Report Data Appendix .
305-3	Other indirect (Scope 3) GHG emissions	See Scope 3 GHG Emissions, page 26. See Innovation and Design for Sustainability, page 17 and Sustainability Report Data Appendix .
305-4	GHG emissions intensity	See Energy Management, page 39, Scope 3 GHG Emissions, page 26 and Sustainability Report Data Appendix .
305-5	Reduction of GHG emissions	See Greenhouse Gas (GHG) Emissions (Scopes 1 and 2), page 36 and Sustainability Report Data Appendix .
GRI 306: Waste		
306-1	Waste generation and significant waste-related impacts	See Waste Management, page 40 and Contributing to a Circular Economy, page 24.
306-2	Management of significant waste-related impacts	See Waste Management, page 40, Contributing to a Circular Economy, page 24 and Sustainability Report Data Appendix .
306-3	Waste generated	See Waste Management, page 40 and Sustainability Report Data Appendix .
306-4	Waste diverted from disposal	See Waste Management, page 40 and Sustainability Report Data Appendix .
306-5	Waste directed to disposal	See Waste Management, page 40 and Sustainability Report Data Appendix .
GRI 308: Supplier Environmental Assessment		
308-1	New suppliers that were screened using environmental criteria	All new suppliers must pass our 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 Responsible Sourcing, page 32 and Sustainability Report Data Appendix .
308-2	Negative environmental impacts in the supply chain and actions taken	See Responsible Sourcing, page 32 and Sustainability Report Data Appendix .

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GRI Disclosure Number	Disclosure Name	Whirlpool Response
GRI 400: Social		
GRI 401: Employment		
401-1	New employee hires and employee turnover	See Sustainability Report Data Appendix .
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	See Employee Engagement and Workplace Culture, page 49. In every country we meet local legal and regulatory requirements and add to that any additional benefit to achieve market competitiveness in each respective country.
GRI 402: Labor/Management Relations		
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.
GRI 403: Occupational Health and Safety		
403-1	Occupational health and safety management system	See Occupational Health and Safety, page 44.
403-2	Hazard identification, risk assessment, and incident investigation	See Occupational Health and Safety, page 44.
403-3	Occupational health services	See Occupational Health and Safety, page 44.
403-4	Worker participation, consultation, and communication on occupational health and safety	See Occupational Health and Safety, page 44.
403-5	Worker training on occupational health and safety	See Occupational Health and Safety, page 44.
403-6	Promotion of worker health	See Occupational Health and Safety, page 44.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	See Occupational Health and Safety, page 44.

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GRI Disclosure Number	Disclosure Name	Whirlpool Response
403-8	Workers covered by an occupational health and safety management system	See Occupational Health and Safety, page 44 and Sustainability Report Data Appendix . 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 Occupational Health and Safety, page 44 and Sustainability Report Data Appendix . 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 Occupational Health and Safety, page 44 and Sustainability Report Data Appendix . 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.
GRI 404: Training and Education		
404-1	Average hours of training per year per employee	See Sustainability Report Data Appendix . Training is offered at Whirlpool Corporation to all employees based on development needs and company requirements regardless of race, gender and ethnicity.
404-2	Programs for upgrading employee skills and transition assistance programs	See Supporting Our Employees' Professional Development, page 52.
404-3	Percentage of employees receiving regular performance and career development reviews	See Employee Performance, page 53 and Sustainability Report Data Appendix . 100% of white collar employees globally receive a performance review, regardless of gender. Whirlpool's performance management process, Everyday Performance Excellence, focuses on both the "What" and the "How" of performance. Employees create objectives in each of four performance categories (Business Performance, Strategic/Project Impact, Organization and Talent, and My Leadership and Values). Formal reviews at mid-year and year-end are supplemented with continuous coaching and feedback from People Leaders and cross-functional partners to drive extraordinary results. Global salaried employees (approximately 18,000) participate in Everyday Performance Excellence. 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.

