

2021

Sustainability Report



Our Purpose

For 110 years, improving life at home has always been at the heart of our business. We are fiercely committed to developing innovative products that save time and effort for our consumers. From our introduction of the first electric wringer washer and first stand mixer in the early 1900s to our full line of energy- and water-efficient products and our leadership in connected appliances today, we relentlessly reinvent ourselves to bring purposeful innovation to homes across the socioeconomic range, in all regions around the world.

Throughout our journey of expansion and growth, our focus on driving a culture deeply rooted in Our Enduring Values has not changed. We remain resolutely determined to doing the right things the right way. From [Our Integrity Manual](#) and [Supplier Code of Conduct \(SCoC\)](#) to board oversight of environmental, social and governance (ESG) risks and strategy, we have a steadfast commitment to sound corporate governance and ethics.

These deeply rooted values of integrity and respect drive our commitment to our employees and to the communities in which we operate. We strive to provide a collaborative, safe and welcoming environment to ensure that Whirlpool is the best place to work and a place where our employees truly feel welcomed, valued, heard and respected. Additionally, we are dedicated to improving the quality of life for all who reside in the communities in which we operate.

With a vision anchored on improving life at home, we continue to focus on incorporating purposeful innovation into our products, identifying new ways to lessen our environmental impact, support our consumers, our employees and our communities, all while delivering significant, long-term value to our consumers and investors.

Throughout our journey of expansion and growth, driving a culture deeply rooted in Our Enduring Values has not changed.

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About This Report

This report covers the period from January 1, 2021 to December 31, 2021, 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. Wherever possible, we have guided readers to additional sources of information, including our corporate website and annual financial reports. Our previous annual sustainability reports can be found at: [whirlpoolcorp.com/environmental-sustainability/](https://www.whirlpoolcorp.com/environmental-sustainability/).

This report has been prepared in accordance with 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 limited third-party assurance from Ernst & Young LLP (EY) on our 2021 reported greenhouse gas emissions, diversity and inclusion, health and safety, and product safety metrics. For more information about this report, please contact us at ESG@whirlpool.com.



Trademarks

Amana, Bauknecht, Brastemp, Consul, Hotpoint, Indesit, JennAir, KitchenAid, Maytag, Whirlpool, Yummly* 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.

Images

Photos with employees not wearing masks or social distancing were taken following local COVID-19 safety protocols.

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



OUR APPROACH

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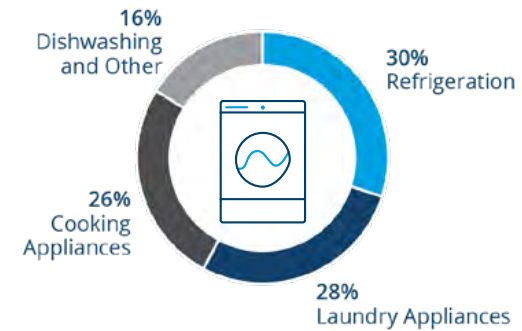
Who We Are

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, we're delivering purposeful innovation to meet the evolving needs of consumers through our iconic brands, including *Whirlpool*, *KitchenAid*, *Maytag*, *Consul*, *Brastemp*, *Amana*, *Bauknecht*, *JennAir*, *Indesit* and *Yummly*. In 2021, the company reported approximately \$22 billion in annual sales, 69,000 employees and 54 manufacturing and technology research centers.

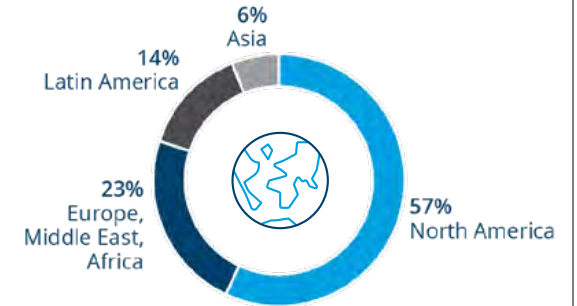
\$22B
in Annual Sales



SALES BY CATEGORY



SALES BY REGION



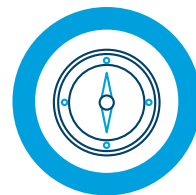
OUR VISION

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

OUR MISSION

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

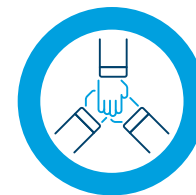
OUR VALUES



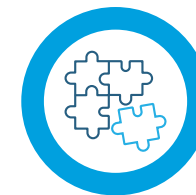
INTEGRITY



RESPECT



INCLUSION & DIVERSITY



ONE WHIRLPOOL



SPIRIT OF WINNING

CEO Message

A Message from Marc Bitzer
Chairman and Chief Executive Officer



“Our resiliency and agility are rooted in Our Enduring Values and an unwavering commitment to social and environmental sustainability while creating value for our shareholders.”

Life at home has been at the heart of our business for 110 years—it is why we are committed to being the best global kitchen and laundry company and in constant pursuit of improving life at home. Over our long history, we have faced challenging environments, adapted our operating model and continued to drive positive results for all of our stakeholders. In 2021, we updated our long-term value creation goals that build on our strong foundation and reflect the fact that we are a very different Whirlpool than 100 years ago or even 10 years ago. Though we are operating in a very different world, we continue to make significant progress toward achieving our environmental and social goals.

Beginning with our founders, to the everyday actions of our people, our resilience and agility are rooted in Our Enduring Values and an unwavering commitment to social and environmental sustainability while creating value for our shareholders. Our legacy includes

a responsibility to our people, our consumers, our communities, our shareholders and our environment that continues today. At Whirlpool Corporation, we purposefully innovate based on what families and households really want and need. We put exceptional quality, functionality and reliability first for our consumers and are reimagining the consumer experience through advanced technology. As the largest employer in many of the communities where we operate, we understand the importance of driving sustainable operations, and we don't take that responsibility lightly. We continue to listen to our stakeholders to understand and address impacts, risks and opportunities and drive action plans to reach our environmental and social goals. Through strong governance from our Board of Directors and our executive leadership team, we continue to set the bar, raise the bar and make progress on those goals as described throughout this report. I'm proud to share a few highlights on the actions we executed last year.

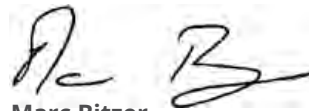
Demonstrating Action in 2021:

- We committed to reach a **Net Zero emissions** target in our global plants and operations by 2030 and developed climate transition plans to achieve it.
- We issued our first **Sustainability Bond**, enabling Whirlpool Corporation to attract investors who support our strong commitment to invest in projects that improve our communities and our environment.
- We accelerated our **investments in renewable energy** on and offsite that will offset over one-third of global operations emissions.
- We received numerous **awards for our industry-leading innovation**, such as the 2 in 1 removable agitator in our top load washer in North America and the launch of new products in EMEA, such as our new built-in refrigerator, which is the quietest built-in in the marketplace.

- We redefined our commitment to Corporate Social Responsibility (CSR), through the launch of our **House+Home CSR strategy**.
- We contributed almost \$4.5 million in 2021 to **support United Way** programming that positively impacts the health, education and financial stability of the communities in which we operate.
- We renewed our longstanding relationship with **Habitat for Humanity**, re-committing to our 22-year, more than \$130 million collaboration that helps provide climate-resilient and energy-efficient homes and appliances to those in need.
- We took action on our **pledge to Equality and Fairness** for our Black Colleagues and made progress on our commitments. We launched robust unconscious bias and empathy training for all people leaders and broke ground on the building of a multi-family housing development in the city of Benton Harbor, Michigan, as part of our housing commitment to attract diverse occupants as residents of the community.

- We expanded our scope of **limited assurance** from our external auditor Ernst & Young, which now includes our disclosure of greenhouse gas emissions, diversity and inclusion, health and safety, and product safety metrics to provide further confidence in the quality of our reporting.
- We remain committed to being a participant in the **United Nations (UN) Global Compact** as we continue to expand our efforts to uphold sustainable and responsible business practices in our day-to-day global operations.

Our experience and results prove sound corporate citizenship and environmental performance are fundamentals of good business. Combined with our agile and resilient business model, we are well positioned to succeed in any operating environment. I look forward to sharing more updates on our progress as we continue our sustainability journey to create value.



Marc Bitzer
Chairman & CEO
Whirlpool Corporation



Image shown is a dramatization—washing machine does not have a front facing window.



110 Years of Impact

For over 110 years, we have been committed to being the best kitchen and laundry company in constant pursuit of improving life at home for our consumers, our employees, our communities and the planet.

Products & Planet

1911

Founded the Upton Machine Company to produce electric motor-driven wringer washers, **saving families time and resources** compared to traditional hand washing methods for clothes.



1970

Established the Office of Environment, allowing for the development of **more efficient products for consumers** and methods of manufacturing, as well as working with government and civil society groups on **social and environmental responsibility**.



1998

Launched the Resource Saver® washer—the industry's **first energy- and water-efficient top-load washer**. The appliance received an ENERGY STAR® qualification and the Good Housekeeping Seal.



2003

Became the world's first appliance manufacturer to set a **global greenhouse gas reduction** target.

2008

Issued our first Sustainability Report, reflecting our **commitment to openly communicate with stakeholders** on ESG impact.



2012

Established a **Zero Waste to Landfill (ZWTl) by 2022 goal** for all of our manufacturing sites, with 90% of sites achieving ZWTl Gold or Platinum status in 2021.



2021

Announced global commitment to reach a **Net Zero emissions target** in our plants and operations by 2030.

People & Community



1951

Established the **Whirlpool Foundation** to address global social concerns through grants, volunteerism and leadership. Since then, Whirlpool Foundation and other community relations activities have supported organizations with more than \$350 million.

1993

Published a formal **Code of Ethics** to guide our business and operating principles and to commit to the highest standards of ethical and legal conduct. In 2006, we established our **Supplier Code of Conduct** reflecting our fundamental expectations of doing business with partners who are committed to ethical standards and business practices. Further, in 2019 we updated our code of ethics in **Our Integrity Manual**.



1995



Created the Whirlpool **Women's Network**, our first employee resource group, providing a voice for women within the organization and supporting female employees through engagement, development and career progression.

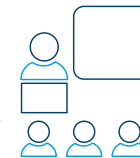


1999

Established a partnership with **Habitat for Humanity**. Since the inception of the partnership, Whirlpool Corporation has provided more than \$130 million in global funding and nearly 212,000 appliances for Habitat homes.

2002

Launched Instituto **Consulado da Mulher**, a social program designed to teach entrepreneurial skills and provide opportunities to women with limited education and income. To date, more than 42,000 women have benefited from the program.



2020

Announced the **Whirlpool Racial Equality Pledge**, establishing a multi-year commitment to improve Black representation at all levels within the company and drive sustainable positive impact in our local community and areas of operation.



Please visit whirlpoolcorp.com/our-purpose/ for more information on all the actions we've taken in constant pursuit of improving life at home for our consumers, our employees, our communities and the planet.

Our ESG Approach

Our ESG strategy is an integral part of our long-term, globally aligned strategic imperatives and operating priorities. It is deeply embedded in our vision, mission and values as an organization. We continuously seek to identify ways to broaden our commitments to ESG efforts and make progress on our goal of making life in our homes, our communities and our operations better today and in the future.



SUSTAINABLE PRODUCTS & OPERATIONS

Committing to Net Zero impact of our operations by 2030 and creating shared value throughout the product life cycle



SUPPORTING OUR EMPLOYEES & OUR COMMUNITIES

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



DOING THE RIGHT THING

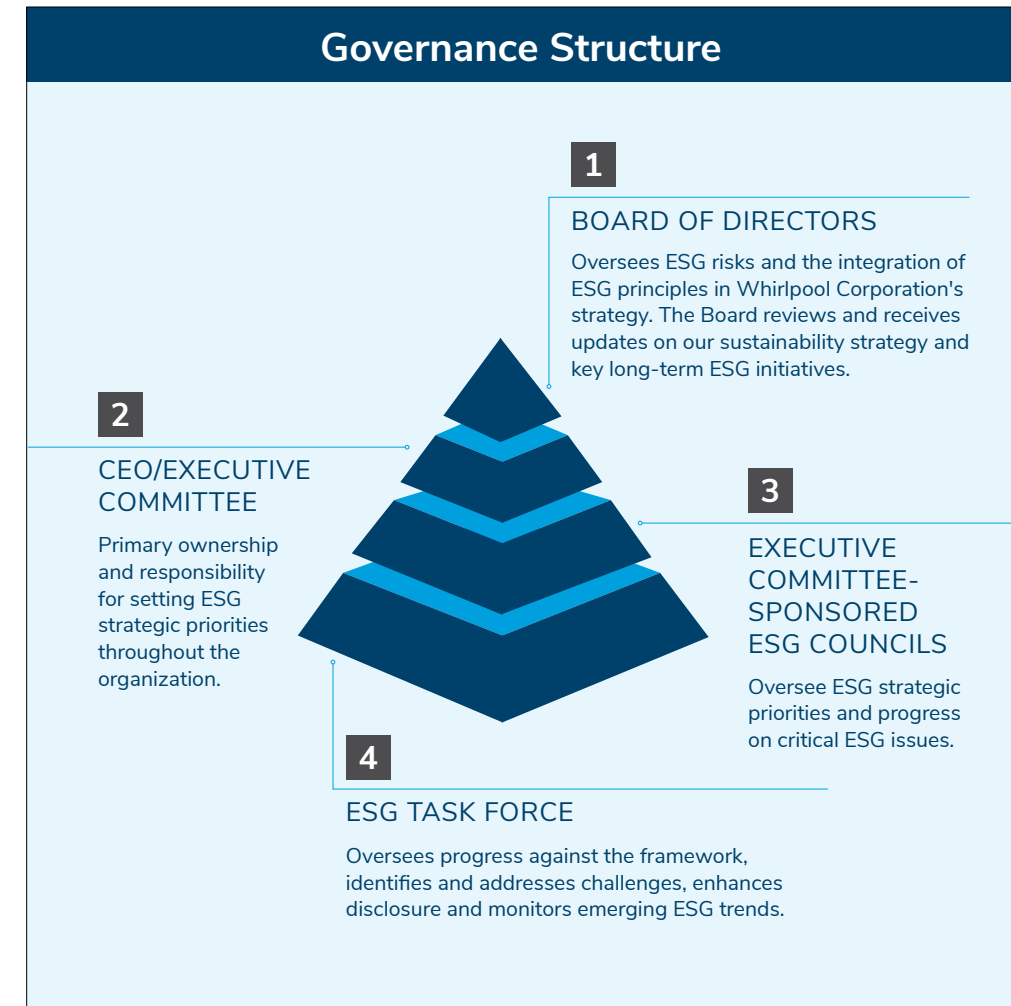
Holding ourselves accountable and maintaining robust policies, procedures and systems to ensure we live by our values

We aim to improve life at home through:



Our ESG Governance & Leadership

Our ESG Strategy is governed by our ESG Councils, which include a Social and Governance Council and an Environmental Sustainability Council, with three Executive Committee (EC) members on each council. To further strengthen our ESG governance structure and integration into our business, we named a Senior Vice President, Communications, Public Affairs and Sustainability to join the Executive Leadership team and report directly to our Chairman and CEO. Whirlpool Corporation's Corporate Controller and Principal Accounting Officer is accountable for reporting to the EC and the Board of Directors on ESG matters. The ESG Councils are supported by the ESG Task Force, a cross-functional team that embeds individuals and leaders from all areas of the business. The Task Force is responsible for planning, communication, education, prioritization and reporting around all ESG matters.



ESG Leadership

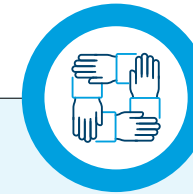


“I’m excited to bring my knowledge and global experiences in engineering, product development, and marketing to help advance our company’s sustainability efforts by bringing purposeful innovation to our consumers and improving the environment for our employees and our communities.”

Pamela Klyn
Senior Vice President, Communications,
Public Affairs and Sustainability

To further strengthen our ESG governance structure and integration into our business, we named Pam Klyn as Senior Vice President, Communications, Public Affairs and Sustainability as a member of the Executive Leadership team reporting to our Chairman and CEO.

Klyn graduated from Michigan Technological University with a Bachelor’s Degree in Mechanical Engineering and earned a Master’s Degree in Mechanical Engineering from the University of Michigan, as well as a Master’s in Business Administration from Bowling Green State University. She is currently a Board member for the Boys & Girls Clubs of Benton Harbor and a Trustee for the Whirlpool Foundation. She serves on the Michigan Technological University External Advisory Board for the Dean of Engineering and on the Board of Directors for Patrick Industries.



Task Force Composition

We believe that ESG is fundamental to our strategy and business, so we expanded our ESG Task Force to include key individuals and leaders from all functional areas to support execution of our key ESG initiatives, including members from:

- Communications
- Compliance
- Environmental, Health and Safety (EHS)
- Global Information Systems
- Global Product Organization
- Global Product Quality, Safety & Regulatory
- Government Relations
- Human Resources
- Integrated Supply Chain
- Investor Relations
- Legal
- Manufacturing
- Marketing
- Global Strategic Sourcing
- Risk Management
- Sustainability
- Tax and Treasury



Our Stakeholders

We want to know which ESG topics matter most to our business and to our stakeholders so we can be in a better position to understand and address impacts, risks and opportunities. Through formal and informal methods, we reach out to our employees, leaders, suppliers, investors and other key stakeholders for feedback in addition to our formal ESG materiality assessment process. Through our engagement with stakeholders, we aim to seek diverse perspectives and foster an environment where we take the time to listen first, be present and strive to make others feel welcomed, valued, heard and respected.

How We Engage



EMPLOYEES

- Quarterly pulse surveys
- Performance management system
- Enterprise Risk Management (ERM) surveys
- Interactions with Employee Resource Groups (ERGs)
- Quarterly leadership meetings



INVESTORS

- 1:1 meetings
- Investor Day
- Perception studies



TRADE CUSTOMERS

- Product line reviews
- Satisfaction surveys



CONSUMERS

- Satisfaction surveys
- Third-party report ratings
- Education and service support



PARTNERSHIPS WITH LOCAL ORGANIZATIONS AND LOCAL GOVERNMENTS

- Volunteerism
- Financial and community support



NON-GOVERNMENTAL ORGANIZATIONS/ACADEMIA

- Joint research (see ReNEW House)
- Conferences
- 1:1 meetings



SUPPLIERS

- Continued dialogue and shared learnings
- Annual audits
- Conferences
- Sustainable innovation



GOVERNMENTS

- Policy meetings
- Public-private partnerships

Our Material¹ ESG Topics

We have developed our assessment of ESG materiality in accordance with the Global Reporting Initiative (GRI) Sustainability Reporting Standards. Material topics, in accordance with the GRI Standards, represent an organization's most significant impacts on the economy, environment and people, including impacts on their human rights. 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) framework, Sustainability Accounting Standards Board (SASB), CDP and the UN Sustainable Development Goals (SDGs). 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.

Based on our ongoing dialogue and engagement with our stakeholders, we have added to the list of material ESG topics to ensure we reflect emerging topics beyond the results of our formal materiality assessment process that was conducted in 2019. The material ESG topics identified during this process enables our organization to set appropriate goals, prioritize our investments and actions and provide meaningful disclosures throughout this report.

¹Materiality, 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).



▶ SOCIAL

- **Supporting Employees**
 - Occupational Health & Safety
 - Workforce Development & Engagement
- **Diversity & Equal Opportunity**
- **Local Communities**



◀ ENVIRONMENTAL

- **GHG Emissions From Products & Plants**
- **Sustainable Operations**
 - Energy, Water & Waste Management
- **Technology & Innovation Inclusive of Design for Environment**
- **Product Life Cycle & End of Life (Recyclability & Remanufacturing)**



◀ GOVERNANCE

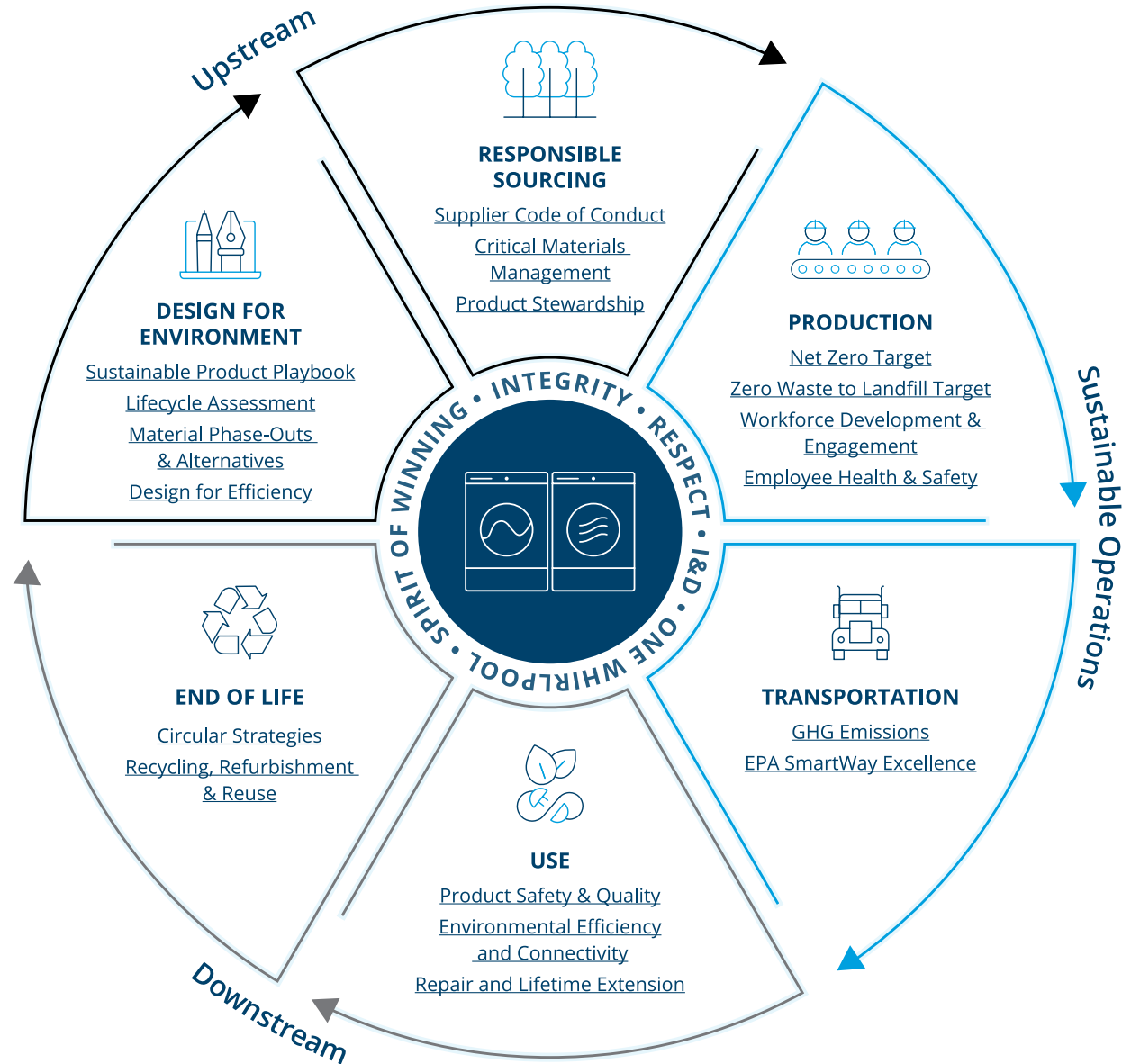
- **Corporate Governance & Ethics**
 - Human Rights
 - Anti-Corruption
- **Product Safety & Quality**
- **Responsible Sourcing**

Whirlpool Product Value Chain

Our material ESG topics are integrated throughout the Whirlpool Value Chain.






Our Life Cycle Approach





Our Goals & Actions to Drive Impact

United Nations Sustainable Development Goals (SDGs) are a call for action by all countries to promote prosperity while protecting the planet. Whirlpool Corporation shares these goals as we continuously aim to improve our products, our business and our operations to benefit our employees, consumers, suppliers, customers and communities by building a better workplace, business and world.

Here are the Sustainable Development Goals (listed in numerical SDG order) that we have prioritized in accordance with ESG strategic goals:





SDG GOAL	MATERIAL ISSUE	TARGET	ACTION
 	<ul style="list-style-type: none"> Occupational Health & Safety Diversity & Equal Opportunity Workforce Development and Engagement 	<ul style="list-style-type: none"> Increase by 50% the number of U.S. Black employees across all levels by 2025 Cultivate a strong, inclusive and diverse culture that drives strong employee engagement Zero fatalities and serious incidents in all manufacturing sites 	<ul style="list-style-type: none"> Demonstrating action to advance our U.S. Racial Equality Pledge: <ul style="list-style-type: none"> Established Regional Inclusion & Diversity (I&D) Councils in the North America Region (NAR), the Latin America Region (LAR) and Europe, Middle East and Africa (EMEA) Completed our pay practices review for 2021, examining pay between employees of different gender and racial demographics Launched Unconscious Bias and Empathy for People Leaders, with participation by 92.3% of eligible People Leaders Held third annual Global Inclusion Week, reaching 60% participation across all global regions Certified 78% of our manufacturing plants in safety certification ISO 45001
	Local Communities	<ul style="list-style-type: none"> Drive impact through our U.S. Racial Equality Pledge commitments to our community Through the launch of our House+Home CSR strategy, continue our support of local community organizations and key partnerships through volunteerism and giving Expand our work with Habitat for Humanity® to double the number of people served from the last 20 years by 2025 	<ul style="list-style-type: none"> Demonstrating action to advance our U.S. Racial Equality Pledge: <ul style="list-style-type: none"> Broke ground on a \$20 million attainable workforce multi-family housing development in August 2021, with plans to open in the fall of 2022 Launched P@th Internship Program, Apprenticeship Program, Benton Harbor First Initiative and Benton Harbor Pitch Night Employee participation in the United Way Employee Campaign grew to more than 35%, up 4% from previous year Our company and employee contributions generated nearly \$4.5 million for United Way of Southwest Michigan and United Way chapters near our U.S. manufacturing plants Two out of every three employees volunteered with organizations such as Boys and Girls Clubs of America and FIRST Robotics Provided appliances for nearly 3,000 Habitat for Humanity® homes in 2021 for families to receive access to quality, resource-efficient housing in the U.S.



SDG GOAL	MATERIAL ISSUE	TARGET	ACTION
	<ul style="list-style-type: none"> • Product Life Cycle & End of Life (Recyclability & Remanufacturing) • Product Safety & Quality • Responsible Sourcing 	<ul style="list-style-type: none"> • Zero waste to landfill in all manufacturing sites by 2022 • Requesting full material disclosure from 100% of our global suppliers by 2021 • Achieve 18% recycled plastic content targets in EMEA by 2025 	<ul style="list-style-type: none"> • Established Zero Waste to Landfill at 3 more sites in 2021, resulting in 28 sites reaching Gold or Platinum levels • Fully deployed Global Material Compliance Portal capability, sending more than 43,000 material compliance requests to over 1,300 suppliers across the globe • Obtained 100% of signatures from our existing direct and FPS suppliers for our SCoC; implemented requirement that all new suppliers are required to sign SCoC as part of their contract • Completed the PolyCE project, demonstrated the technical feasibility to use recycled PP in home appliances
	<p>GHG Emissions</p>	<ul style="list-style-type: none"> • GHG emissions reduction by 2030: <ul style="list-style-type: none"> - Net Zero emissions from our plants (Scopes 1 & 2) - Reduce emissions from our products in use (Scope 3 category 11) by 20%¹ - Reduce 3% in energy intensity and 1% in water intensity every year in our plants - 95% reduction of high global warming potential refrigerants and foams by 2023 • Build more than 250 climate-resilient and energy-efficient homes over the next three years with Habitat for Humanity U.S. 	<ul style="list-style-type: none"> • Committed to reaching a Net Zero emissions target in our global plants and operations by 2030 and achieved a greenhouse gas emission reduction of 27% in Scopes 1 & 2 from 2016 to 2021 • Issued our first Sustainability Bond, enabling us to invest in projects that improve our communities and our environment. (See our Sustainability Bond Framework in the “Investors” section of our website at WhirlpoolCorp.com) • Record performance on Scopes 1 & 2 emissions intensity and water intensity, as well as highest rainwater use in our plants in history • Joined BuildBetter Campaign with Habitat for Humanity to expand access to sustainable housing • Progress since 2016 on Scope 3 Category 11 reductions to our 2030 goal of 20%

¹ Compared to 2016 Baseline

Here is a snapshot of how we are contributing to additional SDGs through our wider ESG efforts:

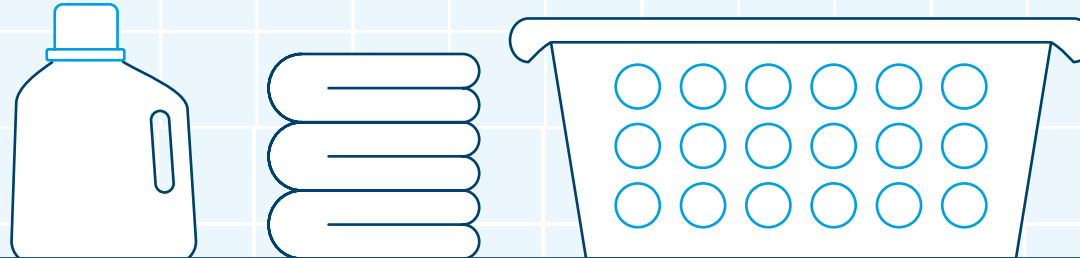
SDG GOAL	MATERIAL ISSUE	ACTION
	<ul style="list-style-type: none"> Diversity & Equal Opportunity 	<ul style="list-style-type: none"> Launch new family benefits for U.S. employees to continue to support inclusive benefit offerings for families no matter their path to parenthood Continually improving the gender diversity in leadership positions with 3% increase in female representation in leadership
	<ul style="list-style-type: none"> Energy Management 	<ul style="list-style-type: none"> Reached commercial operation of our first Virtual Power Purchase Agreement (VPPA) that will cover approximately 50% of our electricity consumption at U.S. plants and help reduce our overall global carbon footprint in operations by nearly 16%. Additionally, contracted a second VPPA covering the remaining 50% of our electricity consumption, which will become operational in December 2022. Converted our U.K. facilities to be 100% powered by renewable electricity generated by wind and hydro assets
	<ul style="list-style-type: none"> Technology & Innovation Inclusive of Design for Environment 	<ul style="list-style-type: none"> Launched a Sustainable Product Playbook in 2021, including chapters on recycled plastic content in products, sustainable packaging and substances of concern in products Launched Digital Literature pilot, saving more than 110,000 trees Launched dishwashers and cooktops with expanded polystyrene (EPS) free packaging Launched High Efficiency heat pump dryers in EMEA
	<ul style="list-style-type: none"> Corporate Governance & Ethics Responsible Sourcing 	<ul style="list-style-type: none"> 100% of all in-scope employees completed the Annual Ethics and Compliance Certification in 2021 Held 2021 Global Integrity Week with 49 ethics and compliance training sessions globally, reaching over 12,000 employees Conducted 341 Supplier Audits in 27 countries



Product at the Core

A Whirlpool Clothes Washer

Our approach integrates environmental, social and governance (ESG) principles to drive impact at the product level.