GRI INDEX

GRI Disclosure Number	Disclosure Name	Whirlpool Response
GRI 405: Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	See Board of Directors, page 12. See Inclusion and Diversity, page 54. See Sustainability Report Data Appendix .
405-2	Ratio of basic salary and remuneration of women to men	Whirlpool does not make compensation decisions based on race, gender or any other protected category.
GRI 406: Non-discrimination		
406-1	Incidents of discrimination and corrective actions taken	In 2023, there were 100 internal cases of which 15 (36 including partially substantiated reports) were substantiated, and we took corrective actions, and 46 were unsubstantiated. The remaining 16 internal cases were still pending at year-end. We also had 13 external cases of which three have been closed. 100% of incidents are reviewed by Whirlpool Corporation's Global Legal Ethics and Compliance team and Employee Relations team as part of our standard process. No findings of wrongdoing have been determined for the 46 unsubstantiated incidents; however, Whirlpool did take the opportunity in 10 of the unsubstantiated incidents to improve and/or enhance controls, processes and procedures, and/or implement training to support and ensure a strong ethics and compliance culture.
GRI 407: Freedom of Association and Collective Bargaining		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	See Responsible Sourcing, page 32 and our SCoC. See Employee Engagement and Workplace Culture, page 49. Through Whirlpool's SCoC audits, Whirlpool did not have any instances in 2023 in which our suppliers violated freedom of association or collective bargaining.
GRI 408: Child Labor		
408-1	Operations and suppliers at significant risk for incidents of child labor	See Corporate Policies Disclosure , page 71 and Responsible Sourcing, page 32. No instances of child labor were found in any of the audited supplier facilities. One instance of young workers exposed to hazardous work was found in an audited supplier facility for which case an immediate corrective action plan was put in place as well as immediate countermeasures.

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GRI Disclosure Number	Disclosure Name	Whirlpool Response
GRI 409: Forced or Compulsory Labor		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	See Responsible Sourcing, page 32 and Human Rights Policy .
GRI 410: Security Practices		
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.
GRI 413: Local Communities		
413-1	Operations with local community engagement, impact assessments, and development programs	See Local Communities, page 59. We engage with our communities in every facility around the globe. See all our activity at https://whirlpoolcorp.com/social/ .
GRI 414: Supplier Social Assessment		
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 Responsible Sourcing, page 32 and Sustainability Report Data Appendix .
414-2	Negative social impacts in the supply chain and actions taken	See Responsible Sourcing, page 32 and Sustainability Report Data Appendix .

GRI INDEX

GRI Disclosure Number	Disclosure Name	Whirlpool Response
GRI 415: Public Policy		
415-1	Political contributions	The Corporate Governance and Nominating Committee of the Board exercises oversight of Whirlpool Corp's political contributions and lobbying activities. See https://whirlpoolcorp.com/global-public-policy-engagement/ for more information on U.S. Political Contributions.
GRI 416: Customer Health and Safety		
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.
GRI 418: Customer Privacy		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Complaints received from outside parties: 2 Complaints received from regulatory bodies: 2

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	<p>Oversight for ESG Oversight of ESG 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.</p> <p>Management In addition to the Board of Directors, we have ESG oversight across our leadership, including Executive Committee (EC) 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 Corporate Controller and Principal Accounting Officer is accountable for reporting to the EC and the Board of Directors on ESG matters, including climate change-related issues and financial impacts.</p> <p>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.</p> <p>Our risk management, internal audit and compliance teams serve as the primary monitoring and testing functions for company-wide policies and procedures. This team is also responsible for managing the day-to-day oversight of the risk management strategy for Whirlpool Corporation, including climate risk management.</p> <p>Climate change poses a risk to all businesses and communities. A changing climate and its impacts create risk throughout our operational footprint, from more frequent and severe fires, to earthquakes, floods or other natural disasters. Our Board of Directors oversees ESG strategy and initiatives, while the Risk Management and Sustainability functions assess climate risks and opportunities. Our Sustainability team collaborates across internal functions to monitor environmental metrics and track progress toward achieving our science-based emissions-reduction goals.</p>

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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'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'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 Sustainability 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, which directs us to act sustainably and share responsibility for the care of planetary systems. In 2023, we made progress in standardizing definitions and implementing new controls, with a goal to fully implement the Global Water Procedure at all manufacturing sites by 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 developing and deploying a global standard, we can ensure that we are maintaining our own high standards of practice which, in many locations, exceed the expected level of management.