ENVIRONMENTAL

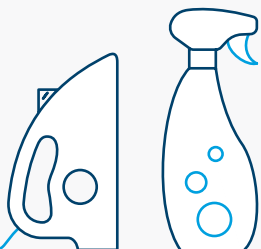
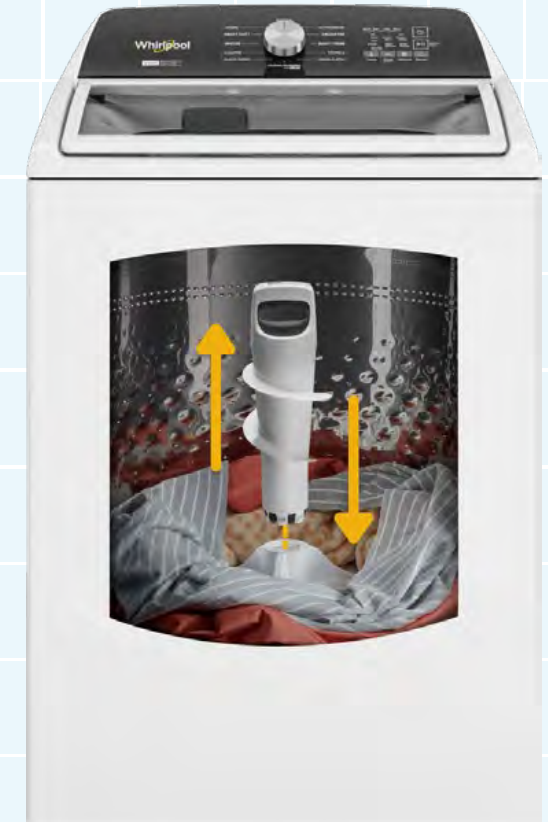
- The average clothes washers built today use **78% less energy** and **47% less water** than those built in 1992, while their **capacity has increased by 57%**¹.
- 100% of Whirlpool manufactured washers are produced in Gold and Platinum level [Zero Waste to Landfill](#) manufacturing sites.



- Washers certified to the ENERGY STAR® program in the U.S. use about 25% less energy and 33% less water than regular washers².
- 100% of our Consul brand washers are classified Global A by INMETRO³ and have a water reuse feature.

SOCIAL

- With innovations such as Smart Features, Industry-first 2 in 1 Removable Agitator and Load & Go® dispenser, *Whirlpool* brings an innovative approach to laundry routines allowing caregivers to save time and effort to focus elsewhere.
- In our Faridabad plant, Whirlpool of India Limited has created its first manufacturing line with a 100% female workforce with a complete washer assembly line operated by 120 female operators, demonstrating a commitment to [gender diversity](#) in manufacturing.
- Our [Care Counts](#) program helps provide access to clean clothes for at-risk students in need by installing washers and dryers in select schools, helping increase attendance rates, grades and engagement levels for participating students.



GOVERNANCE

- Holistic innovation using [Design for Environment](#) principles in our global platforms connecting product sustainability directly with business goals.
- [Responsible sourcing](#) with supplier audits and aggressive standards on restricted materials.
- [Product safety & quality](#) processes and industry-leading best practices which are benchmarked by other companies to improve their own programs.



¹Per Association of Home Appliance Manufacturers (AHAM) Clothes Washers Energy Efficiency and Consumption Report

²Based on energystar.gov. See energystar.gov for further information on ENERGY STAR® efficiency. ENERGY STAR is a registered trademark owned by the U.S. Environmental Protection Agency.

³Per Instituto Nacional de Metrologia, Qualidade e Tecnologia (INMETRO) Energy Efficiency Label

Dramatization—washing machine does not have a front facing window.

Taking care of our consumers, our employees, our communities and our trade partners.



EMPLOYEES

- Teams around the world—in the spirit of One Whirlpool—are working around the clock to help support employees and their families.
- Developed a return-to-office policy based on the recommendations of the local, state and federal guidelines, local health data and facility readiness.
- Hosted vaccine clinics at multiple sites around the globe.
- Implemented safeguards in our operating facilities in line with local health guidelines.

TRADE CUSTOMERS & CONSUMERS

- Provided trade customers with resources and support to follow local health guidelines on how to keep themselves and others safe.
- Offering contactless delivery to our consumers.
- Continued our focus on safety and product quality amidst supply chain constraints.
- Continued to carry out service calls for repairs and ensured safe in-home service by providing technicians with guidance on how to observe local health guidelines to prevent exposure.

SUPPLIERS

- Directed all suppliers to follow local health guidelines on how to keep themselves and others safe.
- Continued focus on responsible sourcing amidst supply chain constraints with supplier audits and aggressive standards on restricted materials.
- Continued requirement for all of our suppliers to abide by the Supplier Code of Conduct (SCoC).

COMMUNITIES

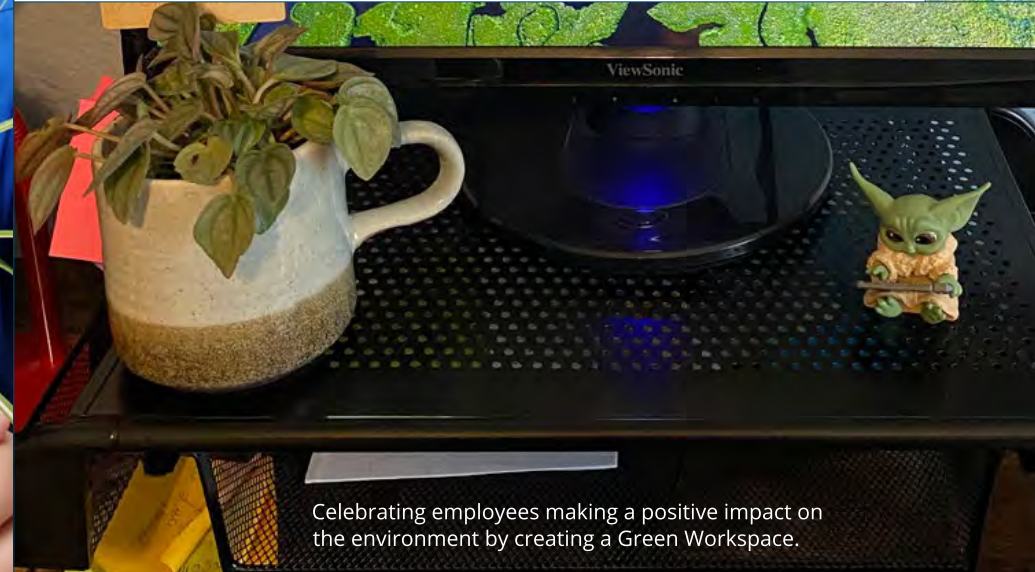
- **Mexico:** We transformed our Nuevo León facility into a vaccination center, managing to administer more than 12,500 vaccines to Whirlpool Corporation employees, their families and more than 20 neighboring companies.
- **Brazil:** Donated nearly \$2 million to face the health crisis created by COVID-19. Together with other companies, donation of an oxygen plant to the Brazilian state of Amazonas to mitigate the impact of medical O2 shortages. Coordination with health authorities from Rio Claro/SP (3,260 workers) and Joinville/SC (2,258 workers) to immunize factory workers in the plants, expediting the vaccination of this priority group.





ENVIRONMENTAL

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Celebrating employees making a positive impact on the environment by creating a Green Workspace.

Environmental Approach

Fulfilling our vision to be the best global kitchen and laundry company, in constant pursuit of improving life at home, requires us to think of our house and home not just in terms of the four walls around us and the communities in which we live, but of the planet that sustains us.

This is why we have a longstanding, steadfast commitment to sustainability. That commitment to protecting our planet and our communities has never been more critical than it is today. In 2021, Whirlpool Corporation accelerated our environmental sustainability progress to address critical environmental issues such as climate change, transparent and safe materials, sustainable resource use and responsible and resilient manufacturing. We are fully committed to a long-term view and to make the changes we need in our own operations and in our supply chain to help make production more sustainable—without shortcuts or excuses. Our entire team is dedicated to building even more sustainable products and helping consumers use them more efficiently. These changes aren't just what's needed to tackle climate change; they are also what's required to continue Whirlpool Corporation's important leadership in the global home appliance industry.

As we entered into our 110th year as a company, we announced an important milestone on our sustainability journey; a global commitment to reaching Net Zero emissions in our plants and operations by 2030. This commitment will cover all of Whirlpool

Corporation's manufacturing sites and our large distribution centers around the world, spanning all our direct (Scope 1) and utility-related (Scope 2) emissions, and builds upon the 60% emissions reductions we have achieved across all scopes since 2005.

Our focus on eco-efficient products has never been more important as we continue to make significant progress in achieving our goals for emissions reduction, new green material alternatives and resource reductions through better end of life management, recycled content and closed loops in our supply chain. Our products continue to improve in their efficiency, and we are proud to say we have achieved another record year of reducing our environmental footprint. We launched a global system to more deeply understand and track the chemical composition of all our parts and components, developed new recycled content alternatives and began phasing out nonrecyclable packaging.

In 2021, our homes continued to be the hub where work, family and fellowship all take place under the same roof. To address the added strain on time and resources, we deployed a global communications campaign to help our employees and consumers adjust to the new ways of working and living. Our Global No Place for Waste campaign educated our stakeholders on how to take small actions to make a collective environmental impact at home. As part of the campaign, the Green Workspace initiative empowered our employees to make simple, yet impactful changes to reduce electrical consumption and improve the health and safety of their remote work environments. Additionally, we drove new education to reduce food waste in this time of shortage and supply constraints and provided new product

features and purposeful innovations to allow people to manage their home, all while lowering their energy footprint. Finally, our consumer-facing website, [ImprovingLifeAtHome.com](https://www.improvinglifeathome.com), was redesigned to give simple, effective tips to our consumers on how they can use their appliances to be more environmentally sustainable.



Accelerating GHG Emissions Reduction

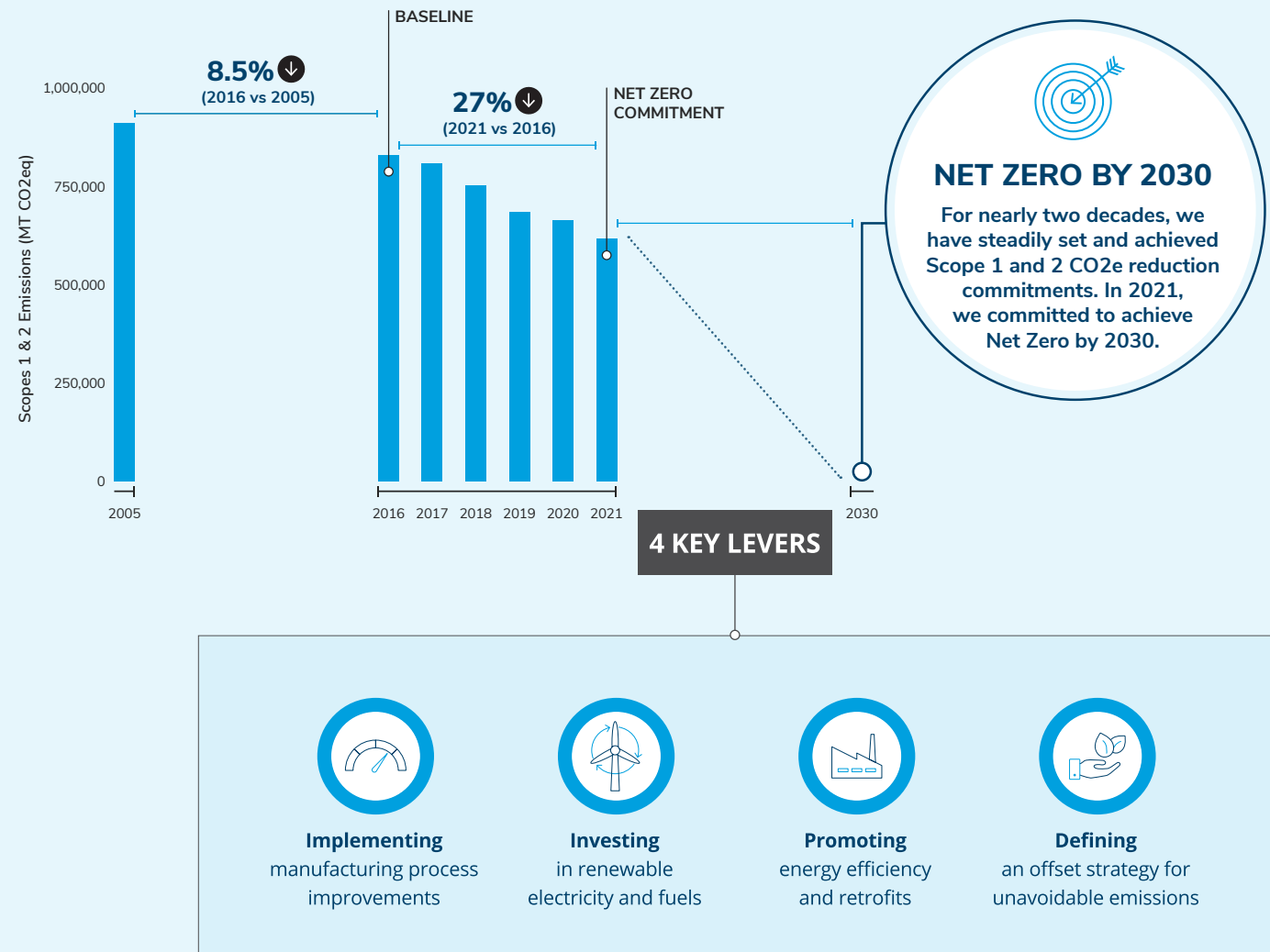
After nearly two decades of consistent reductions in GHG emissions, we accelerated our commitments in 2021 to bring more urgency to this critical task.

Scopes 1 & 2

In 2003, Whirlpool Corporation was the first appliance manufacturer to set an emissions reduction target, and we continue to raise the bar through additional actions and commitments. In 2020, we announced that we achieved our lowest levels of absolute plant emissions (Scopes 1 & 2) in over a decade. This progress was made possible through investments in energy retrofits, onsite renewable energy and driven by the dedicated people and processes of our World Class Manufacturing (WCM) Environmental and Energy pillars. It is through these actions that we were able to announce our most aggressive target yet: Net Zero emissions in our plants and operations by 2030. This commitment covers all of our manufacturing sites and large distribution centers around the world, spanning all direct (Scope 1) and power-related (Scope 2) emissions. We achieved a GHGs emissions reduction of 27% in Scopes 1 & 2 from 2016 to 2021 in our operations, and we plan to achieve greater reductions in emissions by continuing our strong focus on environmental and energy management, and continued focus on WCM methodologies.

We measure and monitor GHG emissions in our operations using a leading third party solution (Resource Advisor) to track enterprise-wide, site-level data analytics. It combines quality assurance and data capture capabilities into one energy and carbon management solution which allows for secure access to data from global sites, and creation of reports and summaries to drive our sustainability programs and inform disclosures.

Driving to Net Zero Emissions in Our Plants and Operations



Continued Progress Reducing Emissions in Our Products



We use data from Resource Advisor and external databases such as the WRI Aqueduct to assess our sites' exposure to climate-related risks and use scenario analysis to assess future risks. More details about our climate risk management are available in the [TCFD report](#). We also continue to enhance our GHG emissions and climate risk disclosures in line with the CDP and GRI frameworks.

Scope 3, Category 11

In addition to managing the carbon footprint that is under our direct control in our operations, we also consider the indirect GHG emissions that fall outside our direct control, both upstream and downstream. Our products' largest impact in terms of energy and water arises downstream in the use phase, consequently driving the largest climate impact for the company within Scope 3. We continue to progress towards our SBTi approved target of 20% reduction in emissions resulting from the use of our products (Scope 3, Category 11) by 2030, compared to 2016 levels. To achieve these goals, we invest in innovation to launch leading products that improve performance, while lowering their overall carbon footprint. In fact, we have achieved a 60% reduction since 2005, well above the current targets being set by the United States and the European Union for 2030.

¹ Per Association of Home Appliance Manufacturers (AHAM) Clothes Washers Energy Efficiency and Consumption Report

Both GEMS and Resource Advisor use the GHG Protocol standards to calculate GHG emissions from our products in use (Scope 3, Category 11) and our operations (Scopes 1 & 2). Adhering to the criteria of the GHG Protocol, Whirlpool Corporation obtained external limited assurance from EY for the emissions disclosed in this sustainability report as part of our ongoing efforts to improve the transparency and accuracy of our disclosures.

Additionally, as we strive to further understand our climate impacts and potential risks, we enlisted an Environmental Defense Fund (EDF) Fellow to quantify and analyze other categories of Scope 3 emissions. The Fellow utilized emissions screening results and accumulated relevant external research and assumptions in order to perform calculations and integrate results at a global scale. The Fellow was then able to evaluate these impacts along the business value chain to determine the appropriate next steps for Whirlpool Corporation to continue to improve our methodology and drive effective emissions reductions in areas such as purchased goods and services (Scope 3, Category 1) and end-of-life treatment of sold products (Scope 3, Category 12).

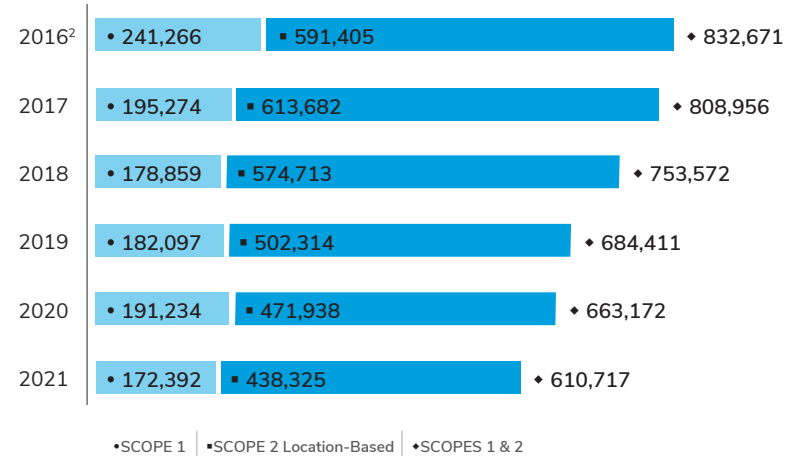
To address upstream emissions impacts, we continued our carbon offsetting initiative based on our use of advanced formulation blowing agents with lower global warming potential in refrigerators produced in North America. These conversions allow us to generate tradable environmental assets and operate in the voluntary carbon credits market by following the American Carbon Registry (ACR) methodology. ACR is a leading carbon offset program that has developed environmentally rigorous, science-based offset methodologies for years. Our carbon credits registered by ACR are sold to external buyers, and the funds are used by our product development teams to invest in innovative and sustainable products to help us achieve our emissions reduction goals.

¹Baseline for U.S. and EU is 2005

GHG Emissions

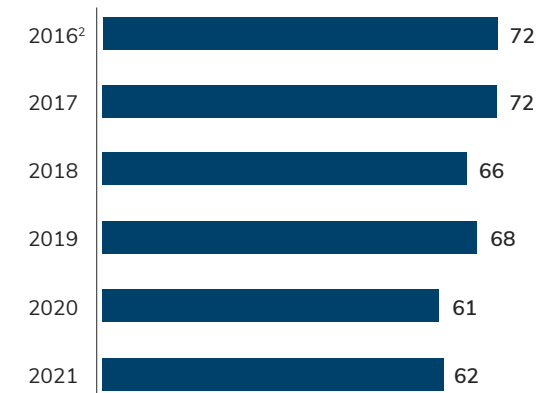
SCOPES 1 & 2 LOCATION-BASED¹

(metric tons of CO₂eq)



SCOPE 3 CATEGORY 11— USE OF SOLD PRODUCTS¹

(metric tons of CO₂eq in millions)



¹The reporting boundary includes divested entities for the period in which they were owned by Whirlpool during the year.

²The 2016 target base year was selected in accordance with the SBTi Criteria and Recommendations

Whirlpool Corporation has always held ourselves accountable and we developed our proprietary Greenhouse Gas Emissions Management System (GEMS) to determine our global footprint in all regions and product models and drive scenario planning and strategic decision capability. GEMS tracks data from a baseline year of 2016 in a systematic way by unifying over 12 unique systems into one global reporting capability that employs energy and water label specifications and consumer usage data to calculate lifetime product in use emissions. To accurately convert energy consumption to emissions, GEMS considers the International Energy Agency (IEA)-provided emissions factors and an average product lifetime of 10 years.



Climate

Energy Management

As we accelerate our commitment to a sustainable operation, the efficient use and sourcing of our energy is key to lowering our emissions and impacts on our communities. Our World Class Manufacturing (WCM) efforts have accelerated, and we are now achieving beyond our targets in emissions reductions and energy and water intensity, while we continue to structurally invest in deep energy retrofitting in our plants. We are also leading the way in siting renewable energy in areas where our consumers use our products and maximizing our on-site use of wind and solar. Our growth strategy will be one that challenges our emissions goals, but our progress here will ensure that these lower-impact products are produced in lower-impact plants.

Our governance process and project management of our Net Zero commitment is done with regional targets, with site level plans and projects to reach our global goals. In 2021, the project team in the North America Region (NAR) identified over



ENERGY

(gigajoules)	2018	2019	2020	2021
Energy from Renewable Sources	—	—	113,895	127,023
Total Energy	8,060,536	7,851,315	7,144,184	7,467,571

380 improvement ideas and is converting these into high-value projects. One of them is an LED lighting retrofit project that, when implemented at our Cleveland, Tennessee, manufacturing site, will result in a reduction of over 2,000 metric tons of CO₂eq emissions per year. The site has also implemented a pilot program to switch to the use of hydrogen fuel cells to power 100% of its tuggers and will expand to forklifts as well. Hydrogen fuel cell technology offers a safe, low-carbon alternative to fossil fuel and reduces the downtime and maintenance costs associated with battery-powered vehicles. Additional building conditioning systems across plants and offices with upgraded efficient data centers resulted in annual savings of over 4,000 metric tons of CO₂eq emissions and over \$800,000 in utility costs.

We established a new milestone in our use of renewable energy as our first virtual power purchase agreement (VPPA) became operational in 2021. The VPPA is expected to cover approximately 50% of our electricity consumption at U.S. plants and help reduce our overall global carbon footprint in operations by nearly 16%. Additionally, in 2021 we contracted a second VPPA covering the remaining 50% of our electricity consumption, which will become operational in December of 2022. In the U.K., all of our facilities are now 100% powered by renewable electricity generated by wind and hydro assets. We are focusing our efforts on expanding VPPAs, on-site renewables, green energy procurement and leveraging a price of carbon to assess and prioritize the projects in line with our climate impact analysis that gives us confidence we are implementing the best return on investment, while meeting our goals.



In the U.S., Whirlpool Corporation is part of the Department of Energy's (DOE) Better Plants Program. Together with other leading manufacturers, our goal is to improve energy efficiency and competitiveness in the industrial sector. In 2021, the DOE launched a Low Carbon Pilot to work with industry leaders in exploring low carbon pathways and demonstrate real world successes in achieving low carbon emissions. Whirlpool Corporation is excited to partner with the DOE on this initiative and collaborate with other organizations on the path to achieving Net Zero emissions.



ReNEWW House

On the campus of Purdue University in West Lafayette, Indiana, Whirlpool Corporation's ReNEWW (Retrofitted Net Zero Energy, Water and Waste) House continues to develop our talent and innovation pipelines, driving ecosystem advancement across our products and the home.

The ReNEWW house embodies the aspirational vision for the project: To bring an existing, 1928 construction home into the future by converting it into a Net Zero energy, water and waste home while charting that path for others who wish to follow. By considering full home ecosystems and establishing links between previously unconnected appliances, we identify new

opportunities for energy efficiency and new ways to give back to homeowners. The goal is to create homes that are regenerative for customers and spark interactions that embed sustainable living.

As high-performance building envelopes systems improve, new challenges of filtering and maintaining air quality in the home emerge. The pandemic further brought these challenges into focus as air circulation and filtration were primary concerns for everyone. ReNEWW is driving insights into the challenges of maintaining indoor air quality in well-sealed, highly efficient homes and serves as a testbed for how this may be accomplished.

ReNEWW also serves as a focal point for our long-term collaboration with the world class researchers and students at Purdue University, such as Dr. Andrew Whelton. Utilizing ReNEWW's network of plumbing sensors, Dr. Whelton's team continues to assess how home plumbing impacts water quality after leaving the city supply.

In 2017, engineers at the ReNEWW House installed a Biowall that uses plants to filter the indoor air supply of the ReNEWW House. This technology drives toward the interaction between indoor air quality and air tightness of homes. In 2021, the Biowall research continued at the ReNEWW house with improvements to their design and control systems.

Whirlpool Corporation engineers have continued their support of the research home next door to ReNEWW, the "DC House." Here, Purdue resident researchers are seeking to convert all in-home electrical power from alternating current (AC) to direct current (DC), thus increasing in-home energy efficiency. Traditional homes operate on AC circuitry, but are composed of devices, appliances and electronics which require a conversion to DC power. Each of these conversions incur energy losses, which restricts energy availability and efficiency, and leads to higher costs. In addition, alternative energy sources naturally produce DC power, and thus suffer multiple conversion losses in order to be used within an AC system.

Technology & Innovation Inclusive of Design for Environment

Our Design for Environment (DFE) program connects product sustainability directly with our business goals by designing and building high-performance goods and services that take less from the Earth and are better for people and the planet. It requires a deep understanding of what is within the materials and components that make up those products, so transparency has been, and continues to be, a key pillar of the DFE strategy.

Sustainable Product Playbook

We created a Sustainable Product Playbook in 2021, including chapters on recycled plastic content in products, sustainable packaging and substances of concern in products. The playbook has been developed as a tool to educate the broader organization about how design decisions impact the sustainability attributes of products and to serve as a guide for Whirlpool Corporation engineers to reference throughout the product design process. In particular, the playbook helps design teams translate new requirements set by the global sustainability team into project-specific

requirements. This action will help translate the Voice of Sustainability into the Voice of Engineering. The purpose of the Sustainable Product Playbook is to continue driving sustainable innovation and solutions in order to significantly reduce our environmental impacts and set target improvements, allowing our global platform engineering teams to ask the right questions at the right point in the product development process and integrate these improvements into new product introductions.

Recycled Plastics

Whirlpool Corporation is committed to driving recycled plastic content into our product and packaging in an effort to address plastic pollution and reduce GHG emissions. In fact, as reported by The Association of Plastic Recyclers, recycled polypropylene (PP) produces between 29-60% less emissions than virgin PP. To begin this journey, we set one of the highest circularity targets in our industry within Europe and made a pledge in our EMEA region to use an

average 18% recycled plastic content by 2025. In 2021, we completed the PolyCE project, which was part of the EU initiative, Horizon 2020, and demonstrated the technical feasibility to use recycled PP in home appliance applications such as the washing machine tub. We currently use 8% recycled plastics in our dishwashers, and we are developing solutions for our laundry products. Since our products touch water and food, we will continue to seek solutions and set goals for reformulated plastics materials that maintain our high standard of quality and safety for our products in all regions.



Substances & Materials of Concern

We are actively minimizing the presence of chemicals and materials that are considered harmful to the environment in the products we manufacture. As part of this initiative, we are taking steps to end the use of polyvinyl chloride (PVC) in all new products. Significant progress on this goal has been made through newly designed PVC-free consoles and other aesthetic components launching in select new *Maytag* laundry and *Whirlpool* dishwashers in 2022. Additionally, Whirlpool Corporation is actively tracking the use of Substances of Very High Concern (SVHCs) in products sold in the EU. SVHCs are chemicals and substances that have been proposed for further requirements for authorization within the EU. Tracking of these substances has been accomplished through our Critical Material Management process and through targeted surveys to enable collaboration with key suppliers to identify methods for reducing our dependence on SVHCs, in particular those above

0.1% which are subject to Substances of Concern in Products (SCIP) reporting.

The global Critical Materials Management (CMM) team coordinates and monitors the Restricted Material List. Suppliers are required to adhere to our Restricted Material List and report on banned, restricted and monitored substances of concern. The Restricted Material List is woven into all in-scope supplier contracts and parts approval processes, and is updated annually to reflect new regulations and customer requirements.

In 2021, by forming close partnerships across our supply chain, we fully deployed our Product Stewardship tool globally, achieving our previously reported goal to request full material disclosure from 100% of our suppliers.

The tool allowed over 43,000 compliance requests to be generated to over 1,200 suppliers around the world. Each request included the opportunity for suppliers to engage with our Full Material Disclosure (FMD) survey. After deployment, we



Since our products touch water and food, we will continue to seek solutions and set goals for reformulated plastics materials that maintain our high standard of quality and safety for our products in all regions.

continued to see encouraging signs of participation from our suppliers. Every year the tool is enhanced to simplify supplier functionality and data entry, with the goal of improving user experience and data quality. Data collected through the online tool demonstrates chemical compliance; however, as the database continues to grow, it will enable bolder design requirements. The global inventory is the foundation for our dematerialization efforts, alternative material sourcing plan and chemical/material phase-out strategies. We believe that arming our engineers, designers and suppliers with robust data will promote sustainable,



healthy and comprehensive design and decision-making upfront. Whirlpool Corporation monitors and traces all chemicals/materials of concern impacting our products but has prioritized three key opportunity areas given our product portfolio: increasing the usage of post-consumer recycled content in plastics, replacing halogenated flame retardants and polyvinyl chloride (PVC), and identifying packaging solutions with sustainable end of life situations.