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<p>Strategy (continued)</p>	<p><i>Supply Chain Disruption</i> 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>TRANSITION RISKS <i>Regulatory Compliance and External Commitments</i> 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 customer 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 science-based targets for GHG reductions and related sustainability goals, including a Net Zero emissions target in our plants and operations that was announced in 2021. 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 customers, investors and other stakeholders, which could in turn adversely affect our business operations, reputation, including a reduction in customer and 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>

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<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'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 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 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 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 impact of the COVID-19 pandemic 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>

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TCFD Recommendation	Whirlpool Corporation Disclosures
Strategy (continued)	<p>CLIMATE-RELATED OPPORTUNITIES</p> <p><i>Innovative and Efficient Products for Our Consumers</i></p> <p>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. In 2022, we continued to invest in manufacturing efficiency, product leadership, technology and innovation. In 2023, we had transitioned over 97% of all refrigerators to climate-friendly, low GWP refrigerants and blowing agents. In addition to driving individual product efficiency, we are developing innovations that drive resource 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></p> <p>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 developing and utilizing local renewable energy generation or procurement and dedicated capital for deep energy retrofits, while investing in on- and off-site renewable energy options. In 2023, we were excited to cut the ribbon for the official opening of our Limestone Wind farm in Dawson, Texas, with 53 MW of clean energy produced from 88 turbines. Limestone represents our second VPPA site. When fully operational, the two VPPAs are expected to generate sufficient renewable energy to cover 100% of Whirlpool's U.S. sites' electrical consumption. This year, we also entered into agreements with One Energy to add on-site wind and solar power in our Findlay and Clyde, Ohio, operations. When combined with existing turbines, these projects are expected to supply at least 70% of the plants' energy needs. The solar and wind projects are expected to be online and operational by early 2025. 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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Risk Management	<p>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.</p> <p>Whirlpool's Enterprise Risk Management (ERM) function 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 into our 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. We understand that climate change poses considerable risk globally, and climate risk is included as one of the categories in our annual risk survey. Our ESG Task Force is responsible for ensuring that ESG, including climate-related issues, is effectively integrated into regional and functional strategies, and the group is composed of individuals representing a functional cross section, including ERM. Additionally, to improve organizational resilience to physical risks, a cross-regional Environmental, Health and Safety group has been established and is prioritizing actions to address risks and opportunities related to our assets and infrastructure. Further details about our efforts to reduce climate change impact are discussed in our 2023 Sustainability Report.</p> <p>Additionally, water risk assessments are conducted regionally and with use of the WRI's Aqeduct tool to look at current and future water risks. These water risks take into account climate impacts and future scenarios.</p>
Metrics and Targets	<p>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, water intensity and zero waste to manage costs and impacts related to climate and water. Historical performance trends against these targets and additional details on our climate transition plans can be found in our 2023 Sustainability Report Sustainability Report Data Appendix.</p> <p>In addition to emissions-reduction metrics, we also monitor regulatory compliance, stakeholder engagement and reputation metrics impacted by climate-related risks. Furthermore, all of our Named Executive Officers have ESG priorities included as part of their individual performance objectives.</p>

SASB DISCLOSURE

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB)

Consumer Goods Sector — Appliance Manufacturing

Sustainability Disclosure Topics & Accounting Metrics

Topic	Accounting Metric	Category	Code	Unit of Measure	2023 Response
Product Safety	Number of (1) recalls issued and (2) total units recalled	Quantitative	CG-AM-250a.1	Number	(1) One voluntary product safety recall issued and zero involuntary product safety recalls issued ¹ (2) ~2,500 total units recalled ¹
	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	Our Products
	Total amount of monetary losses as a result of legal proceedings associated with product safety	Quantitative	CG-AM-250a.3	Reporting currency	\$4.0 million ^{2,3}
Product Life Cycle Environmental Impacts	Percentage of eligible products by revenue certified to the Energy Star program (North America)	Quantitative	CG-AM-410a.1	Percentage (%) by revenue	23.23% ^{4,5,6}
	Percentage of eligible products by revenue certified to an Association of Home Appliance Manufacturers (AHAM) sustainability standard	Quantitative	CG-AM-410a.2	Percentage (%) by revenue	0% in 2023, due to competing retailer sustainability labels and lack of usage in marketplace by our retailer customers.
	Description of efforts to manage products' end-of-life impacts	Discussion and Analysis	CG-AM-410a.3	n/a	Our Products

¹ In September 2023, a voluntary recall was issued for ADC brand stacked commercial clothes dryers sold direct from Whirlpool Corporation or through authorized ADC distributors from April 2012 through February 2023, affecting approximately 2,500 units in the U.S. For more information on the voluntary recall, refer to the [U.S. Consumer Product Safety Commission \(CPSC\) statement](#).