Sustainable Packaging

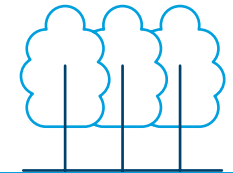
Over time, we aim to replace all expanded polystyrene (EPS) across our packaging and other disposable materials with more sustainable options. In EMEA, we are an industry leader with EPS-free packaging solutions for our cooking products and dishwashers sold at IKEA. Additionally, in 2020, we held the first sustainable packaging innovation event virtually in order to challenge both incumbent and new suppliers of packaging solutions, raw materials or technologies to bring forth new ideas. The event was an opportunity to listen to key stakeholders, investigate and explore new sustainable options in packaging, and advance on our pledge

to continuously improve our products and processes. One key sustainability success from this event was the reduction of EPS packaging weight by 25% for the *KitchenAid* ice cream bowl. Another successful outcome was a proposal which is currently under development for a 100% paper-based packaging design solution for our front-load washing machine products. These key innovations will help keep products protected throughout the transportation process while decreasing the amount of waste after the product has arrived. Internally, we have developed a scoring mechanism to holistically evaluate the various parameters of sustainable packaging, including circularity, extended producer responsibility (EPR) programs and regulatory roadmaps.

Digital Literature

In addition to searching for innovative sustainable packaging solutions, we are also piloting a program to reduce paper. We intend to take thousands of pages of literature that has traditionally been included in packaging for our products, such as Use and Care Guides, and replace it with QR codes that lead to digital versions. This not only increases convenience for our consumers, but

The Digital Literature program is expected to save the printing of over **1 billion** pages of literature annually from 2021 on, which equates to more than **110,000** trees saved.



it's also good for the environment and reduces complexity for Whirlpool Corporation. The program, which has been launched in select products, is expected to save the printing of over 1 billion pages of literature annually from 2021 on, which equates to more than 110,000 trees saved.



Green Pea

Whirlpool Corporation is partnering with Green Pea—an extraordinary retail concept focused on sustainable living—as an exclusive appliance partner. Green Pea Italy is a radical reimagining of the traditional department store experience, which provides a new way for shoppers to explore and interact with products that enable more socially responsible and sustainable lifestyles. Green Pea only presents products from partner companies that take a lead in environmental and social responsibility.



This is why Whirlpool Corporation—with our track record of placing sustainability at the heart of all we do—is the ideal partner to show how smarter, more environmentally responsible technology can help consumers enjoy more sustainable lifestyles.

Green Pea's vision was brought to life in a 40-square-meter showroom that combines interactive digital media with hands-on product experiences. In the showroom, the products focus on the Built-In W Collection range, a line of products with intuitive technology for reliable, perfect cooking results. Products from *Whirlpool* and *Indesit* are also featured in show kitchens in the "Green Pea Home" display area, and in other partner areas such as premium kitchen designer Valcucine's showroom, which includes the [Chef Touch](#) column from *KitchenAid*. To verify their responsibly manufactured and energy-efficient nature, all products on display at Green Pea bear a specially created "Whirlpool for Green Pea" logo as a seal of sustainability.



Product Life Cycle & End of Life

Improving the lives of our millions of our consumers through responsible innovation and efficient appliances has been our priority over the last several decades. We do so by designing for efficiency that can help consumers decrease their energy and water use, while helping to save money, time and effort. We also look beyond the design phase and consider the entire environmental footprint of our products throughout their life cycle, from the selection of raw materials to the end of their useful life.

Analyzing the environmental impacts at each stage of the life cycle is fundamental for implementing the right solutions that will help improve the product's footprint. The methodology used to analyze these impacts is based on the International Organization for Standardization (ISO) for Life Cycle Assessment (LCA) that informs our product

development process. So far, LCAs have been completed on products in five out of seven categories and we are improving our LCA capabilities that will consider life cycle impacts linked to our strategy to reduce emissions by 2030. Because products within the same category have similar impacts throughout their life cycle phases, we focus on analyzing key products that provide a comprehensive view of impacts and inform improvements for each category.

Circular Strategies

In an effort to address these areas of opportunity identified through LCAs, Whirlpool Corporation uses a range of strategies that are aligned with the circular economy model. Circular economy aims to reshape the global economy to eliminate waste and change how we all do business and consume things, applying strategies such as reducing, reusing, recycling and renting, so that growth can continue in a sustainable way.

The circular strategies we are working on include:



Making products more energy efficient

We are committed to reducing Scope 3, Category 11 greenhouse gas emissions by 20% by 2030 compared to 2016 baseline.



Using recycled plastics in our products and packaging

We set one of the highest circularity targets in our industry within Europe to drive recycled plastic content into our products, with our pledge to use on average 18% recycled plastics by 2025.



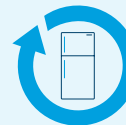
Using recyclable packaging

We are replacing EPS packaging with more sustainable solutions.



Designing durable products

We design for durability and received the Longtime® certification in France, which is the first label that identifies and enhances the value of products designed to last.



Reusing products

We aim to avoid final disposal of products through operating return centers and donations of refurbished products to charities. Additionally, we offer a water purifier subscription and refurbishment business model in Brazil.

We will measure progress for our circular strategies by using the Circular Transition Indicators tool that was developed in 2020 in partnership with the World Business Council for Sustainable Development (WBCSD) and other member companies, and by using our improved assessment of GHG emissions from purchased goods and services (Scope 3, Category 1). In 2021 we created the circularity baseline for our major appliances and, based on this, we will establish SMART targets to monitor progress.

Product End of Life Management

Whirlpool Corporation strives to use circular design practices and product take-back as key enablers for the circular economy because it's the point where materials go back into use or appropriate disposal rather than ending up in landfills or incinerated. We see this as an opportunity to collaborate with other key partners in the value chain to recapture value that would otherwise be lost.

Whirlpool Corporation integrates producer responsibility organizations (PROs) in all the countries, states and provinces with an extended producer responsibility (EPR) regulation in place, including 26 PROs in EMEA, 3 in Latin America and 5 in Canada. In countries where regulated take back does not exist, such as in the U.S., Whirlpool Corporation actively engages in multiple ways. We offer voluntary take back and refurbishment programs in multiple countries like in the U.K. and the U.S., where our return centers manage appliances diverted from waste and refurbish products for resale and reuse. In addition, we have been working with our trade customers to drive programs to take back and properly recycle our appliances, often for free or in promotion with the purchase of new products. Finally, we work with utility companies to offer rebates and take back programs for appliances, helping consumers replace old, inefficient appliances with newer, more energy-efficient ones.

Consumers can return any appliances, including appliances produced by other brands, to be recycled by the PROs or trade customers, and there are multiple means available for returning end-of-life products, including drop-off at a store or designated collection site, mail-in and pick-up, depending on the geographical location. Take-back systems rely on consumer willingness to return their products, but some countries



have their own particularities when it comes to consumer behavior, and the systems face challenges associated with second and tertiary uses of products and informal collection through a secondary market of appliances for resale of parts and scrap at the end-of-life.

Take-back programs are challenging to quantify due to confidential and proprietary systems, lack of data management software and consolidation of data across retailers and recyclers. To improve processes and governance, a subset of our cross-functional ESG Task Force partnered with an external consultant to assess market best practices for end-of-life management and evaluate opportunities for new solutions. The study conducted by the third-party concluded that our current practices comply with EPR regulations in all countries where these are in place, but we have an opportunity to further improve our internal monitoring data, which we plan to execute in 2022. The study also revealed market best practices around product reuse/refurbishment, which we plan to further scope in 2022 as part of our Sustainable Use strategy to extend product life.

Whirlpool Corporation strives to use circular design practices and product take-back as key enablers for the circular economy.



CIRCULAR STRATEGIES IN ACTION

Feel Good Fridge Program



Reusing
Products

An initiative to help provide dependable access to healthy food for children.

Access to healthy food is an issue for millions of children in the U.S., and the pandemic made the situation even worse. In fact, a 2020 study cites that 27.5% of households with children in the U.S. are food insecure, which means about 14 million children are not getting enough to eat.¹

All Feel Good Fridges are fully functioning returned units that have reentered our supply chain network via our Return Centers. Whirlpool Corporation carefully repurposes units with cosmetic damage that may have otherwise been crushed and recycled. Instead, these refrigerators are inspected, tested and cleaned at our facilities prior to arriving at a nonprofit location.

With a focus on Black, Indigenous People of Color (BIPOC) and targeted on rural areas, Whirlpool Corporation has partnered with Feeding America to attack food insecurity in underserved communities across the country. Over 100 Feel Good Fridges were delivered to nonprofit organizations in 2021 to Benton Harbor and other cities throughout West Michigan. The Feel Good Fridge program

plans to deliver over 1,000 refrigerators in 2022 as we connect with Feeding America Agencies in Atlanta, Chicago, Dallas, Detroit, Los Angeles and beyond.

In addition, our *Maytag* brand, built on dependability, launched the *Maytag* Feel Good Fridge program in collaboration with Boys & Girls Clubs of America (BGCA), to help create thriving communities that children and their families can consistently depend on. The *Maytag* Feel

Good Fridge also uses refurbished refrigerators placed at select BGCA Clubs across the country along with a grant to keep it stocked with healthy food for Club members and their families to take when in need. BGCA Clubs in Los Angeles, New York, Detroit and Grand Rapids were the first to receive Feel Good Fridges, with an additional 20 Feel Good Fridges being placed in Clubs around the country by early 2022.



¹ Per June 2020 analysis by the Brookings Institution



Sustainable Operations

We know our ability to operate in the future depends on producing innovative products without leaving a negative footprint and helping to protect our employees and the communities in which we operate. This ideal of a resilient, sustainable operation drives our strategy to establish firm goals and targets with detailed transition plans to achieve them. We have set into place commitments on reaching Net Zero emissions, Zero Waste to Landfill, and reduced energy and water intensity, while protecting the health and safety of our employees.

A robust governance structure with our Board of Directors, Executive Committee and our ESG Councils monitors and tracks our performance and makes sure we are properly investing in those plans. These transition plans are detailed in this report, and they show how we can grow our top line and support our financial goals, while creating more resilient, efficient and safer operations. This year, we have seen record results in many of our normalized environmental KPIs again, showing not only absolute improvement, but also intensity improvements. Through our “We Care” commitment to protecting our employees, we have shown progress on reducing work-related incidents. With new data and reporting systems and capability, we recognized that a majority of incidents and injuries happen to employees in their first year on a job, so we are focusing on how to better support and train our teams to identify risky behaviors and potential WCM safety issues before they happen. WCM is a comprehensive methodology for improving productivity and quality and reducing losses in production systems through strong employee involvement.

Whirlpool Corporation’s goal is to become the benchmark for global manufacturing excellence, deliver best-in-class manufactured products at competitive cost and create a sustainable advantage for our company.

It sets one of the highest global standards for manufacturing excellence. Plants are assessed by a third-party, according to the WCM criteria and, based on their results and level of commitment to the methodology, assigned a score that leads to an award that comprises four levels of classification: Bronze Level, Silver Level, Gold Level and World Class Level.

We are accelerating our World Class Manufacturing journey, showing improvement in our scores. In 2021, 28% of our manufacturing sites received higher Environmental Pillar scores, leading to more capacity and capability to drive faster implementation of key initiatives and bringing in new focus areas such as biodiversity, green procurement and green buildings, additional renewables, increased water targets and deep energy retrofits, which are all key to delivering to our committed goals.

One example where we are deploying these initiatives is the new manufacturing plant in Argentina, which, in addition to creating more than 1,000 jobs, will use some of our key learnings to build a green factory. This will be achieved through implementing practices such as rainwater reuse, wastewater recycling, optimized energy efficiency, LED lighting, real time monitoring for energy and water consumption and biodiversity conservation. The factory is also planned to be ready to reach the WCM Silver level, by taking into account aspects such as accessibility, quality design integration, flexible expansion design and an agile production system.

We believe these initiatives will propel us forward to a sustainable, resilient and zero impact operation.



New manufacturing plant under construction in Argentina.

NORMALIZED¹ ENVIRONMENTAL KPIS

	2018	2019	2020	2021
GHG Emissions Intensity Scopes 1 & 2 (metric tons of CO2eq/product)	0.0139	0.0122	0.0124	0.0115
GHG Emissions Intensity Scope 3 (metric tons of CO2eq/product)	1.19	1.18	1.15	1.08
Energy Intensity (megajoules/product)	145.4	137.8	133.4	140.6
Water Intensity (m3/product)	0.0958	0.0854	0.0755	0.0707
Waste Intensity (kg/product)	6.55	6.53	5.85	6.68
Waste to Landfill Intensity (kg/product)	0.2436	0.2229	0.1894	0.2060

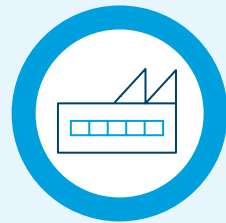
Achieved record
GHG Emissions
Scopes 1 & 2 Intensity
and Water Intensity
in 2021.

¹ Intensity ratios define environmental KPIS in the context of an organization-specific metric. In this case, the denominator is the production volume. Intensity ratios are often called normalized environmental impact data.

Zero Waste to Landfill

We set our goal to reach Zero Waste to Landfill at our manufacturing sites in 2012 and have continued to invest in plant efficiency and waste reduction. We work closely with waste vendors and recyclers that service our sites, giving us confidence that we will achieve our target by the end of 2022. In 2021, 28 sites achieved Zero Waste to Landfill (ZWtL) Gold or Platinum status, aligned with the UL ECVP 2799 Zero Waste to Landfill standard. The UL Standard sets levels of achievement: Silver, Gold and Platinum. The Silver Level requires at least 90% diversion from landfill without waste to energy

(recycling, reusing, reducing, rejecting) and up to 94% with waste to energy included. The Gold Level requires sites to divert 90% of their waste from landfill without waste to energy, and between 95% and 99% diversion with the waste to energy included. The Platinum Level is reserved for sites that reach between 99% and 100% diversion from landfill. Whirlpool Corporation expects all manufacturing sites to reach the Gold or Platinum level by the end of 2022. In 2021, five sites evolved to Platinum, and nine sites are now self-declared Platinum level.



In 2021, **90%** of sites achieved Zero Waste to Landfill (ZWtL) Gold or Platinum status.



WASTE GENERATION

(metric tons)	2018	2019	2020	2021
Total Waste	363,271	362,083	313,294	330,191
Total Non-Hazardous Waste	356,169	355,135	307,553	324,001
Total Hazardous Waste	6,186	6,948	5,741	6,190
Total Weight of Non-Hazardous Waste Diverted from Disposal (recycled, reused, reduced, etc.)	342,984	342,422	297,077	312,948
Total Weight of Hazardous Waste Diverted from Disposal (recycled, reused, reduced, etc.)	4,659	5,867	5,079	5,402
Total Weight of Non-Hazardous Waste Disposed	13,185	12,713	10,476	11,053
Total Weight of Hazardous Waste Disposed	1,527	1,081	662	788
Total Waste to Landfill	13,503	12,554	10,144	10,940



Over 90% of our sites have achieved Zero Waste to Landfill



WASTE MANAGEMENT

	2018	2019	2020	2021
# of Plants Achieved Zero Waste to Landfill (ZWTl)	8	8	25	28
% Manufacturing Sites Achieved Zero Waste to Landfill	—	—	70%	90%
% Waste to Recycling	>96%	>96%	96%	95%
% Waste to Landfill	<3.5%	<3.5%	3.10%	3.31%
% Waste to Incineration	0.26%	0.32%	0.20%	0.27%
% Waste to Incineration with Energy Recovery	0.23%	0.20%	0.70%	1.08%

Site-Specific Actions to Reduce Waste

For the purpose of improving our waste management practices and continuing our alignment to the UL ECVP 2799 Zero Waste to Landfill standard, Whirlpool Corporation plans to start 2022 with a pre-assessment at one site in each region and a training for all global sites to ensure that each facility is equipped to meet ZWtL Gold or Platinum level by the end of 2022. As the deadline for sites to reach ZWtL Gold or Platinum level approaches, Whirlpool Corporation is looking ahead for a new level of waste achievement on the journey. Our sites have set internal targets to reduce the total volume of waste generated at the site, and each site is working to shift from recycling to reuse, reduce and reject rather than wasting materials at all. Such initiatives are guided by the WCM Environmental pillar.



Zero Waste Mindset In Action

At the **Marion, Ohio** plant, water fountains were disabled to help protect workers from COVID-19. As a result, the site noticed a huge increase in plastic water bottles in both recycling and landfill collection bins. While a majority of the bottles were recycled, the Environmental pillar team at Marion was able to save around \$3,000 and over 80,000 pounds of waste by installing COVID-safe, touch-free water fountains and providing reusable bottles for the site employees.



In 2021, the Whirlpool Plastics site in **Mexico** achieved the ZWtL Gold level when they increased their waste diverted from landfill from 92.2% to 97.3%. The site has focused on reusing, reducing and rejecting to lower their waste to landfill and overall waste together. In **Latin America**, 92% of the inbound raw material packaging in the **Joinville** plant are returnable (plastic and metal boxes), and the site also implemented a process to reuse plastic and cardboard packaging internally—annually, 48 tons of plastic/cardboard are reused.



Our **Findlay, Ohio** site reduced waste by collecting plastic bottle caps for the Miracle League of Findlay. 192 pounds of bottle caps were collected at the plant, then melted down to create ADA compliant benches for the Miracle League park in Findlay, Ohio.

Water

The Environmental pillar of our WCM system is responsible for managing water consumption at the manufacturing sites, and uses a cost analysis tool to address losses in our systems. Using WCM methods, sites consistently perform much better than our 1% reduction per year target. Over the past five years, 34% reduction on water consumption has been achieved globally.

Our water stewardship plan is part of the environmental management system and focuses on continuous improvement of water efficiency in our sites and supporting projects that improve water reuse and recycling. The sites use metering that feeds into KPIs for water management and conservation, and some sites interact with local groups within the watershed in order to make water-related decisions. Our employees receive WASH (water, sanitation and hygiene) services in all sites, including training on safe water practices, hygiene and general health.

For the past two years, the Latin America region (LAR) has been piloting a new water recirculation measure to go beyond reducing water consumption each year. In 2021, the LAR sites recirculated 98% of their water intake and captured rainwater to reduce their water intake requirements. At the Joinville site, rainwater accounts for 8% of the total water intake. The water-saving initiatives at Whirlpool Corporation sites in Brazil were recognized with the 2021

Over the past five years, 34% reduction on water consumption has been achieved globally.

National Water Agency (ANA) award in the category of “medium and large companies.”

Compliance with local and national laws and regulations is a priority for Whirlpool Corporation’s manufacturing facilities. In order to track performance and implement changes if necessary, all incidents related to wastewater exceedances are registered and investigated. In North America, the sites are going beyond compliance and striving for improvements in wastewater treatment.

At the Marion, Ohio site the project team identified that the on-site wastewater treatment plant was consuming a large amount of lime to treat the incoming process fluid in order to meet standards set by the municipality, which resulted in large amounts of sludge being generated. After testing with multiple vendors and checking different technologies, the project team decided to replace lime with caustic for pH control. The new solution reduced the amount of sludge generated by 20% and completely eliminated the use of lime.

WATER CONSUMPTION

(megaliters)	2018	2019	2020	2021
Municipal Water	3,567.37	3,289.88	2,553.95	2,310.09
Groundwater	1,496.68	1,330.69	1,267.40	1,258.82
Recycled Water	164.72	176.49	175.03	105.53
Surface Water	222.19	187.27	224.14	185.63
Rainwater	22.46	33.99	28.86	70.84

WATER DISCHARGE DESTINATION

(megaliters)	2018	2019	2020	2021
Wastewater On-Site Chemical Physical Treatment	999.86	1,034.09	946.59	895.85
Wastewater On-Site Biological Treatment	291.32	306.54	272.04	264.15
Wastewater Off-Site Treatment	1,888.07	1,710.73	1,330.48	1,158.86
Wastewater Surface Water	500.64	605.42	587.26	509.67
Wastewater Evaporation	131.00	135.90	102.04	85.73

Biodiversity

In addition to promoting energy and water efficiency and waste management practices, the WCM Environmental pillar establishes proactive steps to preserve biodiversity in areas where Whirlpool Corporation operates. Natural ecosystems are vitally important for sustaining life on Earth, and they can be the basis for climate change adaptation and securing a thriving future for our communities. That's why our efforts focus on control, protection and restoration of green areas, fauna and flora surrounding our sites, by partnering with key stakeholders in our communities.



Our **Cassinetta** site in Italy borders the protected area of Brabbia Marsh, which is owned by Provincia di Varese and managed by LIPU (Italian League for Protection of Birds). It is qualified as a Zone with Special Protection and hosts nine species of trees, 15 species of fishes and 41 species of birds. As part of the WCM strategy, Whirlpool Corporation is connecting with public authorities and the local university to start a conservation project, aiming at helping to protect the local biodiversity.



In **Brazil**, our operations are located in three important biomes: Atlantic Forest, Cerrado and the Amazon. Our sites are surrounded by a green area of more than 370,000 square meters, which includes four rivers and two water springs and is the habitat of more than 1,370 animal species, including mammals, birds, reptiles and amphibians. The green areas are used for environmental education and awareness campaigns with employees and the community. In 2021, our Joinville site welcomed a group of 24 students from four different countries represented by AIESEC that visited the green area in the site and learned about biodiversity preservation and the company's initiatives for helping to protect the environment.



The **Ramos** site in Mexico conducted a reforestation campaign with employees in 2021, in partnership with the nonprofit organization *Apoya tu Bosque Local*. Employees were invited to adopt trees, which were planted around the cities of Saltillo and Arteaga in areas that have suffered severe forest fires. In total, 713 trees were planted.

In 2021, the site also received certification from the Environmental Secretary of Coahuila de Zaragoza as "Green Office Gold." This is a voluntary program aiming at engaging employees in the participating organizations and promoting responsible environmental practices that benefit the environment. Five aspects are evaluated, including efficient use of electricity and water, waste reduction and separation, efficient use of fuel and maintenance of the vehicular part and efficient use of office and toilet materials.



Employee & Community Engagement with Sustainability

Aligned with our commitment to maintaining strong, lasting connections in the communities in which we do business and with our employees, Whirlpool Corporation continued to promote environmental stewardship through conservation and sustainable practices.



Our **Rio Claro** site in Brazil received two honorable mentions from the 26th FIESP (Federation of Industries of the State of São Paulo) Environmental Merit Award. The site was recognized for its Environmental Guardians Program, an initiative that engages site employees in promoting environmental practices in their routine jobs, and the New Environmental Management: commitment to the future and to World Class Manufacturing.



In 2021, our team in **Lodz, Poland** participated in different events in partnership with the City Council to collect waste from the streets in the community and in the area around our factory. More than 440 pounds of waste were collected and sent to appropriate disposal facilities. In Italy, the team in Cassinetta promoted GreenWeek 2021, an event with students from several universities who had a chance to visit our plant and see actions implemented for energy and water conservation and waste reduction.



In **Brazil**, we dedicated the month of October to environmental education and had many activities with employees to celebrate Conscious Consumption Day, the Zero Waste Week and the International Day of Climate Action. More than 100 employees participated in a webinar with *Instituto Lixo Zero Brasil*, a member of the Zero Waste International Alliance (ZWIA). Employee volunteers at the three manufacturing sites in Brazil collected waste from a public space and sent it to appropriate disposal facilities, removing more than 2 tons of waste. The team also participated in a webinar with Cristal Muniz, a lifestyle influencer who talked about individual environmental stewardship and invited people to choose better attitudes.



SOCIAL

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Social Approach

Everything we do rolls up to our vision to be the best kitchen and laundry company in constant pursuit of improving life at home. This is especially true in our approach to social responsibility. In the last year, we have made progress in many aspects of social responsibility while always staying grounded in our values.

Success begins by making sure Whirlpool Corporation is a great place to work where people can have a career, not just a job. Our philosophy is based on nurturing talent to bring out the best in each employee, as well as providing tools and support for employees to continuously evolve, to work safely and support the communities where they live and work. Along with other training programs, we introduced WeLEARN, a digital learning platform that covers many aspects of skill building and collaboration with others, to enhance each employee's professional and personal development. In addition, our employee engagement survey

moved from an annual poll to quarterly surveys to allow for more continuous listening and response.

In listening to our employees, we recognized the need for more flexibility given the new work realities brought on by the pandemic. In response, we implemented optional remote work flexibility and continue to offer alternative work arrangements where appropriate to allow for a better work-life balance.

In 2021, our employees and leaders across the globe continued to show, through both words and actions, that Our Enduring Value of Inclusion and Diversity is critical, especially during unpredictable and challenging times. After establishing our Executive Inclusion & Diversity Council in 2020, we began launching Regional Inclusion & Diversity Councils in three of our four regions in early 2021.

Our official "We Care" commitment was launched in 2021 to ensure a workplace that protects our employees, visitors and contractors, preserves the environment, and enables our business and our people



to act sustainably. "We Care" was initiated as part of our EHS Policy and Standards Manual.

Our new House and Home strategy for corporate social responsibility was embedded with our employees and programs that rolled out in every region. As part of our HOUSE programming, we expanded our work with Habitat for Humanity into all four of our regions, and along with the continued success of our signature programs, our Racial Equality Pledge was made a priority in our HOME programs.

Work on our Racial Equality Pledge, announced in mid-2020, saw multiple work streams created to address

challenges internally and in our communities. Progress includes offering internships and apprenticeships for youth and the groundbreaking for an 80-unit multi-housing development in the heart of Benton Harbor, our headquarters community.

Finally, COVID-19 brought new challenges as we continued to care for our communities and worked to vaccinate employees and find a suitable return-to-office solution. Throughout the pandemic, our manufacturing employees have been the heroes that followed safety protocols and kept working to build appliances that our consumers need in their homes. Our top priority will continue to be the health and safety of our employees.



Launched "We Care" manual to protect our employees, visitors and contractors, preserve the environment, and enable our business and our people to act sustainably.

Occupational Health & Safety

A Continuous Improvement Mindset

We remain committed to continuous improvement in our Environment, Health, and Safety (EHS) programs, delivery and results. In 2021, we formalized our “We Care” commitment to **protecting our employees, helping to protect the environment, acting sustainably** and engaging all employees as a **shared responsibility** with the launch of our “We Care” EHS Policy and Standards Manual.

Our “We Care” Manual is the operating framework to enable managing and continuously improving EHS and promoting our “We Care” culture within Whirlpool Corporation. It provides the company’s minimum requirements to control EHS risks at our sites and is aligned with the Global EHS Policy commitment. “We Care” is a way of life at Whirlpool Corporation, and we are part of the ongoing journey to ensure a workplace that protects our employees, visitors and contractors; preserves the environment; and enables our business and our people to act sustainably.



HEALTH & SAFETY

	2019	2020	2021
Recordable Injury & Illness Cases	528*	518	480
Recordable Injury & Illness Rate	0.76*	0.76	0.72
Serious Incident Rate	0.02	0.01	0.01
Serious Incidents	13	9	8
Fatalities—Employees	1	0	0
Fatalities—Contractors	0	0	0
Total Hours Worked	140,371,368	136,921,903	133,773,414
Days Away from Work Rate	0.23	0.23	0.28
Sites ISO 45001 Certified	69%	69%	78%

*Reflects the inclusion of 22 Recordable Cases which were inadvertently omitted from the original calculation of the 2019 Recordable Case Rate.

Core Competency Teams & High Consequence Work

Our global EHS Core Competency Teams (CCT), comprised of regional and global subject matter experts, continue to enable best practice sharing and optimization of workstreams. Among them is the Safety CCT, consisting of cross functional representatives from Engineering, Operations and EHS, who partner to implement approaches and tools to prevent incidents and injuries associated with high-consequence work. Our approach to machine safeguarding focuses on our existing machines and equipment that are assessed as high priority followed by a risk reduction process that includes remediation. For newly acquired machines and equipment, we're enhancing our machinery safety-related Early Equipment Management (EEM) process to be globally deployed.

In alignment with our "We Care" EHS Policy and Standards Manual, the Safety CCT is expanding our Latin America region "Attitudes for Life" campaign globally. The Attitudes for Life establish and communicate vital guiding behaviors that can save lives when performing high-consequence work such as working at heights, in a confined space or on live electrical energy. These foundational non-negotiable precautions are brought to life by the conscious choices workers make each day and reinforce the "We Care" EHS policies and procedures while elevating employee awareness regarding activities with a high-potential severity outcome.

Additionally, we continue to secure and maintain outside recognition for EHS Management System implementation with 78% of our manufacturing plants globally certified in ISO 45001.

Maintaining Safety During COVID-19

Since the global COVID-19 pandemic began, the health and safety of our employees has remained our top priority. While 2020 was a year of development and implementation of policies and procedures related to the pandemic, 2021 efforts pivoted into change management, enforcement and continual improvement. Our

global EHS teams have continued to play a central role in our efforts to continue operating safely by implementing COVID-related safety protocols, enforcing the use of masks and social distancing, managing COVID-specific audit processes and responding quickly to evolving guidance, benchmarking and practical learnings. Corporate efforts to encourage employee vaccination included a steady stream of employee information and communications, on-site vaccination events held at Whirlpool Corporation facilities globally and monetary incentives for employees who got vaccinated. These significant efforts proved to be effective in a significant percentage of our employees globally getting vaccinated in 2021.

Since the onset of the pandemic, and continuing through 2021, we have continued to actively monitor the pandemic through a cross-functional Global COVID-19 Task Force, which meets weekly to assess the latest developments, make policy and procedural decisions and manage changes in our facilities.

While 2020 was a year of development and implementation of policies and procedures related to the pandemic, 2021 efforts pivoted into change management, education and continual improvement.



Regulatory Compliance & Governance

One of the most critical responsibilities of the EHS function is providing assurance of EHS performance to our key stakeholders, including our consumers, our Board of Directors and our executive leadership. A continual focus of all stakeholders is compliance with environmental, health and safety regulations around the globe. 2021 saw a complete refresh of our EHS assessment process. In our continuing partnership with Gensuite, we continue to introduce new tools to drive consistency and accuracy in our assurance process.

EHS ASSESSMENT PROCESS



LEVEL 1 Site Self-Assessment

Each of our manufacturing sites globally is required to conduct a “Level 1 Self-Assessment” on an annual basis. We have partnered with Enhesa, which provides country- and state-specific EHS regulatory checklists for the regions in which we have operations. Upon completion of the checklist, which includes documented evidence of compliance, the site achieves a “percent compliant,” which is used to inform leadership and track opportunities for improvement. Actions taken by a site in order to comply with a requirement are tracked internally through Gensuite’s Action Tracking System (ATS).



LEVEL 2 Global “Fresh Eyes” Assessment

Periodically (at least every third year) a team of global subject-matter experts conduct a comprehensive assessment at each of our manufacturing operations. This structure provides an external review of the site’s Level 1 self-assessment and provides an opportunity for the global team to evaluate risks to site workers and the environment and the effectiveness of controls implemented by the site. This process also includes a root cause workshop with the site Leadership Team to improve the quality of corrective and preventive actions taken by the site to address opportunities for improvement. Findings and resultant corrective actions are managed through Gensuite’s ATS.



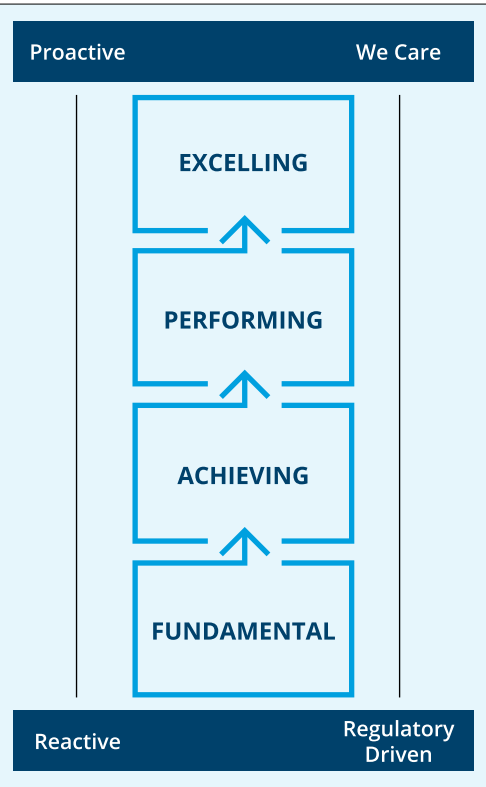
LEVEL 3 Risk-Focused Assessment

The Level 3 assessment provides our leadership the latitude to take a “deep dive” into an area of concern at a site. A Level 3 assessment may be appropriate to conduct a comprehensive review of EHS performance metrics, such as injury and illness record keeping or Zero Waste to Landfill performance. Additionally, a Level 3 may be conducted following a serious injury to review the incident and related corrective and preventive actions.



A Focus on High-Potential Events

Another new aspect of our assessment process is an intense focus on events with potential for high-severity outcomes. High-potential (HiPo) events could be severe injuries, impact to the environment, reputational harm and/or events with the potential for business interruption. Each are examples of events with the potential for high-severity outcomes. Not coincidentally, our focus on HiPo events closely aligns with serious injuries that we've experienced in the past. Our goal is to raise awareness of these types of risks and incent our sites to aggressively mitigate these risks, effectively eliminating them from our operations.



Concluding the Assessment Process

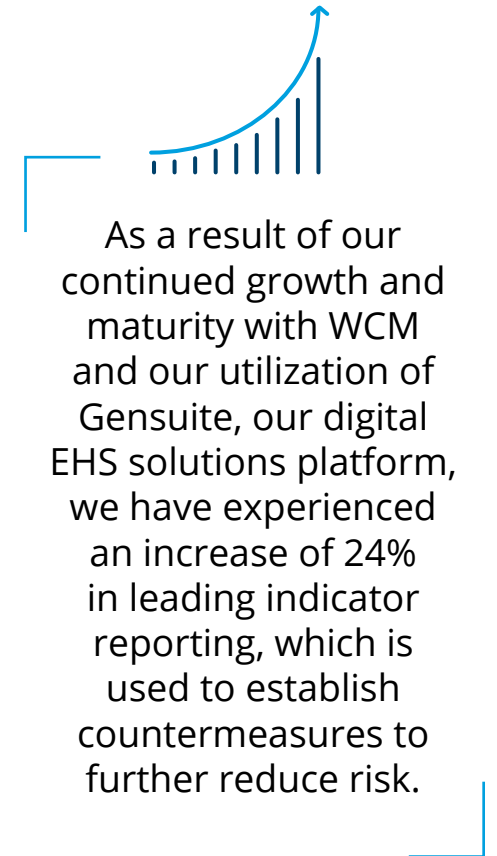
At the conclusion of the Level 2 Global “Fresh Eyes” Assessment, the site is provided a maturity level. In order to advance through the EHS maturity model, a site must achieve a compliance level to regulatory obligations of 90% or better. The identification of any HiPo finding results in a default rating at the lowest level of maturity (Fundamental). In order to advance to the highest levels of maturity, a site must maintain a high level of compliance and have no HiPo events.

Preventing Injuries & Illnesses

While we maintain targets for year-over-year reduction of the total recordable incident rate (TRIR) and serious injuries, our goal is always zero. At the same time, we continue to emphasize key activity indicators (KAIs) as opportunities to fix hazards or issues before they become incidents. KAI deployment and tracking falls within the WCM methodology and includes unsafe acts, unsafe conditions and near misses. As a result of our continued growth and maturity with WCM and our utilization of Gensuite, our digital EHS solutions platform, we have experienced an increase of 24% in leading indicator reporting, which is used to establish countermeasures to further reduce risk.

We continue to address ergonomics and repetitive motion injuries on an ongoing basis, as well as through robust employee onboarding processes, job rotation and engineering controls implementation. In our U.S. facilities, we have enlisted Humantech to help standardize and streamline our approach to ergonomics assessments, and our facility in Rio Claro, Brazil, was the first to achieve the **Management in Ergonomics** certification from the Brazilian Association of Technical Standards (ABNT). This new legislative proposal is to validate the 360° vision, with clear cycles of continuous improvement, based on Brazilian Association of Technical Standards: ABNT PE.342—Ergonomics Management System.

In 2021, we experienced a total of 480 OSHA recordable injuries, 8 of which (approximately 2%) were classified as “Serious” incidents. While we recognize that even one injury event is too many, we learn from every event as we progress on our journey to maintaining zero incidents. In Q4 2021, Whirlpool Corporation manufacturing operations in all regions conducted the first ever Global Safety Stand Down led by our site operating leaders. The intent was to share key lessons learned from the serious incidents, including the fundamental precautions for performing servicing or maintenance on equipment or machinery, machine safeguarding devices and controls, and Stop Work. An outcome of the Global Safety Stand Down was to determine local issues/concerns and promote the expansion of corrective actions to closure. Our commitment as a company is to continue to identify risk within our operations and implement solutions to eliminate the risk or put defenses in place to reduce the risk and protect our employees.



Global Machine Safety Evaluation & Remediation

Starting in 2018, Whirlpool Corporation implemented a global machine remediation program focusing on Thermoformers based on trends and incidents' analytics. The effort was expanded globally to cover the rest of the machinery implementing additional evaluation tools and controls. In 2020 Whirlpool Corporation developed the multi-year Machine Safety Initiative.

An Asset Ranking Process was implemented in order to identify and prioritize, globally, the sequence of equipment to be intervened. Following this prioritization, three specific processes are performed for each piece of equipment:

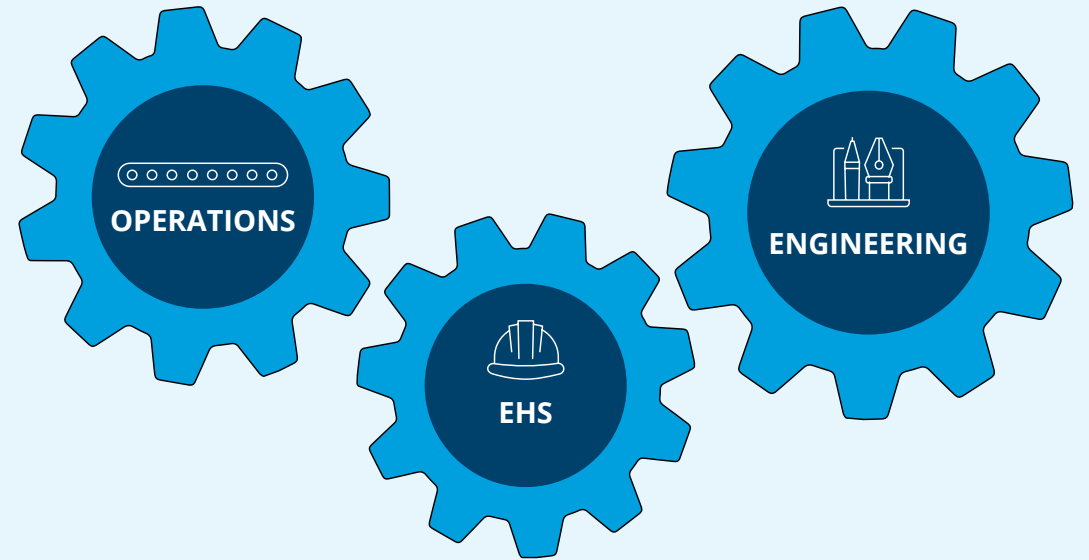
- 1 Machine Safety Threshold Questionnaire**
 Evaluation form to ensure current machinery meets minimum machine safety requirements
- 2 Functional Safety Check Procedure**
 To determine inspections routines for every single safety device
- 3 Machine Risk Assessment**
 Deep analysis of machine's safety devices performance level in order to identify gaps and implement countermeasures as part of the Machine's Remediation Process

Safety Performance: A Shared Responsibility

Whirlpool Corporation is committed to reduce the frequency and severity of workplace injuries. We recognize that to get there, we must further embed EHS as a shared responsibility, relying on strong connections within and between EHS, Engineering and Operations at all levels of the organization. The WCM methodology drives cross-pillar engagement and empowers everyone to own the risk-reduction efforts.

We host Global Manufacturing Councils monthly to connect with our operational leadership and key stakeholders and align priorities, expectations and share best practices and success stories. Our EC also maintains visibility to monthly EHS performance dashboards and key improvement actions.

Environmental Health and Safety is a shared responsibility.



A personal commitment to safety is paramount at every level of the organization, and our “We Care” culture change extends to site operating leaders and frontline supervisors. To aid in this culture change, the **Operating Safely** workshop was developed to provide frontline supervisors and site operating leaders tools and acumen using Human Organizational Performance (HOP) principles. Human error plays a role in incidents, and error-free performance can't be guaranteed, so HOP realizes reliable hazard defenses and human error prevention. In 4Q 2021, the **Operating Safely** workshop was piloted with 35 frontline supervisors and site operating leaders across three manufacturing locations in India.



Operating Safely introduction workshop with the leadership team and EHS from all three sites in India.

Looking Ahead

Moving forward, we will continue our transformation to one Global EHS team, forging stronger connections between regions and among subject matter experts to standardize our systems and procedures, digitize our processes and operationalize EHS using the WCM methodology. We will also actively utilize our risk analysis process as our compass to drive improvement in EHS, recognizing our shared responsibility to protect our employees, preserve the environment and act sustainably, in constant pursuit of improving life at home.



Workforce Development & Engagement

Employee Well-Being & Support

In 2021, we continued to focus on overall employee well-being and support. The global pandemic has continued to reinforce the need for holistic well-being offerings. Whirlpool Corporation has worked to develop a global and holistic well-being strategy centered around Be*Well. The program focuses on six pathways: Be*Balanced, Be*Curious, Be*Prepared, Be*Connected, Be*Healthy and Be*You. Many of our global programs align to each of the pathways as illustrated on this page.

In 2022, Whirlpool Corporation will begin the formal roll-out of the Pathways to Well-Being strategy with continued education and additional programs.

Pathways to Well-Being Whirlpool Corporation's global well-being commitment

We care about the health and well-being of our employees and their families. We provide holistic support to empower and encourage you to **Be*Well** in all aspects of improving life at home and work. Together, we can take on whatever life throws at us.



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 & Family Leave
- Agile Work Arrangements
- Family Support



Be Curious.

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

- Learning & Development
- Education Reimbursement
- On-the-Job Training/Learning
- Leadership Development
- Self Discovery Tools
- Career Development
- 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 & 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 & Diversity
- Employee Resource Groups
- Community Involvement
- Employee Recognition
- Corporate Social Responsibility
- Length of Service Awards
- Community Involvement



Be Healthy.

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

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



Be You.

Being your true self is ultimately your choice. Your journey to self care leads to a genuine, meaningful life that is happier and healthier.

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

Employee Engagement

Employee Engagement Results & Action Plan

In 2021, we evolved our employee engagement approach from a standalone, annual event to a continuous listening strategy. This approach enables us to gather employee feedback at various points throughout the employment life cycle through Global Onboarding Surveys, Exit Surveys, and quarterly Engagement Pulses.

Our quarterly Engagement Pulse enables employee feedback from almost 65,000 individuals—including all global salaried employees and hourly employees in NAR, LAR, and EMEA. With the expansion to our Asia hourly population in early 2022, feedback from all global employees will be represented in a consistent global engagement survey for the first time in Whirlpool Corporation history. We are excited about the opportunity for all employees to have their voices represented in the feedback and resulting actions.

This ongoing feedback has enabled us to gauge the extent to which employees feel a positive connection to Whirlpool Corporation and a commitment to help deliver the company’s strategy. It also enabled people leaders to have timely access to their team’s feedback through the implementation of an easy-to-navigate, intuitive online dashboard. People leaders are encouraged to understand the feedback, hold collaborative team discussions and take focused actions to create positive change.

As a result of this quantitative and qualitative feedback, key themes emerged, and the organization was able to quickly act on them. One specific theme, around collaboration, further enabled the implementation of additional indoor and outdoor collaboration spaces across the world. These spaces were intentionally designed to encourage frequent, and more informal, collaboration both in-person and across regions, equipped through technology.

Talent Recruitment & Retention

Whirlpool Corporation’s Talent Acquisition team enables our business by finding diverse talent with the skills and experiences needed to lead both today and tomorrow. In 2021, we developed several new initiatives, including a global Employee Value

Proposition to help us attract the best talent from across the globe. To supplement the expertise of our Global Talent Acquisition team, we have implemented new technology solutions to help us source talent and create a simpler, smoother process for candidates. And, we are continually enhancing our assessment of talent to ensure that when we hire new employees, they are set up for success in terms of both the skills needed to perform the job well, and the behaviors that are consistent with Whirlpool Corporation’s Enduring Values and Leadership Model.

While the acquisition of new talent is important, we also focus on talent retention. We provide a robust total rewards package, including competitive pay and benefits as well as learning and career development opportunities. Our inclusion and diversity strategy focuses on building a culture in which every employee feels welcomed, valued, respected and heard. Our performance management system, Everyday Performance Excellence, empowers employees to plan their career development with the help of their people leaders, and we strongly support our employees’ long-term goals. We provide leadership development opportunities for leaders at all levels, from first-time people leaders through executives.

TRAINING HOURS

	2019	2020	2021
Average Hours of Training— White Collar Employee	45	45	45
Average Hours of Training— Blue Collar Employee	37	48	25

Our inclusion and diversity strategy focuses on building a culture in which every employee feels welcomed, valued, respected and heard.





Learning, Skills & Training Investment

Leadership Development Programs & Internship Programs

All around the globe, Whirlpool Corporation offers leadership development, internship and apprentice programs designed to provide high-potential early career talent with the opportunity to set a solid foundation for an accelerated career path. Within these programs, we set challenging goals and objectives for growth and high performance, as well as the opportunity for participants to create immediate impact in roles designed to make a difference. We also create a meaningful work environment, through a focus

on collaboration, engagement and teamwork. Participants are provided with both functional and technical training to support their onboarding and acceleration in the program, as well as leadership development and soft skill curriculum. With dedicated executives as sponsors of the programs, robust roles and a strong alumni community, each program is designed to prepare individuals to become exceptional future leaders at Whirlpool Corporation.

Leadership Development

Development of leadership acumen within Whirlpool Corporation is also critical not only for ensuring people leaders are competent and confident in their ability to lead according to Whirlpool’s Leadership Model, but serves as an employee engagement lever. We recently launched several new leadership development programs for all levels of leaders. These programs include an Essentials of People Leadership program for new people leaders with eight interactive modules of content over a six-month period, all focused on developing foundational leadership behaviors. Through an executive development program, Immersion provides a three-day off-site immersive experience for executives to deep dive on Our Leadership Model. All programs are leader-led, with business leaders leading programs for new or early-career leaders and executive committee members leading programs for senior leaders. Leadership development is a crucial component of our overall HR strategy, and will continue to be an area of focus in the coming years.

WeLEARN

All global salaried employees have access to WeLEARN, our digital learning platform. WeLEARN provides a personalized learning 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. It is a powerful platform that makes learning easy, meaningful, and social, so each employee can own their development. In 2021, the number of learning pathways with content tied to building specific skills and capabilities tripled, providing greater opportunities for learners to find meaningful, relevant content to fuel their professional and personal growth.



In 2021, the number of formal learning pathways tripled, providing greater opportunities for learners to find meaningful, relevant content.

In addition to the learning resources that can be accessed at any time through WeLEARN and other employer-sponsored training, employees may also be eligible to participate in the Educational Reimbursement program.

Manufacturing People Development Pillar

In our manufacturing sites, the WCM methodology includes the “People Development” or PD Pillar, which is focused on employee development and training. A function of the PD Pillar in each operation is to establish and manage a training matrix to identify training requirements (regulatory, legal or other) for site personnel. For example, safety training consists of a combination of regulatory-required training and value-added training. To ensure compliance with these requirements, each of our operations is audited periodically to confirm execution. Competency checks as part of the WCM methodology confirm understanding and learning on the part of affected employees.

Employee Performance

Every Day Performance Excellence (EPE) is Whirlpool Corporation’s performance management system that focuses on both the “what” and “how” of performance. Employees define objectives in each of four performance categories (Business Performance, Strategic/Project Impact, Organization and Talent, and My Leadership and Values).

We know that reflecting on performance across the entire year enables employees to bring out their best, so we encourage ongoing feedback and coaching. In addition, EPE formalizes two formal reviews, mid-year and year-end, where employees and People Leaders alike (along with stakeholder input) receive and provide positive and constructive feedback.

In addition to EPE, we have performance management processes for our hourly workforce, which vary by geography and incorporate various manufacturing plant metrics for performance measurement.

Educational Reimbursement

We support the personal development of our employees through a continuous learning journey. In addition to the learning resources that can be accessed at any time through WeLEARN and other employer-sponsored training, employees may also be eligible to participate in the Educational Reimbursement program. This program provides reimbursement to eligible employees for accredited programs in pursuit of associate, undergraduate or graduate degrees. This benefit is available to all eligible employees in the U.S., Mexico, Brazil, Asia and EMEA. Specific criteria for eligibility differ by region, but the overall goal of these programs is to provide assistance to employees seeking to further their own development and improve job skills.

Freedom of Association

Whirlpool Corporation 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 2021, over 50% of our global employees were covered by a collective bargaining agreement.





“Inclusion is part of our company’s Enduring Values and core to our fundamental beliefs. It’s not something that we need to justify or have a business case for—it’s simply the right focus for our company and employees. If we want to create a culture where everyone can thrive, we need to practice inclusion every day. This means celebrating our differences and, more importantly, recognizing the value those differences bring to our organization.”

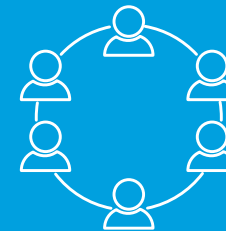
Marc Bitzer
Chairman & CEO
Whirlpool Corporation

Diversity & Equal Opportunity

Inclusion & Diversity is one of Whirlpool Corporation’s Enduring Values and remains a critical strategic priority for our organization. Our global strategy for Inclusion & Diversity is focused on three pillars.

First, we are focused on creating and maintaining an inclusive workplace that brings out the best in our employees, where all employees feel welcomed, valued, respected and heard. Second, we must continue to build a diverse workforce that represents the diversity of our consumer base, with a specific focus on female representation globally and Black representation in the U.S. Third, we are focused on creating a vibrant marketplace by building the right strategic partnerships and relationships with diverse organizations. This includes our own supplier network as well as our partnerships in local communities around the world.

Inclusion & Diversity—Strategic Focus Areas



1

INCLUSIVE WORKPLACE

A culture where every employee feels welcomed, valued, respected and heard.

DIVERSE WORKPLACE

A workforce that represents our diverse consumer base at all levels of the organization. Strategic focus areas: female (globally) and Black and Underrepresented Minorities (URM) (U.S.) representation.

2



3

VIBRANT MARKETPLACE

A diverse supplier network, strong community and business partnerships and a positive reputation in local communities.

Launch of I&D Councils

After establishing our Executive Inclusion & Diversity Council (composed of senior executives from across the company) in 2020, we began launching Regional Inclusion & Diversity Councils in three of our four regions in early 2021. These Regional Inclusion & Diversity Councils are responsible for translating the Global Inclusion & Diversity Strategy into a five-point action plan that will have the greatest impact on increasing diverse representation and creating a more inclusive workplace. Each Regional Council consists of approximately 8 to 10 Director and above leaders who gather input from local Employee Resource Groups and ensure the right strategy and resources are in place to meet their goals. Through their leadership, the Councils have helped Whirlpool Corporation continue to make progress on all three strategic focus areas described above.



In an effort to significantly increase female diversity among operators at our India plants, an entire semi-automatic line in Whirlpool Corporation's plant in Faridabad, India, is now run by 100% female operators. In order to create an inclusive environment for new female employees, several new policies and programs were implemented to ensure access to transportation and a safe environment. Additionally, training sessions for employees and supervisors were provided in order to ensure that female employees feel respected and valued.

Global Inclusion Week

The company held its third annual Global Inclusion Week in October 2021. The focus of the week was to help create a culture of belonging through interactive activities, shared experiences and creating a dialogue about inclusion throughout our global workforce. The activities featured leader-led discussions as well as industry-leading keynote speakers. Many of Whirlpool Corporation's salaried workforce attended at least one event, and all global regions participated. In a post-event survey, 94% of responding employees said they would participate in Global Inclusion Week again, and 88% agreed that Global Inclusion Week influenced them to behave and/or act more inclusively in the future.

All In for Inclusion

A powerful new "All In for Inclusion" campaign was launched this year for employees and external stakeholders, reinforcing the importance of inclusion in the workplace and championing Whirlpool Corporation's inclusion behaviors: Welcomed, Valued, Respected and Heard.

There is power in owning who we are and confidently expressing our true selves.

Knowing we are welcomed, valued, respected and heard within Whirlpool Corporation where Inclusion and Diversity is an enduring value.

We are more than perceptions.
We are individuals, proudly proclaiming our unique contribution to the connection we all share.

Employee Resource Groups

Whirlpool Corporation's Employee Resource Groups (ERGs) adapted to the COVID environment by sharing specific programming based on the needs of their members. As an example, the Whirlpool Asian Network (WAN) played a critical role in supporting their members this year given the racial unrest and violence against Asian Americans. Based on learnings from our African American employee network, WAN hosted a session for their members with an expert who shared advice on how to mitigate the impact of discrimination and racial violence on mental health and well-being.



“One in eight couples struggle with infertility, one in four women miscarry...I never realized how relatable I was until I started sharing my fertility journey. You are not alone.”

Chrissy Hogie
Senior Sales Manager and WWN Pillar Co-Lead

Spotlight: Whirlpool Women's Network Helps to Improve Family Benefits

Starting January 1, 2022, Whirlpool Corporation launched new family benefits in the U.S. to continue to support inclusive benefit offerings for families no matter their path to parenthood.

Fertility

Whirlpool Corporation has partnered with Progyny, a leader in the fertility space, to offer comprehensive coverage not only financially, but also emotionally, to guide employees every step of the way. Progyny partners with a premier network of endocrinologists across the U.S. whose job is to ensure the best possible outcomes for families.

Adoption & Surrogacy

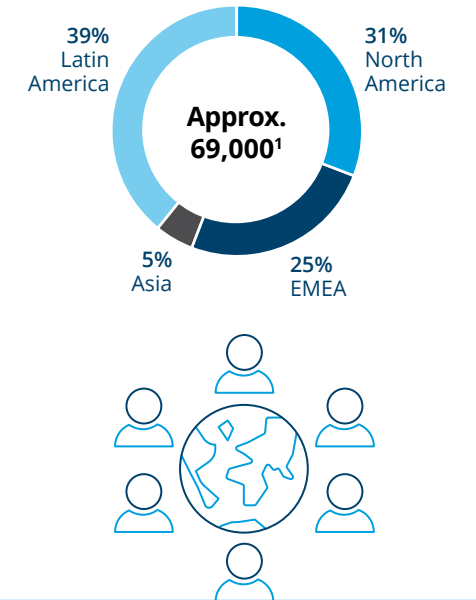
In addition to fertility benefits, Whirlpool Corporation will be increasing the adoption reimbursement from \$5,000 to \$10,000 and adding a new surrogacy benefit with a reimbursement of \$10,000. Fertility, adoption and surrogacy processes are complex and confusing. A Progyny Client Advocate (PCA) guides employees through all the processes and helps navigate adoption agencies and home preparation.

Caregiver Leave

Caregiver Leave, another new benefit in 2022, provides two weeks of paid leave for eligible employees to care for a spouse/domestic partner, child or parent with a serious health condition as defined by FMLA.



EMPLOYEES BY REGION

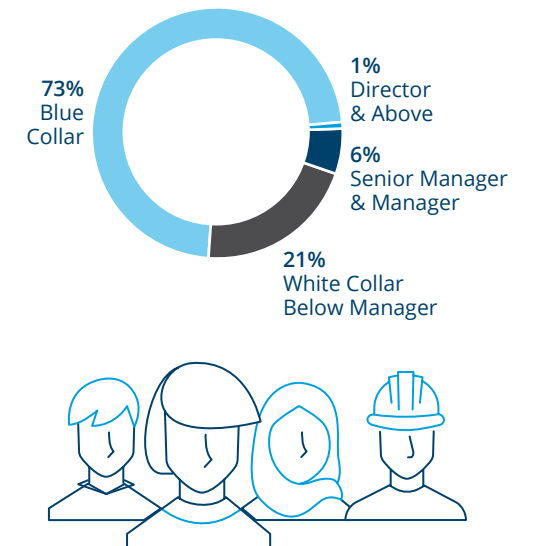


Global Employee Representation

Whirlpool Corporation establishes annual representation goals for each of our Executive Committee members for gender (globally), underrepresented minorities (U.S.) and Black employees (U.S.) for both Director and above and Manager/Sr. Manager levels. Specifically, each Executive Committee member has a goal for his or her organization in terms of the percentage of women, underrepresented minority and Black

employees at the levels described above. Overall, we are seeing good progress on our gender goals, and we are seeing moderate progress on our underrepresented minority goals. However, we have the most opportunity to continue improving our Black representation, which is why we remain steadfast in our commitment to delivering the actions outlined in our [Racial Equality](#) Pledge.

EMPLOYEES BY LEVEL



¹ Decline in total number of employees from 2020 to 2021 primarily attributable to the Whirlpool China divestiture.



Representation Metrics¹

LEVEL	GLOBAL FEMALE REPRESENTATION	UNDERREPRESENTED MINORITIES (U.S.)	BLACK REPRESENTATION (U.S.)
Director & Above	<p>2019 25%</p> <p>2020 26%</p> <p>2021 29%</p> <p>36% Diversity Inc. Benchmark</p> <p>20% McKinsey's Industrial Benchmark</p>	<p>2019 22%</p> <p>2020 25%</p> <p>2021 26%</p> <p>22% Diversity Inc. Benchmark</p> <p>14% McKinsey's Industrial Benchmark</p>	<p>2019 5%</p> <p>2020 7%</p> <p>2021 7%</p> <p>5% OneTen Benchmark</p>
Sr. Manager & Manager	<p>2019 31%</p> <p>2020 33%</p> <p>2021 33%</p> <p>41% Diversity Inc. Benchmark</p> <p>21% McKinsey's Industrial Benchmark</p>	<p>2019 20%</p> <p>2020 23%</p> <p>2021 24%</p> <p>31% Diversity Inc. Benchmark</p> <p>19% McKinsey's Industrial Benchmark</p>	<p>2019 2%</p> <p>2020 3%</p> <p>2021 3%</p> <p>7% OneTen Benchmark</p>
White Collar Below Manager	<p>2019 50%</p> <p>2020 50%</p> <p>2021 43%²</p>	<p>2019 20%</p> <p>2020 21%</p> <p>2021 23%</p>	<p>2019 9%</p> <p>2020 10%</p> <p>2021 11%</p>
Blue Collar	<p>2019 38%</p> <p>2020 38%</p> <p>2021 39%</p>	<p>2019 24%</p> <p>2020 24%</p> <p>2021 25%</p>	<p>2019 11%</p> <p>2020 11%</p> <p>2021 11%</p>
	<p>In 2021, we made good progress on female representation, improving the percentage of women by 2 to 3 percentage points for Manager and above positions. We exceeded our internal goal for Director and above female representation.</p>	<p>We maintained or slightly improved (less than a percentage point) underrepresented minority representation in 2021. While we saw strong improvement in some functions, we lost a bit of ground in other functions.</p>	<p>Similar to underrepresented minority representation, we maintained or slightly improved Black representation in 2021. We remain focused on the actions outlined in our Racial Equality Pledge, and will strengthen our focus on retention of Black talent in 2022.</p>

¹ Refer to our Sustainability Report Data Appendix for additional reporting on Diversity & Inclusion.

Our most recently filed Federal Employer Information Report EEO-1, representing employees as of December 2021, will be available for download from our corporate website beginning in Q2 2022. While we make the document publicly available, we measure our diversity progress as a global company differently from the U.S.-only view provided by the EEO-1 report. The EEO-1 is not fully representative of how we measure diversity in our company, and we believe the information we report elsewhere in this report is a more accurate reflection of our diversity progress.

² 2021 gender representation for white collar below manager adversely affected by China divestiture.

Racial Equality Pledge

“We have a zero tolerance policy for racial marginalization within the company, one that is regularly communicated across the entire organization.”

Marc Bitzer
Chairman & CEO
Whirlpool Corporation

Progress on Our U.S. Racial Equality Pledge

In 2020, Whirlpool Corporation committed to a five-year Racial Equality Pledge. While this pledge has a U.S. focus, it is rooted in our global values, and some of the actions are mirrored in other parts of the world. The commitment is clear: we will have a zero tolerance policy for racial marginalization within the company, one that will regularly be communicated across the entire organization. We do recognize that racial inequality is a much broader societal issue with a long history. While our actions focus on our “four walls” and our local communities, we hope that these actions will have a ripple effect on society at large.