² In August 2019, Whirlpool Corporation and the CPSC announced a voluntary recall of cooktops that could present a fire risk to consumers. Whirlpool Corp. proactively brought the issue to the CPSC's attention promptly after first identifying the risk and discontinued sales of the product. After a successful recall campaign, the CPSC issued a notice to Whirlpool Corp. that it no longer needed to monitor the campaign and closed the case. Despite these diligent efforts, the CPSC chose to investigate the timeliness of the company's initial reporting of the issue and pursued a civil penalty against Whirlpool Corp. To resolve the matter, in 2023 the parties decided to settle the dispute which resulted in a civil penalty of \$11.5 million. Despite the decision to settle this issue with the CPSC, Whirlpool Corp. maintains that the company acted appropriately once the issue was identified, including by promptly notifying the CPSC and providing all relevant information related to the risk.

³ Total amount of monetary losses is reported net of insurance reimbursements in excess of Whirlpool's self-insured limit.

⁴ In 2023, the Environmental Protection Agency (EPA) accelerated the implementation of Energy Star version 7 for residential dishwashers. As Whirlpool Corporation identified significant consumer performance and cost tradeoffs associated with Energy Star version 7, a number of previously Energy Star-certified residential dishwashers across Whirlpool Corp. brands lost this certification, adversely impacting the percentage of eligible products by revenue certified to the Energy Star program. Whirlpool Corporation maintains that residential dishwashers sold under Whirlpool Corp. brands currently available on the market represent a consumer-focused mindset that benefits the consumer as it relates to product efficiency, cost, performance and utility, and will continue to focus on product innovation to drive efficiencies without sacrificing the consumer experience.

⁵ 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.

⁶ 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 and 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. An excel download of these metrics can be

found on our website at: whirlpoolcorp.com/2023SustainabilityReport. See the External Limited Assurance report for metrics assured by Ernst & Young LLP, an external third-party.

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” which 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,” “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, long-term value creation goals, restructuring and resegmentation expectations, productivity, raw material prices and related costs, supply chain, transaction-related closing and synergies expectations, asset impairment, litigation, ESG efforts, debt repayment expectations, and the impact of COVID-19 and the Russia/Ukraine, Israel and Red Sea conflicts on our operations. 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 leverage its global operating platform, and accelerate the rate of innovation; (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) COVID-19 pandemic, other public health emergency-related business disruptions and economic uncertainty; (10) Whirlpool’s ability to navigate risks associated with our presence in emerging markets; (11) risks related to our international operations; (12) Whirlpool’s ability to respond to unanticipated social, political and/or economic events; (13) information technology system failures, data security breaches, data privacy compliance, network disruptions, and cybersecurity attacks; (14) product liability and product recall costs; (15) Whirlpool’s ability to attract, develop and retain executives and other qualified employees; (16) the impact of labor relations; (17) fluctuations in the cost of key materials (including steel, resins, base metals) and components and the ability of Whirlpool to offset cost increases; (18) Whirlpool’s ability to manage foreign currency fluctuations; (19) impacts from goodwill impairment and related charges; (20) triggering events or circumstances impacting the carrying value of our long-lived assets; (21) inventory and other asset risk; (22) health care cost trends, regulatory changes and variations between results and estimates that could increase future funding obligations for pension and postretirement benefit plans; (23) litigation, tax, and legal compliance risk and costs; (24) the effects and costs of governmental investigations or related actions by third parties; (25) changes in the legal and regulatory environment including environmental, health and safety regulations, data privacy, and taxes and tariffs; (26) Whirlpool’s ability to respond to the impact of climate change and climate change regulation; and (27) the uncertain global economy and changes in economic conditions.



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