Actions & Results, Year One of Five

In 2021, we have been focused on laying the foundation by establishing our Racial Equality Pledge Steering Committee (which includes four members of our Executive Committee), Workstream Leads (which include at least one vice president and ERG Lead for each workstream), and establishing project teams for each workstream. We have made strong progress across all workstreams in terms of taking meaningful actions in both our community and company. That said, we have not yet seen the impact on Black representation across all levels of the organization, and we expect that our actions will begin to translate into increases in Black representation in 2022 and beyond. To view the Racial Equality Pledge in its entirety click [here](#).



Equality and Fairness Within Our Company

Training:

- “Teach & Discuss” leader-led sessions on Module 1 of 3 on Unconscious Bias and Empathy training completed for 86.3% of eligible People Leaders.
- Required online module on Identify Bias completed by 92.3% of eligible People Leaders.
- 90% participants said in the post session survey that the “learning experience helped them to be more aware of Unconscious Biases and Empathy.”



Pay Equity:

- We completed our regular pay practices review for 2021, examining pay between employees of different gender and racial demographics doing similar work. Whirlpool Corporation’s compensation philosophy is to be market competitive, reward individual and company performance, and provide fair pay opportunities for all employees. Where we found differences in pay, for whatever reason, we worked with the business to research those differences, determine whether there are any factors that explain the differences and, if appropriate, take action that may include making adjustments to pay when appropriate. We will 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 equity.



Equality and Fairness Within Our Community

Education:

- We launched the P@th Internship Program “Possibilities at Home” for local college-aged youth pursuing a 4 year degree.
- We expanded the Apprenticeship Program for local Benton Harbor/ Benton Township-based high school graduates. We’ve certified two new programs and now have apprentices in our Consumer Experience Center, Model Shop and Labs.





Benton Harbor Housing Unit



Housing:

- We broke ground on a \$20 million 80-unit multi-family housing development in August, 2021, with plans to open in the Fall of 2022. This development is located in the heart of the City of Benton Harbor. Both the City and Whirlpool Corporation are looking to provide housing that will be attractive to a diverse pool of employees and city residents. The program is expected to assist Whirlpool Corporation in recruiting high-quality talent. Success for our community and our company will only be achieved if more underrepresented minorities, including Black and other minorities, go to work in our area and choose to live in this new development or anywhere else in the city of Benton Harbor.



Business & Community:

- We worked with all 13 organizations receiving more than \$50,000 in grants from the Whirlpool Foundation to ensure that each have a Racial Equality Pledge and/or related impact metrics in place.
- We launched the Benton Harbor First initiative, awarding business to three new Black-owned suppliers.
- We led the first-ever Benton Harbor Pitch Night in partnership with local organizations. BIPOC entrepreneurs pitched their business plans and three Black Owned businesses were provided with grants and enrolled in a support program.

Pitch Night & Winners

In partnership with local organizations, Whirlpool hosted Pitch Night to support Black-owned businesses.



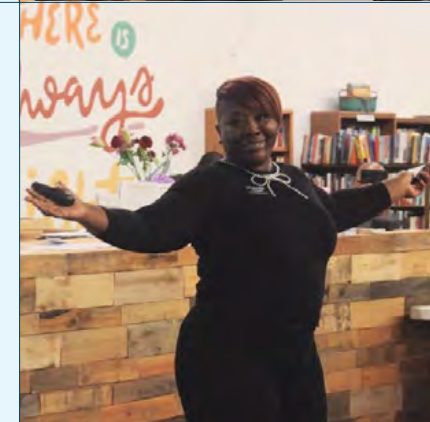
More than
30
Ideas Submitted



First Place
\$5,000
NF Cosmetics



14
Ideas Pitched



Second Place
\$2,500
Benton Harbor Beauty Academy



\$9,000
in Startup
Funding Granted
to Black-Owned
Startups, Small
Businesses and
Social Enterprises
in Our Local
Community



Third Place
\$1,000
Sticky Spoons Jam

Local Communities

House+Home

Since our inception, Whirlpool Corporation has been committed to maintaining strong, lasting connections in the communities in which we do business. Most of our operations are located in small towns, and we believe it is our responsibility to support these communities. We utilize a global collective impact model that centers around improving life at home. Accordingly, our giving priorities focus on the areas of **house and home** as important levers to create thriving communities.



HOUSE

Our House initiatives focus on ensuring everyone can have a place to live that is comfortable and nurturing. A place where families can make healthy choices in their efforts to build their best life.



HOME

Our Home initiatives focus on developing resilient, vibrant communities through education and community development. When we can help improve life at home in our communities, there is an added benefit: our employees and potential employees have a great place to live, too.



Improving life at home by making a real, positive difference in our communities by building strong foundations and unlocking potential. We believe that the four walls around us have the power to unlock immense opportunity for the people who dwell within. It starts with decent and affordable housing: the foundation of a stable life and bright future. Having the courage to be inclusive, removing bias and focusing on leveling the playing field for everyone. That's why Whirlpool Corporation gives purposefully of our time, funds and products to the communities where we live and work. Because everyone deserves a comfortable house to nurture dreams.

What makes a **house** truly special lies in the personal touches; the gathering spaces for friends and family; the feeling of security knowing you have a place to call your own. And, a house provides the blueprint for success in life: where you prepare meals, get ready for work, study after school, raise children, care for aging parents and conjure plans for the future.

Once that sanctuary is in place, one can look outside those walls to their home community. That's why we invest in initiatives that support educating people at all steps in the journey of life where they unlock their potential and make a positive difference in our communities—playing an important role in improving life at home.

To Whirlpool Corporation, a **home** is so much bigger than a house itself. It's the community where we live—the place where people of all ages connect; children are mentored and coached; open space and gardens grow; and small businesses bustle. Stable neighborhoods offer the employment and quality of life amenities that are the bedrock of inclusive communities.

Whirlpool Corporation is proud to work with our employees, their loved ones and our communities to help make sure everyone has a house to dream in that's part of a resilient, flourishing and sustainable village, district or dale that they feel proud to call home.

House+Home includes many programs around the world. Along with many local and regional programs, we expanded our Habitat for Humanity programming to be more global than ever before. It includes regional housing forums in three regions and global builds in 7 countries.



House+Home World Tour

To embed the House+Home strategy, we created the World Tour, a campaign that would include many of the House+Home programs around the world. We created a global, marquis moment-in-time to officially launch the House+Home strategy and are using the World Tour to nurture the critical connections needed to build the One Whirlpool momentum behind our shared mission of globally Improving Life through House+Home. This campaign also allows our consumers to understand our social and sustainability efforts.

The House+Home World Tour will provide more than \$6 million in funding and home appliances over the next year to Habitat for Humanity organizations worldwide.



The House+Home World Tour will provide more than
\$6 million
 in funding and home appliances over the next year to Habitat for Humanity organizations worldwide.

Habitat for Humanity

Our vision to be in constant pursuit of improving life at Home is why we have made our relationship with Habitat for Humanity International a priority for over 22 years. 1.6 billion people live in substandard housing around the world today, and one in 10 people worldwide live in “distressed communities,” experiencing a perpetual cycle of low-wage jobs, education instability, inadequate transport and racial inequality.

In the past 22 years, Whirlpool Corporation has donated more than \$130 million to Habitat and supports programs in 45 countries. As part of these efforts, the company has also donated and installed nearly 212,000 ranges and refrigerators in new Habitat for Humanity homes in the U.S. and Canada, serving more than 120,000 families. Whirlpool Corporation has sponsored more than 190 homes; donated products to 76,000 Habitat families in Europe, the Middle East and Africa; and engaged thousands of employee volunteers in Habitat builds alongside future homeowners.

As part of an expansion of the Habitat relationship, Whirlpool is supporting

additional Habitat programs that advocate more energy-efficient homes and innovation in each region to address specific housing challenges in their area.

Habitat for Humanity BuildBetter with Whirlpool Initiative—U.S.

The three-year “BuildBetter with Whirlpool” initiative expands upon Habitat for Humanity’s current efforts. The initiative will build more than 250 climate-resilient and energy-efficient homes over the next three years with hundreds of Americans in need of affordable housing.

Regionally, specific methods and materials will be used to meet or exceed regional and national verification program requirements. This may include increased insulation and air sealing, higher efficiency heating and cooling equipment, fire resilient materials and fixtures that reduce water consumption.

In the past two decades, Whirlpool has donated ranges and refrigerators to be used in more than 110,000 new Habitat homes, which amounts to \$24.6 million in potential homeowner savings on energy over the life of the partnership, based on a recent Habitat study* on energy efficiency and homeowner usage.



Through this initiative, we’re not only making some predictable changes that we can calculate, Habitat is working with their research and measuring team to evaluate how homeowners are living in the home. This will inform how we can make design changes in the future so that a Habitat home is good for the environment and for the homebuyer.

In the past 22 years, Whirlpool Corporation has donated more than **\$130 million** to Habitat and supports programs in **45** countries.



*Per Habitat for Humanity for Humanity “Whirlpool Donated Product Energy Efficiency Study”, issued in October 2021.

Habitat Global Housing Forums

As part of the House+Home World Tour, Whirlpool Corporation is sponsoring three Habitat global housing forums. The forums bring together a spectrum of leaders and experts to spur innovation aimed at meeting the housing needs of the planet's growing population, while also addressing challenges related to increasing severe weather events and changing climate norms. Each initiative is individual to their country, such as Poland and the U.K.'s support of Habitat for Humanity's Safe Places program where empty buildings are rehabilitated into multi-family housing units.

Habitat for Humanity Brazil

In collaboration with Consulado da Mulher and Habitat for Humanity, we provided 18 critical home repairs related to the prevention of COVID-19 in the community of Heliópolis in São Paulo. This resulted in 64 people living in rehabilitated homes. Forty women participated in the Consulado da Mulher entrepreneurship training, directly impacting jobs and sales of local businesses in communities.

Habitat for Humanity Argentina

Whirlpool Corporation worked with Habitat for Humanity to identify and execute 125 home repairs (electrical, water, sanitation, roof) in Pilar, Buenos Aires. In addition, repairs were made to three community centers that are responsible for providing food assistance to the community and education to the younger population.

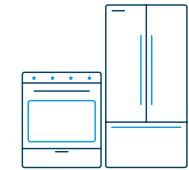
Habitat et Humanisme in Whirlpool France

In France, Whirlpool Corporation celebrates 11 years of partnership with Habitat et Humanisme. Whirlpool Corporation collaborates with the association to provide access to decent, low-cost housing in the city and to contribute to social diversity by choosing housing in mixed culture neighborhoods within urban areas. In the last 11 years we have supported nearly 3,000 families and donated over 2,500 appliances.

In 2021, Whirlpool Corporation expanded their work with Habitat et Humanisme by delivering 310 appliances to 13 housing units for more than 250 families. In addition to supplying household appliances, employees volunteer by offering live cooking workshops for more than 50 residents.

CARITAS, Spain

In April 2021 we worked with a local organization, CARITAS, in Barcelona to provide appliances for a housing project. CARITAS provides education and training, access to work and housing for the most disadvantaged people, allowing them a dignified life. This project was a new home, rehabilitated from a building donated by a local church. The house provides housing for up to six at-risk individuals as part of an existing social housing park run by CARITAS.



Habitat et Humanisme in Whirlpool France:

The last 11 years have resulted in support for nearly

3,000

families, donating over

2,500

appliances.



Asia Region

Skilled Training Changes Lives

Well-structured training programs provide the required catalyst to skill people and impact society. The Whirlpool CSR Retail Training Program in India is a training program for local youth with a blended learning mode. It uses classroom, online and on-the-job training based on job market requirements.

Mahesh Gupta comes from a marginalized community—his father runs a cycle repair shop and single-handedly manages the family’s daily needs. Mahesh completed his graduation and started searching for a job that would help support his family. Unfortunately, a lack of vocational skill set and zero work experience worked against him and he could not find a job. This further deteriorated his family’s living conditions, and it was becoming increasingly difficult for him to meet the basic needs of his family.



Mahesh Gupta becomes an earning member of his family through the Whirlpool Corporation training program.

Mahesh entered the Whirlpool CSR Retail training program—a vocational training program with a blend of classroom training and on-the-job training. He joined the program in January 2021 studying retail. The program also provided a stipend equivalent to minimum wage for his on the job training. Mahesh completed the training program successfully and is now a permanent employee with a fixed monthly salary with performance-based incentives.

North America Region

United Way

Whirlpool works with United Way across the U.S. to fund thousands of organizations and causes within our communities that focus on education, income, health and basic needs. In 2021 our employees contibuted more than \$2.2 million and the Whirlpool Foundation matched that amount to support United Way programming with almost \$4.5 million.

This campaign also serves as important employee engagement around serving our communities.



“As a Board member of United Way Worldwide, I see the collective impact being made to fight for the health, education and financial stability of every person in every community.”

Marc Bitzer
Chairman & CEO
Whirlpool Corporation

Local United Way Impact¹

More than
50,775
People Assisted with
Basic Needs

- 515,382 meals provided
- 64,346 individuals served food
- 892 individuals provided shelter or safe environment
- 4,394 emergency financial assistance
- 2,900 bills were paid valued at \$1.7 million
- Contribution from Whirlpool Corporation almost **\$4.5m** United Way Annual Campaign

More than
16,000
People Impacted by
Health Services

- 10,461 individuals obtained access to health care services and supports
- 1,725 people participated in physical activity or food access/nutrition programs
- 3,346 individuals were assisted with financial issues
- 924 people maintained their ability to live at home
- 491 received job skills training

Source: United Way of Southwest Michigan
¹ Impact metrics for the year-ended December 31, 2021

The Care Counts laundry program has grown to support students in need across **36** states and **134** schools around the U.S.

Care Counts

According to teachers nationwide, one in five¹ students struggles with access to clean clothes. The stigma and shame of not having clean clothes can lead students to miss school, and students who miss school are seven times more likely to drop out. The Care Counts laundry program by Whirlpool brand is committed to helping remove one small but important barrier to attendance—access to clean clothes—by installing washers and dryers in schools.

Now in its sixth year, the program has expanded to 134 schools in 36 states across the country and is providing access to clean clothes to thousands of students. The Care Counts™ laundry

program by Whirlpool brand has expanded its presence to 16 new schools across five new states in the 2021-2022 school year: Idaho, New Jersey, New Mexico, Oklahoma and South Carolina. It will continue to work with schools that are participating in a second year of the program in five regions: Alabama, Arkansas, District of Columbia, Kentucky and Massachusetts.

In addition to the program’s introduction into the five new states, Whirlpool brand recently announced an arrangement with Benton Harbor Area Schools to bring the program to the company’s hometown. A first in the history of the Care Counts™ laundry program, the expansion to Benton Harbor is an effort to help maximize K-12 attendance and support education equality in the Benton Harbor community. Working hand-in-hand with the Benton Harbor Area School Board and superintendent, Whirlpool brand installed washers and dryers in every school within the district and developed a customized program to collect anonymized data to study the impact that the program made on student attendance, grades, graduation rates and engagement.



¹Based on a 2019 Braun Research survey conducted by phone within the United States among 600 public school teachers (18 years or older)



Boys & Girls Clubs of America (BGCA)

Over the past decade, Boys & Girls Clubs of America and Maytag have presented 114 exceptional Boys & Girls Clubs mentors with a Maytag Dependable Leader Award and \$20,000 grant to create or expand youth programs. Maytag plays an intricate part in making sure Boys & Girls Clubs members have opportunities to explore their passions. Throughout the partnership,

Maytag has provided nearly \$9.5 million to help deserving youth reach their full potential as productive, caring, responsible citizens. Almost 6,000 Whirlpool Corporation employees have volunteered their time at various Clubs across the U.S. Together, Boys & Girls Clubs of America and Maytag celebrate dependability—a quality that is at the core of what the Clubs do every day and is central to the Maytag brand.



Whirlpool Corporation Community Charity Golf Event

The 2021 Whirlpool Corporation Community Charity Golf Event (WCCGE) was once again cancelled due to concerns around COVID-19. Despite the event not being held for the second year in a row, our participants still showed their support, and Whirlpool Corporation was able to issue checks to local organizations to help with their missions in the community.

In past years, the annual event has been hosted on six golf courses, raising funds for local charities with a focus on youth education. The WCCGE began as a way to help our headquarters' local Boys & Girls Club with some of their costs and increase their programming. It then expanded to raising money to build the Boys & Girls Clubs Teen and Youth Centers in Benton Harbor, with additional support for the Benton Harbor First Tee program, local school foundations and other youth education-related activities such as FIRST Robotics and Junior Achievement.

Since its inception in 2004 by Whirlpool Corporation's former Chairman and CEO Jeff Fettig, the event has raised over \$26 million.

Since its inception in 2004 by Whirlpool Corporation's former Chairman and CEO Jeff Fettig, the event has raised over **\$26 million.**

2021 Contributions Made From Participant Generosity



\$1.2 M
Benton Harbor
Boys & Girls Clubs



**PUBLIC
SCHOOLS**

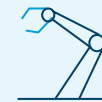
\$250,000
St. Joseph Public
Schools Foundation



\$200,000
Benton Harbor
First Tee

\$250,000
Lakeshore Excellence
Foundation

\$250,000
Benton Harbor Public
Schools Foundation



\$100,000
FIRST Robotics Area Teams

Latin America Region (LAR)

Instituto Consulado da Mulher

Since 2002, Whirlpool Corporation has supported women entrepreneurs with Instituto Consulado da Mulher, which works to improve and empower the lives of socially vulnerable women, eradicate poverty and promote gender equality in Brazil.

In 2021, Consulado da Mulher conducted research with women who have gone through the programs between 2016 and 2019 to understand the impact of our efforts three to five years later.

The results were very positive:



Over **80%** of the program participants are still in business.



Over **70%** were able to afford home improvements.



89% continued to increase their income.



58% have become Consul brand consumers.

Instituto Consulado da Mulher Impact¹

909
People Benefited Directly

2,727
People Benefited Indirectly

86.3%
Income Increase

85.7%
Revenue Increase

100.2%
Savings Increase

67.2%
Investment Increase

¹ Impact metrics for the year-ended December 31, 2021

Core Program

Our core program became 100% online. We have benefited 346 people directly and over 1,000 indirectly with a 15-month program in which the women learn about the basics of business administration, finance, gender, sustainability, ethnicity and race, and entrepreneurial behavior, and receive small investments to leverage their businesses. In 2021 we supported 252 “nano” businesses and they had an average income increase of 85%, as well as revenue increase of 86%.



Programs from Consulado

Instant Message Program

In 2021, we held two editions of the course #Empreendenzap, which uses the WhatsApp app as a tool, transforming the recognized methodology of the Instituto Consulado da Mulher into short videos and exercises about entrepreneurial education in order to reach women from the most distant areas of the country who do not have a stable internet connection. Over 50% of the population in Brazil uses WhatsApp, which allows content download to watch offline.

In the First Edition, we partnered with two other companies: Itaú and Ultragaz and received 1,325 applications, 1,056 were selected to participate in our training. We achieved 30% engagement, 7% higher than the average engagement of free online courses. Those with the best results during the training were selected for a mentorship program with Whirlpool Corporation volunteers, which lasted for six weeks. They had an income increase of 59%. With the learnings of this first edition we launched a new class in partnership with Nestlé, in which 389 women were selected. This second training achieved an even greater engagement with 53% completing the course.

Uma Mão Lava a Outra Project

Only 34% of households have washing machines in the northeast of Brazil.¹ The reasons vary, but one of them is cultural: people are used to outsourcing this job to women who have been doing it for generations—at first in rivers and lakes and presently at their homes or community centers. These women are called “lavadeiras” and they usually live in very vulnerable situations, making little money from washing clothes.



Consul brand, a stand-out in the laundry category for their easy-to-use machines, joined with Zenir—Consul’s product dealer—to launch a unique project for the lavadeiras, offering an entrepreneurship course from Instituto Consulado da Mulher to 20 lavadeiras to teach them how to make a profit from the service they are providing. The top 10 participants received guidance with the Consul washing executives along with a washing machine to optimize their work.

Programa Elas Repararam—Women Repair Program

The authorized technical assistance shops in Brazil have less than 5% of women on their staff.¹ As part of a diversity initiative, Consulado created a program to select and train women so they can be hired by our service organization, as a way to increase the number of women technicians of the company’s products.

There were 35 applications and 10 were selected and trained in customer service, people management and personal growth, as well as technical knowledge.

Brand Development Project

This project is a partnership between the Consulado da Mulher Institute and Univille—University of Joinville. Design students develop brands and packages, benefiting women entrepreneurs supported by the Institute. For six months, the students communicate with entrepreneurs and create appropriate brands and packages for them. The project benefited more than 30 female entrepreneurs in 2021.

¹ Based on internal research performed by Whirlpool.



Consul

Movimento

#ElasReparam

Escreva o próximo capítulo da sua história com a gente

Como?

Participe do curso preparatório e tenha a oportunidade de conhecer muito mais sobre eletrodomésticos

Mais informações e formulário de inscrições em: consuladodamulher.org.br



Já pensou em ser técnica?

BRASTEMP





0.01%

de la atmósfera de Marte tiene agua en forma de vapor



Water scarcity affects
4 out of 10
people in the world.

Brazil Corporate Social Responsibility

We launched the Brazil Corporate Social Responsibility Strategic Committee in 2021. We invested R\$7,545,516 in 18 social responsibility projects through tax incentives and direct funding. Of these, 11 projects have been completed or started in 2021 and 7 will be started in 2022. Our work this year impacted 1,705,343 people indirectly and our direct impacts included 18,666 students participated, 2,851 teachers trained, 240 trees planted, 381 local suppliers hired, and 346 new jobs created. In addition, participation in the projects was 51.5% women and 48.5% men, with 50.94% of the projects being led by women.

Mexico—Mission Water

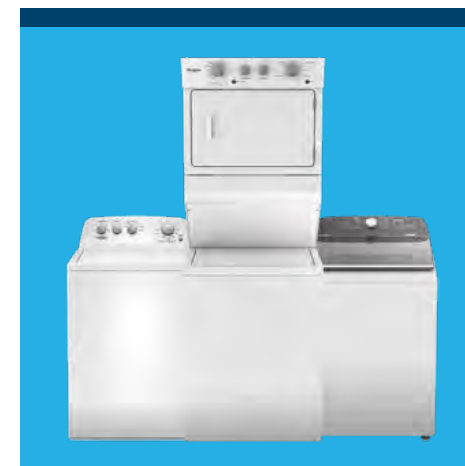
For World Water Day 2021, Whirlpool LAR North implemented a campaign to raise awareness about the responsible use of water in the countries of the region.

Donations were made in Mexico and Guatemala, benefiting more than 800 people who do not have access to water, delivered 10 washing machines with Xpert System technology to the Casa de la Mujer Indígena Yoltika (CAMI) in the Sierra Norte de Puebla, Mexico, and 10 washing machines to the San Juan Bautista Jutiapa, Fray Rodrigo de la Cruz,

María Guirola and Virgen del Socorro homes in Guatemala.

Latin America and the Caribbean have about one-third of the world's drinking water sources. Realizing we could still be affected by the water scarcity that affects four out of 10 people¹ in the world, the campaign is accompanied by an invitation to take care of this resource at home with products we interact with daily, such as washing machines and dishwashers.

Employees were invited to participate, sharing on social media ways to conserve water with our *Whirlpool* products, inviting more people to join the mission through our official website misionagua.whirlpool-latam.com with the aim of raising awareness about the



Xpert System technology washing machines

growing problem of the lack of drinking water on Earth.

CAMI Yoltika—Laundry Center (México)

Through Hábitat México, Whirlpool Corporation donated 10 energy-efficient washing machines to the CAMI Yoltika organization in Tlaola, Puebla. They will be used to implement a community laundry center to promote more free time for women and more efficient use of water through energy- and water-efficient appliances.

Robotics Tigres 6652—ROBOTICS TEAM Mexico

Whirlpool Corporation, in collaboration with Tigres 6652, sponsored a FIRST Robotics Competition team. FIRST develops K-12 and university students advocating for social impact in their community through STEM-related projects.

This initiative will develop young talent through 72 hours of mentoring from 14 Whirlpool Corporation employees in various areas of expertise, 50 hours of training from 20 employee volunteers on multiple topics, model shop support to help create prototypes and manufacturing of their designs for their robot and field parts. Additionally, Whirlpool Corporation sponsored the team's construction materials.

¹ Per World Health Organization (WHO.int).

Europe, Middle East & Africa

FIRST Lego League U.K.

Despite the lockdown, Whirlpool U.K. continued working with 35 primary schools to help develop STEM skills in primary school children by sponsoring the FIRST Lego League. The winning schools won a visit to our U.K. Yate manufacturing plant and Peterborough U.K. headquarter operation.

Disaster Relief

Whirlpool Corporation donated 600 home appliances to support hundreds of families affected by the flooding in Ahrweiler, Germany, in July. The company partnered with the German Red Cross Organization to distribute and install the appliances in emergency shelters.



Whirlpool Corporation
donated
600
home appliances to
support hundreds of
families affected by
the flooding in
Ahrweiler, Germany.

Whirlpool Corporation also donated a total of 500 Whirlpool home appliances and 800 KitchenAid appliances to support the hundreds of families affected by the catastrophic flooding in Belgium in July 2021 and helped with their new housing.

Electrão and Hotpoint Clean Area Where 2,500 Trees Were Planted in Portugal

Electrão—Waste Management Association and Hotpoint brand in Portugal joined the Plantar uma Árvore Association for a project to control and remove invasive species in the Sintra Cascais Natural Park. More than 2,500 trees were planted in February as part of a joint campaign.

The cleaning and preparation of the area, which involved more than two dozen volunteers, took place in May. This collaboration draws attention to the need to recycle used electrical equipment to help protect the environment and keep forests, beaches and cities cleaner.

The campaign aims to promote the native forest and reinforce its sustainability by planting native plant species to enhance biodiversity and resilience to forest fires. Strawberry trees, myrtles, mastic trees, hawthorn

trees, narrow-leaved heels, whiteoak, black oak, cork oak and foliage are growing among the vegetation of the Natural Park of Sintra Cascais thanks to this initiative.

Moments Not to Be Wasted

Moments Not To Be Wasted is an edutainment project, targeted to primary schools, whose aim is promoting, among children and their families, a widespread reflection on the social and environmental value of food in order to increase their awareness about its selection, preservation and consumption.

During the school year 2020-2021 the project reached its fifth edition involving kids in Italy, Poland, Slovakia and the UK. Despite the pandemic, we were able to engage around 2,000 schools, involving in our activities and online laboratories more than 1 million people among teachers, students and their families.

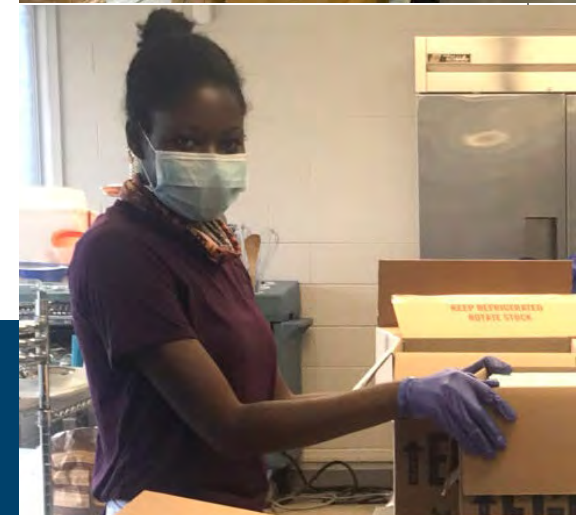
COVID-19

Pandemic related donations and assistance programs were still very prevalent during 2021. As communities struggle to find a new normal, Whirlpool Corporation continued to be generous with donations across the globe.

Whether the product donations to many local community organizations, donations to seven states in Brazil of 20 ultra-freezers to store RNAm vaccines, to the 80 freezers donated in Sienna, Italy in collaboration with the Tuscany Region Lions Club, to support the Banco Alimentare's initiative providing food to the people most in need, Whirlpool Corporation continued to help improve life in our communities.

Additionally, Whirlpool Corporation regions created unique programs to make it easier for their employees to keep track of the latest COVID-19 information in their region. For example, in Argentina, along with a vaccination campaign, a health committee was created, made up of employees from diverse areas of the company. It meets weekly to analyze and execute actions considering any changes in COVID-19 issues. In Taiwan, we created a COVID-19 employee well-being intranet page in Chinese language. Materials are direct translation from global Whirlpool WeLearn and/or well-being sites to make it easier for non-English-speaking employees. And in Mexico, to raise awareness, motivate and invite employees to get the vaccine, they created [songs and videos](#) to entice employees to attend the Whirlpool Corporation hosted vaccine clinics.

Most of our
headquarters and
plants hosted vaccine
on-site clinics.



GOVERNANCE

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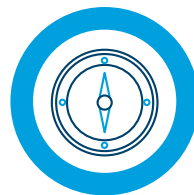
The Whirlpool Way

For more than 110 years, Our Enduring Values have guided us and reflected our character as a company committed to integrity. Since our founding in 1911, how we conduct ourselves in all we do remains our most important measure of success. In 1912, Whirlpool Corporation (then known as Upton Machine Company) received its first electric wringer washer order and contract with the Federal Electric Division of Commonwealth Edison. This was a major milestone for the fledgling business in more ways than one.

Whirlpool Corporation unknowingly delivered an early order of its washing machines with defective transmission gears. Upon learning of the defect, Whirlpool Corporation recalled all the machines and replaced the faulty parts at no cost. The show of integrity and commitment to quality so impressed Federal Electric that the customer doubled its order. This simple but extraordinary act, a reflection of our founders' character, set the bar for the next 110 years and beyond. As our Chairman and CEO says, "We might not be remembered for WHAT we achieved, but we will be remembered for HOW we achieved it. Success without integrity is failure."

By keeping The Whirlpool Way at the forefront of our actions, our culture of compliance and ethics is strengthened and sustained. Acting with integrity and following The Whirlpool Way helps us earn trust every day. For 100 years and counting, we have earned trust by acting with integrity.

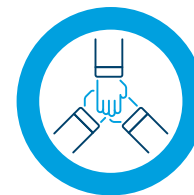
OUR VALUES



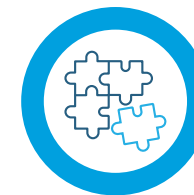
INTEGRITY



RESPECT



INCLUSION & DIVERSITY



ONE WHIRLPOOL



SPIRIT OF WINNING

Corporate Governance & Ethics Approach

Whirlpool Corporation is committed to creating value through the highest standards of ethical and legal conduct while operating sustainably to create shareholder value over the long-term. Our Board of Directors, sound corporate governance structure and values-driven integrity culture support us in delivering on this commitment.

CORPORATE GOVERNANCE

ETHICS AND COMPLIANCE

- Board Review of Strategy
- Board Oversight of ESG
 - Review of strategy
 - Updates on long-term initiatives
- Proxy Access
- Annual Director Elections
Board Refreshment
- Executive Sessions of
Nonemployee Directors
- Shareholder Engagement
- Diverse & Experienced Board

- Our Values: Integrity, Respect, Inclusion & Diversity, One Whirlpool, Spirit of Winning
- Our Integrity Manual translates our integrity into action and empowers employees to lead with integrity
- Our Integrity Principles: We do what is right for consumers, our people, our company and do business the right way
- Executive Oversight & Tone at the Top
- Integrity Channels including Integrity Line global hotline
- Supplier Code of Conduct (SCoC)



Board of Directors

Board Composition

Our Board is composed of 13 directors, including an independent Presiding Director and one employee director, our Chairman and CEO Marc Bitzer. Our Board includes leaders with experience and demonstrated expertise in many substantive areas that impact our business and align with our strategy, including product development, digital marketing/branded consumer products, and innovation, technology and engineering leadership. During 2021, our Board had four committees:

- Audit Committee
- Corporate Governance and Nominating Committee
- Human Resources Committee
- Finance Committee

Each Board committee consists solely of independent directors and operates under a charter that provides the key duties and responsibilities of each committee. Each director attended at least 75% of the total number of meetings of the Board and the Board committees on which they served.

Board Leadership

The Board regularly evaluates our Board leadership structure to ensure that it operates effectively in the current environment, recognizing that organizational needs may change over time. Currently, each of our directors, other than the Chairman and CEO, is independent, and each of our Board committees is composed entirely of independent directors. Our independent directors have direct access to members of senior management, and meet in executive sessions at each Board and Committee meeting. They are experienced, objective and well-equipped to exercise oversight over management and represent the interests of shareholders. At the present time, the Board believes that shareholders' interests are best served by the joint leadership of a












combined Chairman/CEO and an independent Presiding Director. The responsibilities of the independent Presiding Director are set forth below:

- Coordinates with the Chairman & CEO on the annual agenda and special topics for Board meetings
- Presides at executive sessions of the independent directors
- Provides feedback to the Chairman & CEO
- Assists the Chairman of the Human Resources Committee (our compensation committee) with the annual performance evaluation of the Chairman & CEO
- Serves as the focal point for managing shareholder communications with the independent directors
- Retains independent advisors on behalf of the Board, as the Board deems necessary

Board & Executive Oversight of ESG

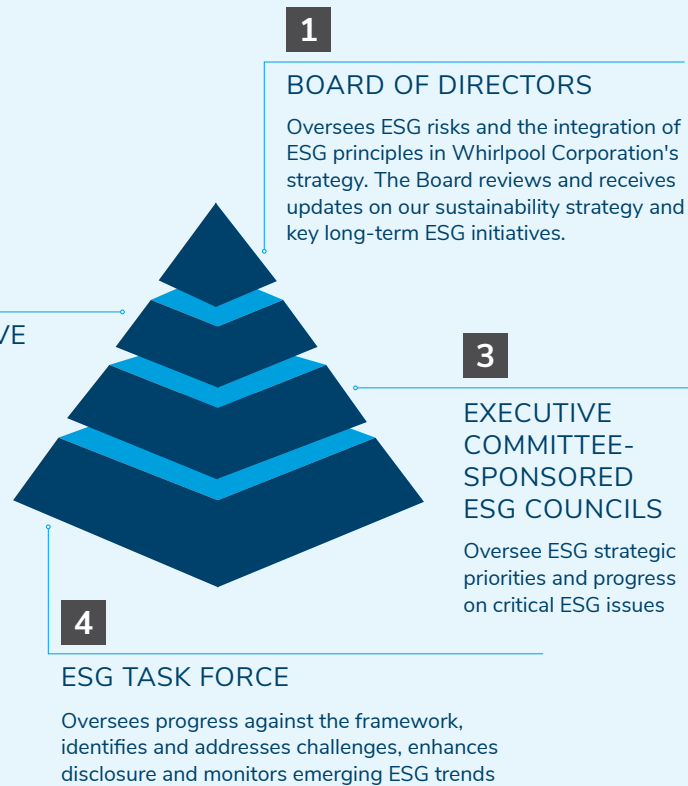
Our Board is committed to overseeing the integration of ESG principles throughout Whirlpool Corporation, as reflected in our [Corporate Governance Guidelines](#). The Board reviews and receives updates on our sustainability strategy and key long-term ESG initiatives every year. In 2021, the Board participated in a deep-dive education session on ESG trends with external advisors. The Board also reviewed allocation of oversight responsibility for ESG risks across the Board and its standing committees. While the full Board is responsible for oversight of ESG strategy, committees of the Board are responsible for oversight of aspects of ESG risk monitoring and implementation. For example, the Audit Committee monitors ethics and compliance risks. The Human Resources Committee reviews human capital management metrics. The Corporate Governance & Nominating Committee monitors governance trends and shareholder feedback. The Finance Committee reviews transactions related to ESG strategy.

The Board and its committees review the following ESG issues at a regular cadence:

-  Climate (and Water)
-  Compensation
-  Cybersecurity and Data Privacy
-  Employee Safety
-  Enterprise Risk Management
-  ESG Reporting
-  Ethics & Compliance
-  Financial
-  Governance
-  Human Capital Management
-  Inclusion & Diversity

At the management level, our ESG efforts are led by our Executive Committee and guided by our ESG Councils. 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. The ESG Task Force is responsible for monitoring emerging ESG trends and overseeing progress against the strategic priority framework established by our ESG Councils.

Governance Structure



Board Refreshment & Diversity

The Board, with the assistance of the Corporate Governance and Nominating Committee, selects potential new Board members using predefined criteria and priorities. We believe it is valuable to have directors with varying lengths of service in order to strike the right balance between continuity and renewal. The five independent directors who joined the Board in the past six years bring fresh perspectives to the Board, while our experienced directors have deep knowledge of our operations and the evolution of our strategy. The mandatory age limit of 72 set forth in our Corporate Governance Guidelines allows for periodic refreshment, while retaining a solid foundation of seasoned directors.

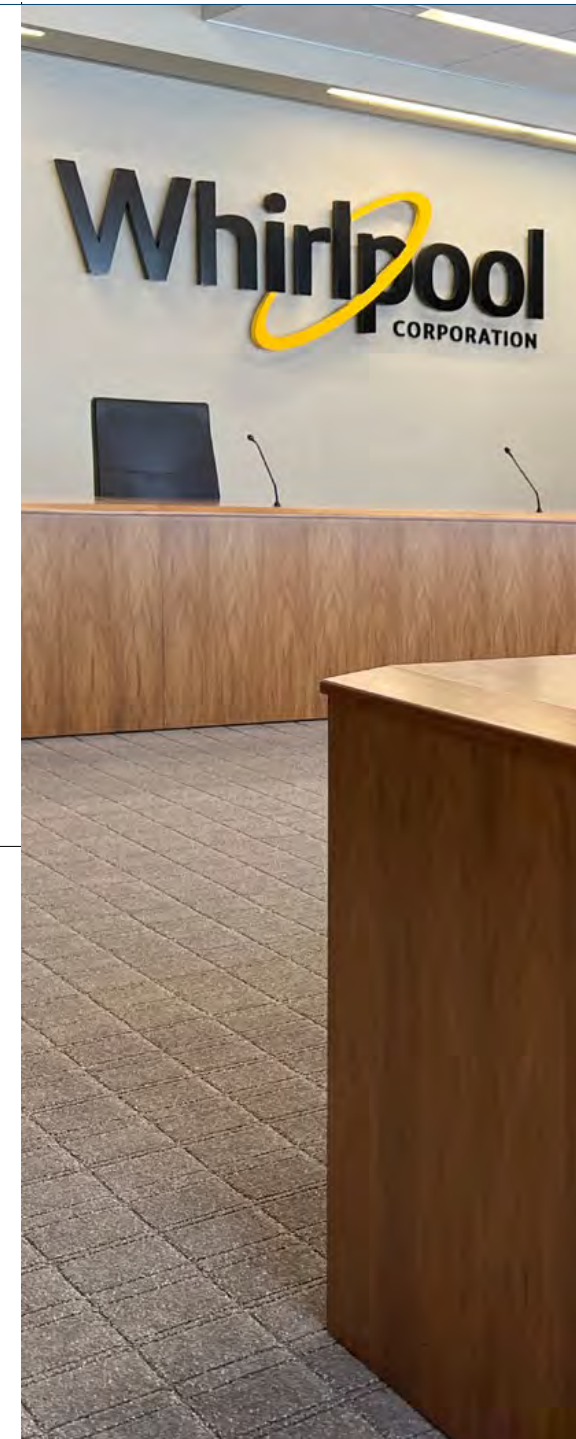
We believe it is important to have a diverse Board membership reflecting differences in viewpoints, professional experiences, educational background, skills, race, gender, ethnicity, national origin and age. The Board's Corporate Governance and Nominating Committee is committed to seeking qualified diverse candidates, including diversity of race, gender and ethnicity in each independent director search, and instructs any search firm that it engages accordingly. 33% of our independent directors are female and 25% are racial/ethnic minorities.

BOARD DIVERSITY (Independent Directors)

GENDER DIVERSITY



RACIAL/ETHNIC DIVERSITY



BOARD EXPERIENCE, SKILLS & DIVERSITY MATRIX

SKILLS & EXPERIENCE	SAMUEL ALLEN	MARC BITZER	GREG CREED	GARY DICAMILLO	DIANE DIETZ	GERRI ELLIOTT	JENNIFER LACLAIR	JOHN LIU	JAMES LOREE	HARISH MANWANI	PATRICIA POPPE	GEN. LARRY SPENCER	MICHAEL WHITE
Leadership of Large/Complex Organizations	●	●	●	●	●	●	●		●	●	●	●	●
Global Business Operations	●	●	●	●	●	●		●	●	●	●	●	●
International Work Experience	●	●	●	●		●	●		●	●		●	●
Corporate Strategy/M&A	●	●	●	●	●		●	●	●	●	●	●	●
Sales and Trade Management	●	●	●	●	●	●	●		●	●			●
Product Development	●	●	●	●	●				●	●		●	●
Innovation, Technology and Engineering	●	●		●	●	●	●		●		●	●	●
Global Supply Chain, Manufacturing and Logistics	●	●		●	●		●		●	●	●	●	●
Marketing, Digital Marketing and Branded Consumer Products		●	●	●	●	●	●		●	●	●		●
Accounting, Finance and Capital Structure	●	●		●			●	●	●		●	●	●
Board Practices of Other Major Corporations	●	●	●	●	●	●	●	●	●	●	●	●	●
Legal/Regulatory and Government Affairs					●				●		●	●	●
Human Capital Management	●	●	●	●	●		●	●	●	●	●	●	●
Cybersecurity						●	●		●		●	●	
GENDER													
Male	●	●	●	●				●	●	●		●	●
Female					●	●	●				●		
RACIAL/ETHNICITY													
White	●	●	●	●	●	●	●		●		●		●
Black/African American												●	
Asian/South Asian								●		●			
Military		●										●	

Compensation Policies

Compensation Philosophy & Policies

Whirlpool Corporation is dedicated to achieving global leadership in all of our product categories and to always delivering superior shareholder value. To achieve our objectives, we manage a pay-for-performance compensation philosophy based upon the following guiding principles:

- Compensation should be incentive-driven with a focus on both short-term and long-term results.
- A significant portion of pay should be performance-based, with the portion varying in direct relation to an executive’s level of responsibility.
- Components of compensation should be linked to the drivers of sustainable shareholder value over the long-term.
- Compensation should be tied to both business results and individual performance.

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. We reinforce emerging best practices and avoid those considered poor pay practices:

OVERVIEW OF 2021 EXECUTIVE SALARY & INCENTIVE COMPENSATION ELEMENTS

ELEMENT	FORM	CHARACTERISTICS/PURPOSE	2021 METRICS
Base Salary	Cash	Fixed component based on responsibility, experience and individual performance	N/A
Short-Term Incentives	Annual Performance Cash Award	Performance-based variable cash incentive to reward for achieving annual financial and individual performance goals	Ongoing EBIT (50%) Free Cash Flow (50%) +/- 50% Modifier for Individual Performance Results
Long-Term Incentives	Performance Stock Units (70%) Stock Options (30%)	Motivate and reward employees for the achievement of company financial and strategic performance over a preset three-year period beginning January 1, and promote retention Provide incentive for long-term stock price appreciation and promote retention	Cumulative Ongoing Earnings Per Share (50%) ROIC (50%) Stock price appreciation



WE REINFORCE BEST PRACTICES

- Pay-for-performance
- Use an independent compensation consultant that is solely engaged to provide executive compensation services to Whirlpool Corporation
- Cap short-term and long-term incentive award payouts at market-competitive levels
- Maintain robust stock ownership guidelines for our executives (7x salary multiple for CEO; 5x for other named executive officers)
- Subject all variable pay to a compensation recovery “claw-back”

- Have “double-trigger” change-in-control agreements
- Carefully manage risk in our compensation programs to protect against unintended outcomes
- Provide market-competitive perquisites deemed necessary to attract and retain top talent



WE AVOID POOR PAY PRACTICES

- No hedging or pledging of Whirlpool Corporation stock by executive officers or directors
- No excise tax gross-ups
- No employment contracts except as required by local law or prevailing local market practice
- No payment of dividends or dividend equivalents on grants of any Performance Stock Units (“PSUs”) or Restricted Stock Units (“RSUs”) prior to vesting
- No repricing or reloading of stock options

Global Ethics & Compliance

Our values—Integrity, Respect, Inclusion and Diversity, One Whirlpool and Spirit of Winning—form the enduring character of our company and are an important part of our heritage. They are the moral compass for everything we do. If Our Enduring Values of Integrity, Respect, Inclusion and Diversity, One Whirlpool and Spirit of Winning are the foundation of who we are as a company, then our culture for more than 100 years is reflected in our commitment to Winning with Integrity, because “how we achieve success is equal to if not more important than the success we achieve.” This quote by our Chairman and CEO Marc Bitzer encapsulates who we are, what we stand for and forms the foundation for our Global Ethics and Compliance Program.

Whirlpool Corporation’s Global Ethics and Compliance Program is focused on enhancing and sustaining our culture of winning with integrity, empowering employees with tools and resources to act with integrity, within a risk-based framework. Our program puts our Integrity value at the forefront and empowers our employees to keep it there. A cornerstone of our program is Our Integrity Manual, or code of ethics.

The Global Ethics and Compliance Program is overseen by Whirlpool Corporation’s Board of Directors, Audit Committee of the Board, as well as by a Global Ethics and Compliance Steering Committee, which is comprised of the CEO and Chairman of the Board, Chief Financial Officer, Chief Legal Officer, Chief Human Resources Officer, Vice President of Internal Audit and Chief Compliance Officer. The Global Ethics and Compliance Steering Committee helps set the tone for ethics and compliance at Whirlpool Corporation by leading ethics, compliance and integrity initiatives and



providing strategic direction to our Global Ethics and Compliance Team, which includes ethics and compliance professionals across the globe, closely embedded within our regional and functional teams.

Our commitment to winning with integrity is also reflected by strong cross-functional leadership and partnerships between the Global Ethics and Compliance Team and partners such as Internal Audit, Human Resources, Information Security, Data Privacy, Product Safety, Global Sourcing, and other teams. These partnerships permit us to leverage resources to sustain program integrity and functionality. With clear ownership of compliance risks and related policies, procedures and systems, our Global Ethics and Compliance program encourages all of us to participate and play a key role in our culture of integrity.

Additional critical components of our Global Ethics and Compliance Program are risk-based ethics and compliance communications and training, including annual training on all of the principles in Our Integrity Manual. This training, where employees certify that they have reviewed and understand Our Integrity Manual, was delivered to 57,000 employees as part of the Integrity Manual launch in 2019, and 20,933 employees in 2020 and 19,570 employees in 2021 through refresher trainings, including 100% participation by employees in high risk roles or functions.

Whirlpool Corporation’s Global Ethics and Compliance Program is focused on enhancing and sustaining our culture of winning with integrity, empowering employees with tools and resources to act with integrity, within a risk-based framework.

In 2021, undeterred by the continuing global pandemic and focused on the importance of our integrity value and the **How** of what we do, we delivered **Global Integrity Week**, during which our teams delivered targeted trainings over one week in July on our most critical risk areas and to our high-risk roles, including 49 interactive, virtual trainings to more than 12,000 employees across 40 countries and more than 250 cities. With 100% participation from our Executive Committee in various trainings and participation from global leaders ranging from managers to vice presidents, the dynamic trainings, videos, communications and educational materials and resources delivered by internal and external subject matter experts, advanced our culture, empowered our employees and enabled our colleagues to achieve success the right way.

With 69,000 employees and thousands of third-party business relationships, Whirlpool Corporation continually and systematically reviews compliance risks our business faces. We are aware of these risks and take proactive actions to respond to them. Whether through risk-based audits, managing our global third-party due diligence program or implementing and sustaining integrity channels that aid our employees to speak up, listen up and/or seek support, the Global Ethics and Compliance Program brings all of its operations and resources to bear to advance Whirlpool Corporation's culture of integrity.

We encourage our employees to ask questions and voice concerns. As stated in Our Integrity Manual, speaking up and listening up is the responsibility of all of us. Our integrity channels serve as resources our employees can use to ask questions or raise a concern. Through our integrity channels, including Our Integrity Line, or hotline, we ensure that our employees will be listened to and heard.

Global Integrity Week



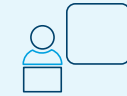
49
Total
Training
Events



79
Global
Leadership
Videos



12,000
Total
Global
Attendance



100%
Executive
Committee Member
Participation

WHAT EMPLOYEES HAD TO SAY

“Senior leadership set a strong example ... Authentic!”

“I loved it. Dynamic videos ... format makes the training light and interesting.”

“Glad we’re focused on this. Thank you.”

TOPICS OF DISCUSSION



Culture of
Integrity



Cybersecurity/
Data Privacy



Health & Safety,
Security



What We Do
(GSS & GPO)



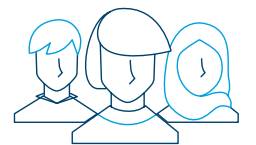
Anti-Bribery/
Anti-Corruption



Global Integrity Line

The Global Integrity Line is a confidential resource that allows individuals to raise good-faith ethics, compliance and values-related questions or concerns without fear of retribution or retaliation, and to do so anonymously at the reporter’s election. The [Global Integrity Line](#) can be accessed in several ways, both externally and internally, and is administered by an independent third party with translation capabilities. All matters raised through the Integrity Line are reviewed and investigated appropriately by the Global Ethics and Compliance Team pursuant to defined processes that include confidentiality and anti-retaliation policies. Throughout the review or investigation of a report, and following its conclusion, all matters that are raised are kept confidential. No aspect of a matter is made known except to a select and limited number of authorized individuals. The Global Ethics and Compliance Team reviews reporting trends and investigation results with both the Global Ethics and Compliance Steering Committee and Regional Ethics and Compliance Committees comprised of senior leaders.

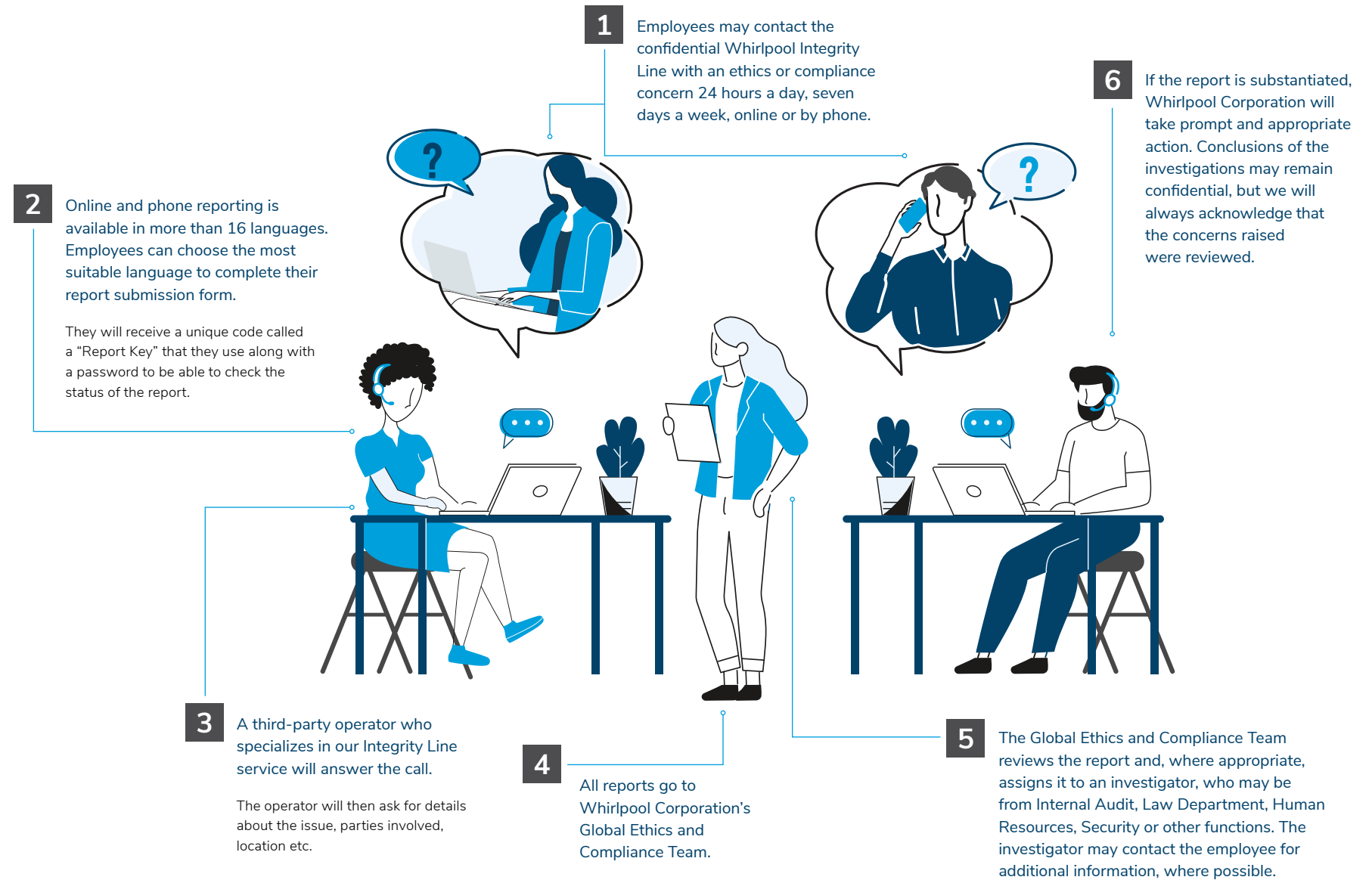
All matters raised through the Integrity Line are reviewed and investigated appropriately by the Global Ethics and Compliance Team pursuant to defined processes that include confidentiality and anti-retaliation policies.



The Global Integrity Line is regularly publicized to employees as part of annual ethics and compliance communication plans and during global and regional training. These communications are delivered through multiple platforms and delivery channels within Whirlpool Corporation, and training is provided globally by ethics and compliance professionals and other cross-functional partners (e.g., Internal Audit, Finance, Human Resources, Inclusion & Diversity).

In 2021, Whirlpool Corporation had 744 total cases globally raised through the Integrity Line, which is a 15.1% increase in the total number of average cases raised over the previous three years. The increased reporting results from recent efforts to foster and encourage a “Speak Up” and “Listen Up” culture amongst employees. During 2021, we reduced the average days to close Integrity Line cases by more than 10% leading to an average closing time of 47 days, in line with industry standards. We also took corrective actions on substantiated cases. The unsubstantiated cases provided us opportunities to enhance our controls, processes and procedures or provide training and ensure a strong ethics and compliance culture. Through using continuous improvement strategies, enhanced coordination with cross-functional partners like HR, IA, GSS, and others, and strengthened governance and coordination among the Global Ethics and Compliance team, we have been able to improve our investigation processes, procedures and ability to respond to issues and concerns raised by colleagues.

How Our Integrity Line Works



Our Integrity Manual

Our culture of integrity is put into action every day by our 69,000 global employees. Our Integrity Manual (our code of ethics) represents how we translate our integrity into action.

Our Integrity Manual is intentionally designed with two sections: a cultural section and a principles section. The cultural section describes our values, while the principles section translates our integrity value into everyday actions.

Whirlpool Corporation's commitment to integrity begins with its leadership. All of Whirlpool Corporation's top leaders globally attended training in which they reviewed and committed to action Our Integrity Manual. In turn, these leaders actively led similar training,

in which nearly three quarters of our global employees participated. This commitment demonstrated our belief that how we achieve our goals is just as important as what we accomplish. Each year these same leaders, and all leaders, also complete an annual training on all of the principles in Our Integrity Manual and participate in Global Integrity Week. These training sessions emphasize to our employees that Our Integrity Manual is a resource for them to be empowered to lead and win with integrity every day, including tools, such as a decision tree, to use when faced with an ethical question. As a tool to better support our employees globally, Whirlpool Corporation launched the Digital Integrity Manual in 2020. This interactive and practical tool further helps apply Whirlpool Corporation's values to employees' needs in their day-to-day work.



Protocol Against Gender Violence

In 2020, Whirlpool Argentina formalized a protocol against gender or female violence after new policy changes and the ratification of the ILO 190 Convention by Argentina. Whirlpool Corporation's Diversity & Inclusion committee has been working on this initiative in collaboration with other companies, organizations and associations. We are currently in the process of refining the protocol with support from a local nonprofit. The main goal of the Protocol is to provide guidelines that ensure we provide a trusted and safe environment for our female employees so they can comfortably request paid time off and receive reliable support on legal issues as well as mental and health issues.

Human Rights Approach

Whirlpool Corporation supports the human rights of everyone we work with and expects our global business partners to do the same. We believe in global human rights, and our business practices reflect that commitment to ensure every person who works for us throughout all of our global operations does so of their own free will, in a safe and healthy environment. We oppose discrimination, slavery and child labor, and ensure we have controls and protections to avoid them. We support diversity and wage parity. We also respect the rights of our employees to associate with whom they choose and to be involved in politics outside of work. These values are also reflected in Our Integrity Manual. Moreover, Our Integrity Line can be used both internally and externally to bring concerns about human rights issues to our attention. In addition to our internal commitment to human rights, we also hold our suppliers and business partners accountable to comply with these same principles through our Supplier Code of Conduct. See our Responsible Sourcing section below for additional details of human and labor rights.

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. In addition to Our Integrity Manual, Whirlpool Corporation maintains a global anti-corruption policy, which provides guidance and details of our anti-corruption commitment and expectations.

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, Whirlpool Corporation uses an anti-corruption program to identify and mitigate potential corruption risks. This includes:

- Risk-based policies and procedures.
- Online and in-person facilitated training.
- Risk-based audits to monitor, mitigate, and eradicate corruption risks.





Due Diligence Program

Our global third-party due diligence program, which is applicable to all of Whirlpool Corporation's third-party relationships, evaluates potential and future ethics and compliance risks, including risks of corruption that may be presented through our third-party relationships. In addition, we have escalation policies for raising corruption and/or bribery matters to either the Whirlpool Corporation Executive Committee and/or the Audit Committee of the Whirlpool Corporation Board of Directors. The escalation of these matters is intended to engage, inform and involve senior leaders in matters that may pose significant risk to the company and our culture of integrity. Additionally, every quarter the Global Ethics and Compliance Team reviews Integrity Line cases that may involve allegations of corruption and bribery with the Global Ethics and Compliance Steering Committee.

These quarterly meetings and reports are designed to actively engage global senior leaders in the oversight and response to anti-corruption matters, including addressing policy enhancements, implementing controls and procedures, aligning on targeted risk-based trainings, and engaging input

on sustaining Whirlpool Corporation's strong culture of compliance and commitment to anti-corruption efforts.

For Whirlpool Corporation, bribery means more than just money changing hands. If the intent is corrupt, anything of value—no matter how small and of what nature—can be considered a bribe. Bribery of a government official or any person or entity is illegal. Many countries also prohibit commercial bribes. Further, Whirlpool Corporation does not permit facilitation payments. Whirlpool Corporation policies proactively address bribery and facilitation, explaining that, "directly or indirectly offering, authorizing, promising, giving, accepting, soliciting, or receiving something of value to improperly influence someone or gain an improper or unlawful advantage can be considered a bribe. It may include but is not limited to cash payments or cash equivalents, gifts, hospitality, travel, vacations, political contributions and/or donations, meals, access to or special status at entertainment events, awarding contracts, and offers of future employment."

We believe that corruption occurs when there is an abuse of trust and/or our values are compromised for an improper gain or advantage. This might include falsifying documents in exchange for

(or to conceal) a bribe or receiving some form of personal enrichment for performing a normal job function. Even the appearance of corruption can be enough to damage our reputation and the trust of our customers, shareholders, business partners and one another. We maintain strict controls to prevent and detect corruption. We consistently communicate that we all must apply good judgment to prevent even the perception of wrongdoing.

Global Gifts & Entertainment Policy

In January 2020, Whirlpool Corporation implemented our revised Global Gifts & Entertainment Policy (the "Policy") and Gifts and Entertainment Guidelines (the "Guidelines"). The Policy and Guidelines affirm our commitment to fair, ethical and lawful business relationships. As the Policy states, "[Whirlpool Corporation] awards and earns business solely on the basis of commercial considerations such as value, quality, services and competitive pricing. Gifts, entertainment, and other special favors are not, and will not become, conditions for doing business with Whirlpool and shall never influence, or appear to influence, an employee's ability to make impartial business decisions in the best interest

of Whirlpool.” Under the Policy, we do not accept gifts and any entertainment “must be reasonable, appropriate, serve a legitimate business purpose, and must not create the appearance of impropriety.”

Global Anti-Bribery/Anti-Corruption Online Training

Whirlpool Corporation maintains strict controls to prevent and detect corruption and follows specific accounting rules and procedures for reporting information and ensuring we have accurate and reasonably detailed books and financial records, including entertainment and travel expenses. To reinforce the importance of following Whirlpool Corporation policies and procedures, and their role in preventing bribery and corruption, in October 2020, Whirlpool Corporation launched its Global Anti-Bribery / Anti-Corruption Online training to more than 15,000 employees representing high-risk roles or functions. In 2021, as part of Global Integrity Week which reached more than 12,000 employees, we focused a full day to Anti-Bribery / Anti-Corruption training, including training on interactions with government officials, gifts and entertainment, third-party relationships and legal / regulatory compliance. We continually update, improve and enhance

our Global Ethics and Compliance Program to ensure appropriate and necessary resources (economic and talent-based) are available and used to identify and respond to current and future corruption risks.

Throughout 2021, the Global Ethics and Compliance team provided diverse, dynamic, and interactive training focused on interacting with government officials to various global business units and teams. Bolstered by our global policies and procedures regarding gifts and entertainment, anti-corruption, and third party due diligence, the training was designed to reinforce our commitment to doing business with integrity, educating our teams, and helping empower our employees to avoid risks and even the appearance of impropriety. The training was delivered to colleagues in various roles ranging from manufacturing to sales and marketing.

Antitrust/Contact with Competitors Training

Whirlpool Corporation is strongly committed to complying with antitrust laws around the world. The company has a robust antitrust compliance program that involves every level of the company (including senior leadership)



and includes mandatory antitrust policies, compliance procedures and controls, an extensive training program, and processes for periodic review, monitoring and auditing. Whirlpool Corporation regularly updates our antitrust compliance program to

address changing business conditions, developments in antitrust law and enforcement, and emerging risks. One aspect of Whirlpool Corporation's program is a set of compliance procedures and related training to ensure that all contacts with competitors comply with applicable

antitrust laws. In November 2021, Whirlpool Corporation launched a global awareness effort to reinforce these compliance efforts and will supplement this effort in 2022 with an updated global training program.



Cybersecurity & Data Privacy

We respect privacy. We want to earn and keep trust. We work hard to protect any personal information shared with us. We recognize the sensitivity of personal information, so we only seek personal information that we need for legitimate business or legal purposes, and only use it for purposes disclosed to consumers.

Equally important is our need to manage cybersecurity risk efficiently. To this end, we continue to invest in protecting our information assets and the integrity of our computing environment at the enterprise level. We have a cybersecurity and privacy training program that includes training, simulated phishing exercises and regular publications on our company portal. We have a Privacy program that manages compliance to privacy regulations globally. Our security monitoring and incident

“It has become ever more important for organizations to understand cybersecurity, data privacy, crisis management and how all of that relates back to the business, so we can perform security at the speed of business. We’re focused on maturing our security capabilities and elevating our global security posture.”



Juan Gomez-Sanchez,
Global Information Security Officer

Gomez-Sanchez joined Whirlpool Corporation in 2021 with more than 28 years of experience in information security, including roles at Delta Airlines, CheckFree Corporation (now Fiserv), Florida’s Turnpike Enterprise and most recently at Lennar Corporation, where his responsibilities encompassed all physical and cybersecurity initiatives. He is an industry-recognized thought leader and subject matter expert on various security-related domains to include Cyber Risk Management, Cyber Ethics and positioning security as a business enabler.

response functions are managed centrally by our Global Security Operations Center and we continue to mature our security capabilities in support of our business imperatives. 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, and the Board of Directors receives a full presentation at least annually on cybersecurity-related trends and program updates.

In 2021, we elevated our Chief Information Security Officer role to a vice president-level position as a direct report to the Global Chief Information Officer to further focus on the strategic intent of the cybersecurity and Privacy programs.

Product Safety & Quality

Policy Commitment to Ensure Product Safety

Product safety and quality are at the forefront of everything we do; nothing matters more to us than maintaining the safety of, and earning and keeping the trust of our consumers.

The first principle of Our Integrity Manual is to keep the consumer at the center of everything we do. Our consumers trust us to be in their homes, so we are passionate about bringing them products that are safe and high quality. After all, we have a strong, multi-decade record of having a proactive approach to premarket safety design and testing, monitoring field safety performance and conducting timely corrective actions, when necessary, to help protect consumers. These are grounded in transparency and set expectations that are above and beyond regulatory requirements. Whirlpool Corporation continues to advocate to raise the minimum requirements for product safety in home appliances in industry standards.

Managerial Responsibility for Product Safety

Our governance model is implemented through the Global Product Safety (GPS) system, which defines clear roles and responsibilities for all employees, requires pre-market risk assessments, post-sale monitoring of product safety and defines required communication protocols for any risks that are identified. We diligently measure our performance through penetrative metrics, a rigorous bottoms-up operating review mechanism and independent audits. A network of committed safety experts across the business is responsible for executing the product safety program, supported by the engineering teams, and governed by the Whirlpool Executive Safety Committee (ESC)—composed exclusively of senior leaders in the company. The ESC is accountable for: (a) oversight of safety risk identification, management and reporting; (b) resolving

significant safety risk management decisions; and (c) determining when the company should undertake field corrective actions to address safety issues. Additionally, the Board and Audit Committee receives an annual review of the product safety program and related quarterly reports.

Finally, our governance model also includes supplemental product safety standards designed to exceed industry standards. These standards include requirements for electrical shock hazards, fire/explosion hazards, suffocation/choking hazards and entrapment hazards, among others, and are required for every new product that Whirlpool Corporation sells around the world. Our governance model includes rigorous processes and techniques for our engineering teams to help identify and assess potential safety issues.

Product Safety Risk Assessments

Whirlpool Corporation has a robust safety risk assessment process which evaluates risk over the life cycle of the product. There are three essential phases of the Whirlpool Safety System: Identify, Evaluate, and Close. Within our product development process, products are examined to systematically identify and evaluate any inherent hazards that are associated with the product throughout the entire life cycle. All new products or design changes to existing products are required to be reviewed for potential hazards prior to production release. When a potential hazard has been identified, it is evaluated through critical thinking, testing and other fact-based analytical methods. The evaluation of a potential hazard characterizes both the severity and the likelihood of occurrence of the hazard. All potential hazards are required to be closed before the production launch of the product, and closure methods are reviewed and approved by stakeholders from multiple independent functional organizations to ensure their adequacy.

Whirlpool Corporation's product safety process has been recognized as an industry-leading best practice and has been benchmarked by other companies to improve their own programs.

Employee Training on Product Safety

Whirlpool Corporation's product safety process has been recognized as an industry-leading best practice and has been benchmarked by other companies to improve their own programs. We have a robust safety training and competency program for our Engineering population—sustained by training sessions, hands-on experience and risk assessment expertise development. In fact, Whirlpool Corporation invites other companies to attend our Global Product Safety Training sessions. Product Safety competency are established early in the year for employees and tracked throughout the year with metrics that have visibility to the senior leaders of the company. Even with this strong track record, Whirlpool Corporation is in constant pursuit of improving our products, systems and processes to maintain a world-class program.

Product Testing to Ensure Product Safety

Whirlpool Corporation's testing program includes multiple comprehensive rounds of physical and simulated testing. This includes testing required by regulatory bodies and our own unique testing requirements. The testing is intentionally designed to encompass expected use, foreseeable use and misuse across the entire life cycle of the product.

Whirlpool Corporation's Forced Failure testing protocols are critical to mitigating product safety risk. The goal of Forced Failure testing is to induce a failure for the purpose of assessing the consequence. Conformance to the defined acceptance criteria is intended to validate design robustness which safeguards the consumer. Forced Failure testing provides clear evidence that our products are designed to meet these expectations.

Although our own testing practices are robust, Whirlpool Corporation's written policy requires third-party safety testing and certification before market launch of the product, according to established national and international testing standards.



Monitoring of Product Safety Field Performance

Whirlpool Corporation's field monitoring system is designed to identify, at an early stage, potential safety issues associated with Whirlpool products by investigating reported safety allegations and retrieving the units for examination. Whirlpool Corporation's process governing field monitoring and defines activities through which the company can collect and document alleged consumer product safety incidents and, through evaluation of returned field units, understand and verify the consumer reports to compile accurate data with which the company can make fact-based decisions regarding potential field safety issues.



Incident Investigation & Corrective Action

Whirlpool Corporation has a robust set of practices and procedures to collect, monitor and evaluate the reports of potential safety issues it receives each year, relating to a vast number of products distributed over time, through its own customer service centers, claims organizations and other sources, such as retail partners and regulators. These practices and procedures include a process to identify root cause(s) for incidents, as well as corrective and preventive actions to eliminate recurrence.

Product Quality

We have embarked on the Premium Quality Multi-year Journey, committed to delivering the best consumer experience with every appliance, every time, everywhere, which must be a top priority to fulfill our company vision: Be the best kitchen and laundry company, in constant pursuit of improving life at home. It is not an incremental change, but a Quality Culture Transformation.

Premium Quality provides a superior consumer experience by improving performance at all touchpoints throughout the entire life cycle for all Whirlpool Corporation products and services. It is an end-to-end accountability of the full life cycle of our products and services that engages all organizations and will especially rely on the adoption of refreshed quality processes, tools and roles/responsibilities by Global Product organization (GPO), Global Strategic Sourcing (GSS), Manufacturing, Logistics and Customer Service.



“Everyone’s job at the end of the day has to do with quality. If each individual delivers quality within their teams, then, in the end, the outcome will be premium quality.”

Richard Owusu
Senior Director of
Operations & Production
(Cleveland, Tennessee)



Responsible Sourcing

At Whirlpool Corporation, we are committed to Winning with Integrity, and we extend this principle to not only our employees, but also to those who we do business with. We hold ourselves to high standards, and we expect our suppliers and third parties acting on behalf of Whirlpool Corporation to do business the right way as well.

Within our Responsible Sourcing program, one of the pillars is focused on driving a strong compliance program to help protect Whirlpool Corporation from any ethical compliance risks:

GOVERNANCE: ETHICAL COMPLIANCE PROGRAM
<p>SUPPLIER CODE OF CONDUCT</p> <p>Mitigate risks to Whirlpool Corporation through robust regular monitoring, governance and audits of our supply base to help ensure compliance with our Supplier Code of Conduct which formalizes the key principles under which our suppliers are required to operate.</p>
<p>THIRD-PARTY DUE DILIGENCE (TPDD)</p> <p>Lower the risk exposure of working with high-risk third parties by running independent background checks to help ensure the suppliers we do business with are reputable.</p>
<p>CONFLICT MINERALS</p> <p>Ensuring Whirlpool Corporation’s compliance with the Dodd-Frank Act and SEC requirements. Annual campaign to identify and report smelters and refiners in our supply chain sourcing 3TG minerals (tantalum, tin, tungsten, gold) from conflict zones in Africa. This is an annual campaign per SEC requirements of the Dodd-Frank Act.</p>

Advancing Our Responsible Sourcing Program

Our Responsible Sourcing programs help us look at what we purchase beyond the more traditional aspects of cost, quality and delivery. This means we consider ethics, labor rights and social and environmental issues when sourcing products and services across all purchasing categories and regions. Our goal is to minimize negative impacts and make a positive contribution to the businesses, people and communities we support through ethical purchasing practices.

This program is managed by a team of global procurement professionals working in collaboration with our ESG Task Force, legal, ethics and compliance, sustainability, global product organization and inclusion and diversity teams.

Supplier Code of Conduct:

What is it and what does it include?

In selecting suppliers, Whirlpool Corporation seeks to do business with reputable business partners who are committed to ethical standards and business practices compatible with those of Whirlpool Corporation. Our [Supplier Code of Conduct](#) (the “Code” or “SCoC”) formalizes the key principles under which suppliers to Whirlpool Corporation and its global subsidiaries (“Whirlpool”) are required to operate.

This SCoC applies to all suppliers of Whirlpool including all the Whirlpool suppliers’ facilities.

Whirlpool strongly encourages suppliers to exceed the requirements of this SCoC and promote best practices and continuous improvement throughout

We increased our spend covered for risk management through the Supplier Code of Conduct program by **4x**

their operations. We also expect suppliers to ensure that their suppliers, service providers and extended networks have ethical and business practices that are similar to Whirlpool’s practices.

One tenet of our SCoC is that Whirlpool suppliers must not use any type of involuntary or forced labor; this prohibits, among other things, slave labor or business practices which in any way rely on, or encourage, human trafficking. Other areas covered are related to business ethics, labor management, health and safety, environmental practices, governance and compliance.

Where there is no local legal requirement, or if a local legal requirement is not as strict as the requirement included in our SCoC, Whirlpool suppliers are required to follow the requirements outlined in our SCoC policy.

Our Criteria

We use a risk-based criteria to identify suppliers in scope for audits to ensure compliance with our SCoC policy.

- **Existing Suppliers:** We classify our existing direct material and finished product sourcing suppliers as critical

Tenets of Our Supplier Code of Conduct

- | | |
|--|-------------------------------|
| 1 Child Labor | 7 Subcontracting |
| 2 Forced Labor | 8 Nondiscrimination |
| 3 Wages and Benefits | 9 Health and Safety |
| 4 Hours of Work | 10 Environment |
| 5 Women’s Rights | 11 Integrity and Transparency |
| 6 Freedom of Association and Collective Bargaining | 12 Monitoring and Compliance |



suppliers to conduct SCoC audits based on the following criteria established in 2021:

- Critical suppliers: All supplier factories that operate in a country with Corruption Perception Index¹ (CPI) score of less than 45 and an annual spend of greater than US\$100,000, supplying to any of Whirlpool Corporation’s facilities, if unaudited previously.
- We also reserve the right to conduct audits on any existing supplier, irrespective of whether or not they meet the critical supplier criteria in case of any perceived or observed risks.
- All new suppliers must go through an on-site audit by our third-party auditor

prior to being selected for conducting business with Whirlpool Corporation.

Our Approach

Audits & Corrective Action Plan

We have retained a third party to conduct, evaluate and remediate all our audits. The main audit types conducted are:

- **Onsite Audits:** Our preferred method of audits is onsite audits, which accounts for the majority of our audits.
- **Equivalent Audits:** Equivalent audits are accepted if conducted in the last two years with any of these organizations: RBA, Amfori BSCI, SMETA (4 Pillar), ICTI, and Intertek WCA. For an equivalent audit to be accepted, the report must be validated by our third-party auditor, before it is

- accepted by Whirlpool Corporation.
- **Remote Audits:** Only accepted due to site restrictions, travel hazards or other mitigating circumstances.

All suppliers who undergo audits work with our third-party auditors to create and align on a Corrective Action Plan (CAP). Suppliers must provide evidence of resolving the CAP. Our auditors are also assigned to follow up on all audits that were completed to verify that the findings were closed to ensure continuous improvement in our processes. We had 33 remedial re-audits in 2021, out of which 21 suppliers have approved CAPs and are working on closing the action items; others are working on CAP approvals.

Mitigation Actions

We conduct annual training for suppliers in scope to ensure clear understanding of our SCoC and audit actions to ensure compliance.

In 2021, we also conducted global training for all our procurement employees to ensure they were aware of the expectations and requirements of the SCoC and work proactively with suppliers to ensure any risks are identified and mitigated proactively, where possible.

¹Per Transparency International at transparency.org

Decision Making

- Any new supplier who doesn't pass the audit is not awarded the business.
- Any existing supplier who scores poorly on the audit is put on new business hold and must pass the re-audit before business can continue.

Human & Labor Rights

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.

Under the SCoC, all suppliers are also prohibited from using any type of involuntary or forced labor. Our

SUPPLIER AUDIT SNAPSHOT

	NAR	EMEA	LAR	ASIA	TOTAL
New/Potential	1	16	21	101	139
Existing	45	35	46	76	202
Total Audited	46	51	67	177	341

work is performed. If the recruitment agent has requested any such fee, supplier must ensure the worker has been reimbursed.

- Supplier must respect the right of a worker to remove themselves from a work situation based on a reasonable justification that the situation presents an imminent and serious danger to their life or health.
- Supplier shall not retaliate or discipline any worker for exercising this right.

Where there is no local legal requirement or if a local legal requirement is not as strict as the requirement included in the SCoC, suppliers are required to follow the requirements in the SCoC. Our SCoC also prohibits harsh or inhumane treatment, including corporal punishment or the threat of corporal punishment, or forced labor.

No instances of child labor or young workers exposed to hazardous work were found in any of the audited supplier facilities. We audit our suppliers to check for any child labor instances per our policy, which determines the minimum age for workers must be greater than: (a) 15 years of age or 14 years of age where local law allows such an employment age consistent with International Labour Organization

auditors check for activities related to forced labor per our SCoC audit manual, including, but not limited to:

- Supplier must have a written policy against forced labor that complies and implements the code, applicable laws and regulations.
- All workers in the facility must be voluntarily employed.
- Workers must be able to voluntarily end their employment without any restriction, provided that they give reasonable notice to their organization.
- No prisoners should be working in a facility.
- No supplier may hold a worker's original government-issued identification or travel documents.
- A supplier may obtain and retain copies of workers' government-issued identification and travel documents.
- Under no circumstances may a supplier allow a private employment or labor agency to hold a worker's original government-issued identification or travel documents.
- Supplier shall not confine or restrict workers' freedom of movement inside the place of production or supplier-provided facilities, including access to drinking water, restrooms and the worker's dormitory room, except where necessary for worker safety and permitted by applicable laws and regulations.
- A supplier must ensure workers have not been charged, directly or indirectly, any fees or commission related to the recruitment and/or employment process, whether in a worker's home country or in the country where the



Global Supplier Audits Conducted in 2021

4
Continents

27
Countries

341
Factories



guidelines; or (b) the age for completing mandatory (compulsorily) education; or (c) the minimum age established by law in the country of manufacture.

In addition, suppliers must comply with all legal requirements for the work of authorized young workers, particularly those pertaining to hours of work, wages, safety, working conditions and the handling of certain materials. In addition, suppliers must ensure that on a regularly scheduled basis, except in extraordinary business circumstances, workers are not required to work more than (a) 60 hours a week, including overtime, or (b) the limits on regular and overtime hours allowed by the laws of the country of manufacture. In addition, except in extraordinary business circumstances, all workers are entitled to at least one day off in every seven-day period.

Pursuant to our SCoC, our suppliers must meet these requirements and be compliant with the law, codes and policies. Whirlpool also utilizes a cross-functional team led by Global Strategic Sourcing (procurement) and consisting of Legal, Ethics and Compliance, and Government Affairs to help identify, review, analyze and respond to any issues of forced or compulsory labor, including, but not limited to, monitoring multiple public websites, periodicals and reports that may identify forced labor violations or issues. Additionally, Whirlpool utilizes a Global Third-party Due Diligence Program that identifies forced or compulsory labor violations, claims or past conduct against new and current suppliers. Based on due diligence findings, Whirlpool can respond appropriately to forced or compulsory labor issues and risks. Material failures to comply with our SCoC may result in the termination of our relationship with a supplier. In order to ensure our suppliers are meeting our standard of integrity, we will continue to conduct independent audits of a representative sampling of our suppliers' practices.

In 2021, as a result of our SCoC audits, eight minor incidents of labor risk were identified. Four of these suppliers have corrected the findings by updating procedures and one new supplier was not awarded business. At the time of publishing the report, three of the eight have been put on new business hold until the findings are remediated.

Environmental Assessments

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.

In 2021, in addition to our SCoC audits, we launched our Global Material Compliance System (also known as Global Critical Materials Management system) in all regions for various programs to collect, record and monitor the use of restricted materials from suppliers that may be harmful to the environment. The system has already been in use in our Europe, Middle East and Africa region since 2019 and replaced the manual collection of restricted materials in other regions this year. See our section on Technology & Innovation Inclusive of Design for Environment for additional details on this topic.

Third-Party Due Diligence Program

While we previously had third-party due diligence checks in place, in 2021 we launched an online centralized system "319 Anti-Corruption Screening Process" (the 319 TPDD Process) to continue driving global anti-corruption due diligence. The 319 TPDD Process is facilitated by Refinitiv Services—World Check program and review and analysis by Whirlpool Corporation's global 319 TPDD compliance team.

The program aims at lowering the risk exposure of working with high-risk third parties by running independent background checks to ensure the suppliers we do business with are reputable.

The main information collected from third parties to conduct the screening includes their legal entity demographic information, primary contact and owner information, their interaction level details with the government in countries where they operate and ownership structure.

In 2020, we launched our Global Material Compliance System in all regions to replace manual collection, recording, and monitoring the use of restricted and environmentally harmful materials from suppliers.

Whirlpool Corporation has developed a conflict mineral due diligence framework that conforms with the internationally recognized due diligence framework developed by the Organisation for Economic Co-operation and Development (OECD).

Our Criteria & Approach For Suppliers

- All new suppliers must be screened through the “319 Anti-Corruption Tool” and approved through this due diligence process before inviting them to submit requests for quotations and/or awarding business requests for quotations.
- All existing suppliers are also evaluated through this program through mass screening with the tool.

Decision Making

Any supplier who fails the background check is either not awarded business (new supplier) during a sourcing event or put on notice for new business hold until clarification is received on actions taken to resolve the identified issues (existing supplier).

Suppliers who pass the Third Party Due Diligence are then screened through our Cybersecurity/Privacy Due-Diligence process managed by our Corporate Information Security Office, and must pass before awarding business.

Conflict Minerals Program

Whirlpool Corporation has developed a conflict mineral due diligence framework that conforms with the internationally recognized due diligence framework developed by the Organisation for Economic Co-operation and Development (OECD). Per U.S. Securities and Exchange Commission (SEC) guidelines, in May 2021 we filed the Whirlpool Corporation Conflict Minerals Report for the year ended 2020, which included reporting requirements on issuers if their products contain metals derived from minerals defined as “conflict minerals,” which currently include cassiterite (the metal ore from which tin is extracted), columbite-tantalite (the metal ore from which tantalum is extracted), wolframite (the metal ore used to produce tungsten) and gold. These minerals—tin, tantalum, tungsten and gold—are referred to collectively as “3TG” or “3TG minerals”.

Our Criteria & Approach

For calendar year 2020, we identified 782 suppliers from across the globe which used smelters and refiners in producing parts and components sold to Whirlpool Corporation.

These suppliers are in commodity groups that are known to have metal components in their parts, thereby higher chances of using smelters and refiners in their process.

61% (478 of 782) of our in-scope suppliers surveyed responded with Conflict Minerals Reporting Template (CMRT) declarations. The majority of our responding in-scope suppliers provided data at a company or divisional level, or otherwise were unable to fully identify specific entities that had processed the 3TG minerals contained in the products or components supplied to us. As a result, we were unable to definitively determine whether our products contain 3TG minerals that may have directly or indirectly financed or benefited armed groups.

Since we are unable to verify the full source and chain of custody for all of the 3TG in our supply chain, we have elected not to present the smelter and refiner names provided by our supply chain in our conflict minerals 2020 report to the SEC. Of the smelters or refiners reported by our supply chain, 77% were classified as not from conflict affected or covered countries, and had statuses of “compliant” or “active” by the Responsible Minerals Assurance Process (RMAP) guidelines. The remaining smelters or refiners had other RMAP classifications.

Measures to Improve Due Diligence and Mitigate Risk

We continue to improve our program with the actions outlined below:

- We invested in conflict minerals diligence tools by launching our conflict minerals survey through our Global Material Compliance Platform in 2020, enabling us to centralize our material compliance declarations into one database.
- We increased the response rate of our in-scope suppliers by 8% in 2020 through improved escalation and follow-up procedures.
- We developed further organizational and supplier awareness by conducting four compliance training (inclusive of conflict minerals training) with all our procurement employees, and sharing details of our conflict minerals compliance program in a global call with our entire supply base.

We continue to undertake the following actions to improve due diligence and further mitigate the risk that 3TG minerals in our products benefit armed groups:

- Enhance escalation and follow-up procedures to increase the response rate of our suppliers to the CMRT, and to enhance due diligence measures to obtain detailed information from suppliers that responded that they may be sourcing 3TG minerals from the covered countries.
- Participate in our Raw Materials Initiative (RMI) with other industry groups to support an increase in the number of smelters and refiners participating in the RMAP and other solutions aimed at improving supply chain transparency.
- Make additional investments in conflict minerals due diligence tools.
- Monitor leading practices of peer companies to enhance our own conflict minerals program.
- Follow processes to identify newly added direct suppliers to Whirlpool Corporation and acquired entities and incorporate them into our Reasonable Country of Origin Inquiry (RCOI) efforts.
- Develop further awareness within the organization and supply base regarding conflict minerals compliance through outreach and training.
- Institutionalize our conflict minerals compliance program by improving our standard operating procedures, rolling out the procedure to identified business units, and identifying and prioritizing improvement opportunities.
- In the event that any of our suppliers are found to be providing us with components or materials containing 3TG from sources that support conflict in the covered countries, work with them to establish alternative sources of 3TG.

Mitigating Supply Risks During COVID-19

We have all witnessed how disasters of varying degrees (pandemic, weather, etc.) can impact our day-to-day business operations. These issues have challenged us to look beyond traditional risk management and adopt a more agile, holistic approach to business continuity.

In 2021, we launched a Disaster Risk Management survey for all our Direct and Finished Product Sourcing suppliers to better understand business continuity risks in their operations and their supply bases.



The survey covered the following risk assessments: Environmental, Socio-economic, Operational, Financial and Compliance risks.

We stated our expectations that our suppliers be prepared with a solid disaster recovery plan in the event we face further challenges.

Responsible Sourcing Program: Continuous Improvement Actions

We strive to continuously strengthen and enhance our compliance programs to ensure we mitigate risk, minimize negative impacts and make a positive contribution to the businesses, people and communities we support through ethical purchasing practices.

While we expect our Tier 1 suppliers to extend our SCoC to their entire supply chain, the audit program is only extended to our Tier 1 suppliers, and we look forward to expanding it for Tier 2 suppliers with directed spend in the near future.



APPENDIX

- 99 Awards & Recognition
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- 127 Forward-Looking Statements

Awards & Recognition



World's Most Admired Companies
FORTUNE magazine,
eleventh consecutive year

World's Best Employers
Forbes magazine

World's Best Employers for new Grads
Forbes magazine

Dow Jones Sustainability Index, North America
Global corporate sustainability index

Corporate Equality Index
Perfect score of 100 from the Human Rights Campaign
Eighteenth consecutive year

Top Employer Europe
Top Employer Institute,
in six countries
Fourth consecutive year

Gold Sustainability Rating
Ecovadis
Whirlpool EMEA

EPA SmartWay® Excellence Award
U.S. Environmental Protection Agency
Seventh year

America's Most Just Companies List
#1 in Household Goods & Apparel Category,
JUST Capital

America's Most Responsible Companies
Newsweek

Disability Equality Index
100% Score

50 Best Companies to Sell For
Selling Power magazine, Top 5

Red Dot Design Award
Whirlpool, KitchenAid, Bauknecht brands

IF Design, 2021
KitchenAid, Bauknecht brands

Innovation By Design
Fast Company, Whirlpool brand

#1 in 'Best of 2021 Lists
U.S. News & World Report, Maytag brand refrigerator

Best Products of 2021
U.S. News & World Report, Whirlpool brand

Twice VIP
Whirlpool brand

Best Dryer of 2021
USA TODAY Network, Maytag brand

Most Innovative Washing Machine
Cleaning Awards, Good Housekeeping, Whirlpool brand

Best Places to Work in Manufacturing
Whirlpool of India, Ltd. Great Place to Work® Institute

Security and Environment Promotion
Ecological Environment Bureau of Shenzhen

Harmonious Labor Promotion
Human Resources and Social Security Bureau of Shenzhen

Excellent Tax Payment
Emergency Management Bureau of Shenzhen

2021 Best of What's New Award
Popular Science

"Best in ESG"
EXAME. ESG Brazil
Industry Sector

Partnerships

Partner	About the Organization	Page No.
ENVIRONMENTAL		
Boys & Girls Clubs of America	Boys & Girls Clubs of America enables young people most in need to achieve great futures as productive, caring, responsible citizens.	67
Department of Energy Better Plants Program	The U.S. Department of Energy's (DOE) Better Plants Program is working with leading manufacturers to boost their competitiveness through improvements in energy efficiency.	27
EPA Smartway	SmartWay is an EPA program that helps the freight transportation sector improve supply chain efficiency.	16
Feeding America	Feeding America is a U.S.-based nonprofit organization and through its network is the nation's largest domestic hunger-relief organization, working to connect people with food and end hunger.	35
Green Pea Italy	Green Pea Italy is the the world's first retail park committed to the cause of sustainability.	32
Habitat for Humanity	Habitat for Humanity is a global nonprofit housing organization working in local communities across all 50 states in the U.S. and in approximately 70 countries.	64
Instituto Consulado da Mulher	Consulado da Mulher improves and empowers the lives of socially vulnerable women in Brazil.	69
OneTen	OneTen is a coalition of leading executives who are coming together to upskill, hire and advance 1 million Black Americans over the next 10 years into family-sustaining jobs with opportunities for advancement.	59
Purdue University	Purdue University is a public institution in the U.S. that was founded in 1869. Purdue and Whirlpool have a history of collaboration, including the ReNEWW House project.	28
United Way	United Way advances the common good by creating opportunities for all. Its focus is on education, income and health—the building blocks for a good quality of life and a strong community.	66
World Business Council for Sustainable Development (WBCSD)	WBCSD is a global, CEO-led organization of over 200 leading businesses working together to accelerate the transition to a sustainable world.	34

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 indicators (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. A review consists 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. A review is substantially less in scope 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. A review also does not provide assurance that we became aware of all significant matters that would be disclosed in an examination. We believe that our review provides a reasonable basis for our conclusion.

In performing our review, we have also complied with the independence and other ethical requirements set forth in the Code of Professional Conduct and applied the Statements on Quality Control Standards established by the AICPA.

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 Value Chain (Scope 3) Accounting and Reporting Standard criteria.

The information included in Whirlpool's 2021 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 in the table 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
March 3, 2022

External Limited Assurance



Appendix A: Subject Matter Schedules

Schedule of Select Environmental Metrics for the year ended December 31, 2021

Metrics	Value	Unit Reported	Criteria
Scope 1 Greenhouse Gas (GHG) Emissions ^{1, 2, 3}	172,392	Metric tonnes carbon dioxide equivalent ("mtCO ₂ e")	World Resources Institute ("WRI") / World Business Council for Sustainable Development's ("WBCSD") The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (GHG Protocol)
Scope 2 GHG Emissions (Location-based method) ^{1, 3, 4}	438,325	mtCO ₂ e	WRI WBCSD GHG Protocol Scope 2 Guidance
Scope 2 GHG Emissions (Market-based method) ^{1, 3, 4}	424,945	mtCO ₂ e	WRI WBCSD GHG Protocol Scope 2 Guidance
Scope 3 GHG Emissions, Category 11 Use of Sold Products ^{5, 6}	62.2	Millions mtCO ₂ e	WRI WBCSD GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard
Total Energy Consumption ¹	7,467,571	Gigajoules	Global Reporting Initiative ("GRI") Disclosure 302-1e: Total energy consumption within the organization, in joules or multiples
Energy Intensity ⁷	0.14	Gigajoules / product	GRI 302-3a: Energy intensity ratio for the organization
% of total energy sourced from renewable sources	1.70%	%	GRI 302-1b: Total fuel consumption within the organization from renewable sources, in joules of multiples, and including fuel types used.

Schedule of Scope 3 Category 11 GHG Emissions⁸ for the year ended December 31, 2016

Metrics	Value	Unit Reported	Criteria
Scope 3 GHG Emissions, Category 11 Use of Sold Products ^{6, 9}	72.3	Millions mtCO ₂ e	WRI WBCSD GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard

¹ The reporting boundary of the Subject Matter within the Schedule includes 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.

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: 2020 Brazilian Greenhouse Gas Protocol and 2019 US Environmental Protection Agency ("EPA") Emission Factors for Greenhouse Gas Inventories.

³ For distribution centers where actual data cannot be obtained, Whirlpool calculates an internal intensity factor based on actual natural gas consumption data from other reporting distribution centers and extrapolates based on square footage.

⁴ 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: 2020 Brazilian Greenhouse Gas Protocol, 2019 US EPA Emission Factors for Greenhouse Gas Inventories, 2021 US EPA Emissions & Generation Resource Integrated Database ("eGRID") emission factors and 2021 release of the International Energy Agency ("IEA") Emission Factors referencing the 2019 factors.

⁵ 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, 2021 and excludes small domestic appliances, accessories or filters. The reporting boundary includes shipments from divested entities for the period in which they were owned by Whirlpool during the year. Whirlpool references the following emission factors in the Scope 3 emissions calculation: 2018 US EPA Emission Factors for Greenhouse Gas Inventories and 2020 2021 release of the IEA Emission Factors referencing the most recent factor available for each country.

⁶ Use of Sold Product emissions are calculated using the assumption that the useful life of large appliances is 10 years.

⁷ 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, 2021.

⁸ 2016 is the base year for Whirlpool's Scope 3 Category 11 emissions reduction goal

⁹ Scope 3 Category 11 emissions reporting boundary includes large appliances shipped during the year ended December 31, 2016 and excludes small domestic appliances, accessories or filters. Whirlpool references the following emission factors in the Scope 3 emissions calculation: 2018 US EPA Emission Factors for Greenhouse Gas Inventories and 2020 release of the IEA Emission Factors referencing the most recent factor available for each country.

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.

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Schedules of Select Diversity & Equal Opportunity Metrics for the year ended December 31, 2021

Metrics ^{10,11}	Value ¹²	Unit ¹³	Criteria
Global females by level: Executive committee	31	%	2016 GRI 405-1a: Percentage of individuals within the organization's governance bodies 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).
Global employees by Age: Executive committee			
< 30	0		
30 - 50	46	%	
> 50	54		
Underrepresented Minorities ("URM") by level: Executive Committee (U.S. only)¹⁴	10	%	
URM by level (U.S. only)¹⁴			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).
Director and above	26		
Senior manager and manager	24	%	
White collar below manager	23		
Blue collar	25		
URM (U.S. only)¹⁴	24	%	
Black representation (U.S. only)¹⁴			
Director and above	7		
Senior manager and manager	3	%	
White collar below manager	11		
Blue collar	11		
Global female representation			
Director and above	29		
Senior manager and manager	33	%	
White collar below manager	43		
Blue collar	39		
Global employees by level			
Director and above	1		
Senior manager and manager	6	%	
White collar below manager	21		
Blue collar	73		
Global employees by age			Percentage of global employees in each of the following age categories: under 30 years old, 30-50 years old, over 50 years old
< 30	27		
30 - 50	53	%	
> 50	20		

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Metrics ^{10, 11}	Value ¹²	Unit ¹³	Criteria	
Global employees by gender				
Male	41,525	Count of employees	2021 GRI 2-7: (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	
Female	27,272			
Global employees by region				
North America	21,047	Count of employees		
EMEA	17,394			
Latin America	26,611			
Asia	3,745			
Global employees by gender and contract type				
<i>Temporary</i>				
Male	927	Count of employees		
Female	591			
Total	1,518			
<i>Permanent</i>				
Male	40,598	Count of employees		
Female	26,681			
Total	67,279			
Global employees by region and contract type				
<i>Temporary</i>				
North America	9	Count of employees		
EMEA	1,248			
Latin America	219			
Asia	42			
<i>Permanent</i>				
North America	21,038	Count of employees		
EMEA	16,146			
Latin America	26,392			
Asia	3,703			

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Metrics ^{10, 11}	Value ¹²	Unit ¹³	Criteria
Global employees by gender and employment type			2021 GRI 2-7: (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
<i>Full-time</i>			
Male	41,103	Count of employees	
Female	26,574		
Total	67,677		
<i>Part-time</i>			
Male	422	Count of employees	
Female	698		
Total	1,120		
Global employees by region and employment type			
<i>Full-time</i>			
North America	20,922	Count of employees	
EMEA	16,964		
Latin America	26,052		
Asia	3,739		
<i>Part-time</i>			
North America	125	Count of employees	
EMEA	430		
Latin America	559		
Asia	6		
Total Global Turnover Rate¹⁵	29	% of employees	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.
Total Global Hire Rate¹⁵	31		

¹⁰ Employees include both full-time and part-time employees. Headcount from those employees who were part of the divested operations are not included in the reported metrics. 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 12/31/2021.

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 URM's divided by the number of U.S. employees who disclose their ethnicity.

¹⁵ Hire and termination rates are calculated as: New hires or terminations divided by average headcount for the reporting period.

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.

External Limited Assurance



Metrics ^{8, 9, 10}	Employee Count	Rate as % ¹¹	Criteria
Global new hires and hire rate by region¹⁶			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.
North America	7,600	36	
EMEA	1,984	11	
Latin America	11,086	43	
Asia	705	20	
Global new hires and hire rate by age¹⁶			
> 50	1,193	9	
30 - 50	7,408	21	
< 30	12,774	71	
Global new hires and hire rate by gender¹⁶			
Male	11,453	28	
Female	9,922	38	
Global employee turnover and turnover rate by region¹⁷			
North America	7,565	36	
EMEA	2,283	13	
Latin America	9,212	36	
Asia	629	18	
Global employee turnover and turnover rate by age¹⁷			
> 50	2,243	16	
30 - 50	7,543	21	
< 30	9,903	55	
Global employee turnover and turnover rate by gender¹⁷			
Male	11,456	28	
Female	8,233	31	

¹⁶Hire rates are calculated as: New hires by age group, gender or region divided by average headcount for the reporting period.

¹⁷Termination rates are calculated as: Terminations by age group, gender or region divided by average headcount for the reporting period

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.

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Schedule of Select Occupational Health and Safety Metrics for the year ended December 31, 2021

Metrics ^{18, 19}	Value	Reporting Unit and Criteria
Recordable injury and illness cases	480	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 ²⁰	0.72	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.
Total Hours Worked ²⁰	133,773,414	The number of hours worked in the reporting period.
Fatalities—Employees and non-employees overseen on a day-to-day basis by a Whirlpool employee ²⁰	0	The number of fatalities as a result of work-related injury or work-related illness.
Days Away from Work (DAFW) Rate ²⁰	0.28	The number of DAFW 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 hours worked for the reporting period. A DAFW 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.
Serious Incidents ²⁰	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

External Limited Assurance



Metrics ^{18, 19}	Value	Reporting Unit and Criteria
Serious Incident Rate ²⁰	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 for the reporting period.
Fatalities—Contractors ²¹	0	The number of fatalities as a result of work-related injury or work-related ill health.

¹⁸The 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 Whirlpool employees and/or non-employees overseen on a day-to-day basis by a Whirlpool employee. These metrics exclude data for an estimated 4% of Whirlpool's workforce for certain non-industrial sites in US, Mexico, & Europe. The reporting boundary includes divested entities for the period in which they were operated by Whirlpool during the year.

¹⁹Whirlpool's OHS metrics were determined as of January 28th, 2022, for the year ended December 31, 2021. Note, as more case details arise, incident classifications are subject to change.

²⁰This metric includes the relevant data for Whirlpool employees and non-employees (i.e. temporary workers, contractors) overseen on a day-to-day basis by a Whirlpool employee.

²¹This metric includes the relevant data for non-employees not overseen on a day-to-day basis by a Whirlpool employee.

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.

Schedule of Select Product Safety Metrics for the year ended December 31, 2021

Metrics ²²	Value	Unit Reported	Criteria
Number of ²³			
1. recalls issued	0	Number of recalls issued	SASB CG-AM-250a.1
2. total units recalled	0	Total number of units recalled	
Total amount of monetary losses as a result of legal proceedings associated with product safety ^{24, 25}	4.5	Millions \$ (USD)	SASB CG-AM-250a.3 (1)

²²The reporting boundary for these metrics is for all products manufactured and distributed by Whirlpool. Products manufactured and distributed by licensees of Whirlpool Corporation are excluded from the reporting boundary of this metric.

²³Recalls and recall expansions are included in the scope of this metric.

²⁴In 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 (fire or explosion).

²⁵Monetary 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 12/31/2021 that relate to cases with incident dates between 2011 and 2021. Monetary losses from divested operations are not included.

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.

External Limited Assurance



Schedule of Select Product Life Cycle Environmental Impacts Metrics for the year ended December 31, 2021

Metrics	Value	Unit Reported	Criteria
Percentage of eligible products by revenue certified to the ENERGY STAR Program ^{26, 27}	40.4%	%	SASB CG-AM-410a.1 (1)

²⁶ Eligible products are identified as products sold by Whirlpool within the categories of appliances eligible for United States ENERGY STAR certification which included: Air Purifiers (Cleaners), Clothes Dryers, Clothes Washers, Commercial Clothes Washers, Dehumidifiers, 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, Ingles.

²⁷ The metric is calculated as (revenue from ENERGY STAR certified products) / (revenue from ENERGY STAR eligible products).

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.

GRI Index

Disclosure Number	Disclosure Name	Current-Year Response
2-1	Organizational details	Whirlpool Corporation 2000 North M-63, Benton Harbor, Michigan Whirlpool Corporation is a publicly traded company, listed on the Chicago Stock Exchange and New York Stock Exchange. Countries where Whirlpool Corporation operates and that are relevant to the topics covered in this report are: Argentina, Brazil, India, Italy, Mexico, Poland, Russian Federation, Slovakia, United Kingdom, 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, India, Italy, Mexico, Poland, Russian Federation, Slovakia, United Kingdom, United States of America.
2-3	Reporting period, frequency and contact point	See About this Report , page 4.
2-4	Restatements of information	2019 Recordable Injury & Illness Cases and Recordable Injury & Illness Rate metrics have been updated to reflect the inclusion of 22 Recordable Cases which were inadvertently omitted from the original 2019 calculation, refer to page 46.
2-5	External assurance	See External Limited Assurance , page 101.
2-6	Activities, value chain and other business relationships	See Who We Are , page 6 and Whirlpool Value Chain , page 16.
2-7	Employees ¹	See Sustainability Report Data Appendix
2-8	Workers who are not employees	See Sustainability Report Data Appendix
2-9	Governance structure and composition	See Board of Directors , page 78.
2-10	Nomination and selection of the highest governance body	See Proxy Statement , pages 2-12.
2-11	Chair of the highest governance body	See Proxy Statement , pages 2-12.
2-12	Role of the highest governance body in overseeing the management of impacts	See Our ESG Governance & Leadership , page 12.
2-13	Delegation of responsibility for managing impacts	See Our ESG Governance & Leadership , page 12.

¹ Decline in total number of employees from 2020 to 2021 primarily attributable to the Whirlpool China divestiture.

Disclosure Number	Disclosure Name	Current-Year Response
2-14	Role of the highest governance body in sustainability reporting	See Our ESG Governance & Leadership , page 12.
2-15	Conflicts of interest	See Proxy Statement , pages 2-12, 16. See Our Integrity Manual See Corporate Governance Guidelines and Policies In addition, each year as part of our Annual Certification and 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 & Compliance , page 81.
2-16	Communication of critical concerns	See Whirlpool Integrity Line and Global Ethics & Compliance , page 81.
2-17	Collective knowledge of the highest governance body	See Board of Directors , page 76.
2-18	Evaluation of the performance of the highest governance body	See Board of Directors , page 76.
2-19	Remuneration policies	See Compensation Policies , page 80. Additional details on our Board of Directors compensation, and our executive compensation policies and programs can be found in our Proxy Statement , pages 21-38, as filed with the SEC.
2-20	Process to determine remuneration	Proxy Statement , pages 21-38.
2-21	Annual total compensation ratio	Proxy Statement , page 54.
2-22	Statement on sustainable development strategy	See CEO Message , page 7.
2-23	Policy commitments	See Global Ethics & Compliance , page 81.
2-24	Embedding policy commitments	See Global Ethics & Compliance , page 81, and Responsible Sourcing , page 93.
2-25	Processes to remediate negative impacts	See Global Ethics & Compliance , page 81.
2-26	Mechanisms for seeking advice and raising concerns	See Global Ethics & Compliance , page 81.

Disclosure Number	Disclosure Name	Current-Year Response
2-27	Compliance with laws and regulations	Whirlpool Corporation received no significant fines or sanctions for non-compliance with environmental laws/regulations in 2021. Each year, all manufacturing sites assess compliance status and complete the “Annual Compliance Assurance Letter”, confirming that they are in substantial compliance with EHS laws, regulations, and other obligations. In the past 5 years, Whirlpool was subject to one significant fine. Pursuant to a settlement with the French Competition Authority (FCA), Whirlpool paid a fine of EUR 56M attributable to Whirlpool’s France business and EUR 46M 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. Further information is contained in Whirlpool’s most recent Form 10-K filed with the SEC. (See page 70, Commitments and Contingencies—“Competition Investigation”).
2-28	Membership associations	Whirlpool’s Corporation’s main memberships of industry associations are held with APPLiA, AHAM and ELETROS.
2-29	Approach to stakeholder engagement	See Materiality & Stakeholder Engagement , page 14.
2-30	Collective bargaining agreements	See Workforce Development & Engagement , page 51.
3-1	Process to determine material topics	See Materiality & Stakeholder Engagement , page 14.
3-2	List of material topics	See Materiality & Stakeholder Engagement , page 14.
3-3	Management of material topics	See Materiality & Stakeholder Engagement , page 14.
201-2	Financial implications and other risks and opportunities due to climate change	See TCFD , page 121.
202-1	Ratio 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.
204-1	Procurement budget spent 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 40-60% of our purchasing budget is within the local market that our product is produced.
205-1	Operations assessed for risks related to corruption	See Anti-Corruption , page 86. 100% of our operations are regularly assessed and evaluated for multiple compliance and ethics risks, including risks related to corruption.

Disclosure Number	Disclosure Name	Current-Year Response
205-2	Communication and training about anti-corruption policies and procedures	See Anti-Corruption , page 86. 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 trainings, 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 in 2021.
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	See Form 10-K , pages 77 and 79.
207-1	Tax strategy	Whirlpool Corporation's tax strategy is to fully comply with the tax laws in the jurisdictions in which we operate. This tax strategy is reviewed annually by the CEO, CFO, and Vice-President of Tax.
207-2	Tax governance, mechanisms for reporting concerns about unethical or unlawful behavior and the assurance process for disclosures on tax	The tax governance and control framework are embedded in Whirlpool Corporation's internal controls and compliance with these controls is assessed through routine reviews by the Company's Internal Audit function and independent external auditors. The 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 Integrity Line.
207-3	Management of stakeholder 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	Tax jurisdictions	Whirlpool Corporation manufactures products in 12 countries and markets products in nearly every country around the world. The Company's geographic segments consist of North America, Latin America, Europe and Asia. The Company pays tax in every profitable jurisdiction where it has nexus.
301-1	Materials used by weight or volume	<ul style="list-style-type: none"> • Metals (non-renewable): 2,062,600 Metric Tons • Plastics (non-renewable): 559,600 Metric Tons • Cardboard Packaging (renewable)*: 120,132 Metric Tons • EPS Packaging (non-renewable): 45,893 Metric Tons • Recycled Paper Packaging (renewable): 17,838 Metric Tons • Film Packaging (non-renewable): 9,356 Metric Tons <p>*The recycled content in our cardboard packaging varies from 25% to 100%, depending on the region. Note: This data is estimated based on engineering and sourcing estimates.</p>

Disclosure Number	Disclosure Name	Current-Year Response
302-1	Energy consumption within the organization	See Energy Management , page 27 and Sustainability Report Data Appendix .
302-3	Energy intensity	See Sustainable Operations , page 36 and Sustainability Report Data Appendix . Fuel, electricity, and steam are included in the intensity ratio. The denominator includes our major product categories (see page 6).
302-4	Reductions in energy consumption	See Energy Management , page 27 and Sustainability Report Data Appendix . Fuel, electricity, and steam are included. The baseline year is 2016 based on the SBTi methodology.
302-5	Reductions in energy requirements of products and services	See GHG Emissions , page 24 and Sustainability Report Data Appendix . On average, our major appliances' energy requirements decreased 11 kWh or 3% per unit from 2020. This includes Air Treatment, Cooking, Dishwashers, Refrigeration, and Laundry products.
303-1	Interactions with water as a shared resource	See Water , page 41.
303-2	Management of water discharge-related impacts	See Water , page 41. In every country we meet local legal and regulatory requirements.
303-3	Water withdrawal	See Water , page 41 and Sustainability Report Data Appendix .
303-4	Water discharge	See Water , page 41 and Sustainability Report Data Appendix .
303-5	Water consumption	See Water , page 41 and Sustainability Report Data Appendix .
305-1	Direct (Scope 1) GHG emissions	See GHG Emissions , page 24 and Sustainability Report Data Appendix . The baseline year is 2016. Emissions Factors are from the U.S. EPA. Emissions are consolidated based on an operational control approach.
305-2	Energy indirect (Scope 2) GHG emissions	See GHG Emissions , page 24 and Sustainability Report Data Appendix . The baseline year is 2016. Emission Factors are from IEA. Emissions are consolidated based on an operational control approach. This includes all manufacturing facilities and non-manufacturing facilities over 500,000 Square Feet.
305-3	Other indirect (Scope 3) GHG emissions	See GHG Emissions , page 24 and Sustainability Report Data Appendix . Scope 3 Category 11 Use of Sold Product Emissions for large appliances. The baseline year is 2016 based on the SBTi methodology. Emission Factors are from IEA.
305-4	GHG emissions intensity	See Sustainable Operations , page 36 and Sustainability Report Data Appendix . The denominator to calculate the ratio is production.
305-5	Reduction of GHG emissions	See GHG Emissions , page 24 and Sustainability Report Data Appendix .

Disclosure Number	Disclosure Name	Current-Year Response
306-1	Significant actual and potential waste-related impacts	See Product End of Life Management , page 33. See Zero Waste to Landfill , page 38.
306-2	Actions to prevent waste generation and to manage significant impacts	See Product End of Life Management , page 33. We diverted hundreds of thousands of products through voluntary programs across LAR, NAR, and EMEA. <ul style="list-style-type: none"> • Refurbishment business model Brazil reoperated 23,601 products in 2021. • Return centers in the U.S. diverted 105,000 products from waste in 2021. • Return centers in the U.K. have managed 46,519 units in 2021, diverting 38,485 of them from waste (representing approximately 2,000 tons of avoided waste—considered 50 Kg/product.) • Return center in Canada diverted 5,051 (Jan-Oct) units in 2021, representing approximately 638 tons of avoided waste.
306-3	Waste generated by composition	See Zero Waste to Landfill , page 38 and Sustainability Report Data Appendix .
306-4	Waste diverted from disposal	See Zero Waste to Landfill , page 38 and Sustainability Report Data Appendix .
306-5	Waste directed to disposal	See Zero Waste to Landfill , page 38 and Sustainability Report Data Appendix .
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 93.
308-2	Negative environmental impacts in the supply chain and actions taken	See Responsible Sourcing , page 9.3
401-1	New employee hires and employee turnover	See Sustainability Report Data Appendix .
401-2	Benefits provided to full-time employees	See Workforce Development & Engagement , page 51. 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.
401-3	Parental leave	All employees are eligible for this benefit as of the date of hire. 240 female employees took parental leave in 2021, 96% returned to work after their leave. 85% of the female employees who took parental leave in 2020 were still employed 12 months after their return to work. 495 male employees took parental leave in 2021, 97% returned to work after their leave. 86% of the male employees who took parental leave in 2020 were still employed 12 months after their return to work.
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.

Disclosure Number	Disclosure Name	Current-Year Response
403-1	Occupational health and safety management system	See Occupational Health & Safety , page 46.
403-2	Hazard identification, risk assessment and incident investigation	See Occupational Health & Safety , page 46.
403-3	Occupational health services' functions	See Occupational Health & Safety , page 46.
403-4	Worker participation and consultation in the occupational health and safety management system	See Occupational Health & Safety , page 46.
403-5	Worker training on occupational health and safety	See Occupational Health & Safety , page 46.
403-6	Worker access to non-occupational medical and healthcare services	See Occupational Health & Safety , page 46.
403-7	Prevention or mitigation of occupational health and safety impacts directly linked by business relationships	See Occupational Health & Safety , page 46.
403-8	Workers covered by an occupational health and safety management system	See Occupational Health & Safety , page 46. Contractors executing a temporary project that are under direct supervision of their employer may not participate in the full health & 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 & Safety , page 46 and Sustainability Report Data Appendix . Whirlpool Corporation does not draw a distinction between regular employee hours worked and temporary employee hours worked. Temporary employees or “contract” employees are employees who are employed by another employer but supervised on a day-to-day basis by a Whirlpool Corporation employee. Therefore, the total number of employee hours worked is composed of both Whirlpool Corporation employees and non-employees supervised by a Whirlpool Corporation employee. The only workers who are not included in this disclosure are contractors and contract workers who work (temporarily) at a Whirlpool Corporation operation and are not supervised by a Whirlpool Corporation employee, but instead by a member of his/her own organization.
403-10	Work-related ill health	See Occupational Health & Safety , page 46 and Sustainability Report Data Appendix . Workers that are not supervised by a Whirlpool employee are not included in Whirlpool Injury and Illness records.
404-1	Average hours of training per year per employee	See Workforce Development & Engagement , page 51. Training is offered at Whirlpool Corporation to all employees based on development needs and company requirements regardless of race, gender and ethnicity.

Disclosure Number	Disclosure Name	Current-Year Response
404-2	Programs for upgrading employee skills and transition assistance programs	<p>See Workforce Development & Engagement, page 53.</p> <p>At Whirlpool Corporation, we believe that all our employees need high-quality tools and training to do their best work. We provide a wide variety of flexible learning opportunities around the globe to enable our employees to develop and grow. WeLEARN is Whirlpool's new front door to a personalized learning experience. This digital learner-driven platform is designed to allow salaried employees to access learning when and where they need it, collaborate with others, and build skill for today and tomorrow. Launched in 2020, it is part of a multi-year strategy to create a learning culture at Whirlpool and is available to all of our salaried employees globally. WeLEARN provides learning content that is aligned with Whirlpool's strategic imperatives and our updated Leadership Model. For hourly employees, WCM (World Class Manufacturing) is being implemented at our plants around the world as a part of our Global Manufacturing Strategy. People Development (PD) is a principle enabler of the Global Manufacturing Strategy through the development of our people by building capability to foster an organizational culture to develop exceptional people, engage employees, eliminate waste and loss through WCM methodology.</p> <p>Severance and job placement services and transition assistance are available as necessary and appropriate to White Collar employees in the U.S. Globally we comply with statutory requirements for severance.</p>
404-3	Percentage of employees receiving regular performance and career development reviews	<p>See Workforce Development & Engagement, page 54.</p> <p>100% of white collar employees globally receive a performance review, regardless of gender. Whirlpool's performance management process, Every Day 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 19,000) participate in Every Day Performance Excellence. Performance management processes for our hourly workforce varies by geography, however does not vary by gender and incorporates various manufacturing plant metrics for performance measurement.</p>
405-1	Diversity of governance bodies and employees	<p>See Board of Directors, page 77.</p> <p>See Diversity & Equal Opportunity, page 59.</p> <p>See Sustainability Report Data Appendix.</p>
405-2	Ratio of the basic salary and remuneration of women to men	Whirlpool does not make compensation decisions based on race, gender or any other protected category.
406-1	Incidents of discrimination and corrective actions taken	In 2021, there were 65 internal cases of which 29 were substantiated and we took corrective actions, and 36 were unsubstantiated. We also had 12 external cases of which 4 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 36 unsubstantiated incidents; however, Whirlpool did take the opportunity in 8 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.

Disclosure Number	Disclosure Name	Current-Year Response
407-1	Operations and suppliers in which right to freedom of association or collective bargaining may be at risk	See Workforce Development & Engagement , page 51. See Responsible Sourcing , page 93 and our Supplier Code of Conduct . Through Whirlpool's Supplier Code of Conduct audits Whirlpool did not have any instances in 2021 which our suppliers violated freedom of association or collective bargaining.
408-1	Operations and suppliers at risk for incidents of child labor	See Responsible Sourcing , page 93. No instances of child labor or young workers exposed to hazardous work were found in any of the audited supplier facilities.
409-1	Operations and suppliers at risk for incidents of force or compulsory labor	See Responsible Sourcing , page 93.
410-1	Security personnel training in human rights policies	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.
413-1	Operations with local community engagement, impact assessments and development programs	See Local Communities , page 62. We engage with our communities in every facility around the globe. A highlight of our community support for the last few years is our global headquarters' work with the local community on six workstreams to support racial equality in the community. This involved meeting with members of the community (95% African American) and working with them to create programs such as mentoring, internships and other youth engagement programs. See all our activity at https://whirlpoolcorp.com/social/ .
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 Supplier Code of Conduct. 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 93.
414-2	Negative social impacts in the supply chain and actions taken	See Responsible Sourcing , page 93.
415-1	Political contributions	The Corporate Governance & Nominating Committee of the Board exercises oversight of the Company's political contributions and lobbying activities. See whirlpoolcorp.com/us-political-contributions/ for more information on U.S. Political Contributions.
416-1	Assessment of the health and safety impacts of product and service categories	See Product Safety & Quality , page 90. Product health & safety impacts are assessed throughout the product lifecycle—from concept to retirement—for 100% of Whirlpool's portfolio.

Disclosure Number	Disclosure Name	Current-Year Response
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. Additionally, they are all addressed and brought to closure through our rigorous process and management systems. There have been no product health and safety non-compliance incidents.
417-1	Product and service information and labeling	The literature supplied with the product as well as online describe the proper and safe usage of the product.
417-2	Incidents of non-compliance concerning product and service information and labeling	We identified 8 incidents of non-compliance with voluntary codes.
417-3	Incidents of non-compliance concerning marketing communications	We have not identified any non-compliances based on internal search conducted.
418-1	Complaints concerning breaches of customer privacy	Complaints received from outside parties: 5 Complaints received from regulatory bodies: 1

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

SASB

The Sustainability Accounting Standards Board (SASB) connects businesses and investors on the financial impacts of sustainability. Our 2019 Sustainability Report marked the first time that Whirlpool has reported to the SASB framework against the Consumer Goods Sector—Appliances Manufacturing Standards.

SASB—SUSTAINABILITY ACCOUNTING STANDARDS BOARD					
Consumer Goods Sector—Appliance Manufacturing					
Sustainability Disclosure Topics & Accounting Metrics:					
Topic	Accounting Metric	Category	Code	Unit of Measure	2021 Response
Product Safety	Number of (1) recalls issued and (2) total units recalled	Quantitative	CG-AM-250a.1	Number	(1) Zero voluntary ¹ and involuntary product safety recalls issued (2) Zero total units recalled
	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	Product Safety and Quality , Page 90.
	Total amount of monetary losses as a result of legal proceedings associated with product safety	Quantitative	CG-AM-250a.3	Reporting currency	\$4.5M ²
Topic	Accounting Metric	Category	Code	Unit of Measure	2021 Response
Product Life Cycle Environmental Impacts	Percentage of eligible products by revenue certified to the Energy Star program	Quantitative	CG-AM-410a.1	Percentage (%) by revenue	40.4% ^{3,4}
	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 2021, 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	Product Safety and Quality , Page 90.

¹ In August 2021, a recall was issued for dehumidifiers manufactured and sold by New Widetech, a licensee of Whirlpool Corporation. This recall involves dehumidifiers, manufactured before September 1, 2017, with the brand names including Amana and Whirlpool, amongst other non-Whirlpool Corporation brand names. As Whirlpool Corporation is not responsible for the manufacturing of these products or the issuance of the recall, nor financially liable for the recall, we have excluded this recall from SASB Appliance Manufacturing Standard CG-AM-250a.1 reporting.

² Total amount of monetary losses are reported net of insurance reimbursements in excess of Whirlpool's self-insured limit.

³ 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, Ingles

⁴ Revenue used to calculate the percentage of eligible products certified to the Energy Star program does not reflect sales incentives or allowances for product returns, which are recognized as a reduction of revenue when accounting for Net Sales in the Consolidated Statements of Income. See Notes 1 & 2 to the Consolidated Financial Statements for additional information on Accounting Policies and Revenue.

TCFD

TCFD RECOMMENDATION	WHIRLPOOL CORPORATION DISCLOSURES
<p>Governance</p>	<p>Oversight for ESG Our Board of Directors is committed to overseeing the integration of ESG principles throughout Whirlpool Corporation, as reflected in our Corporate Governance Guidelines, which provides for Board oversight of our ESG strategy and initiatives, including those related to climate risks and opportunities. In line with the guidelines, the Board reviews and receives updates on our sustainability strategy and key long-term ESG initiatives every year. The Board oversees the integration of ESG principles throughout the company to drive long-term value.</p> <p>Management At the management level, our ESG efforts are led by our Executive Committee and guided by our ESG Councils—one covering Environmental Sustainability, one covering Social and Governance topics. 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. To further strengthen our ESG governance structure and integration into our business, we named a Senior Vice President, Communications, Public Affairs and Sustainability to join the Executive Leadership team and report directly to our Chairman and CEO. 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 The ESG Councils are supported by the ESG Task Force, a cross-functional team that embeds individuals and leaders from all areas of the business. The Task Force is responsible for planning, communication, education, prioritization and reporting around all ESG matters.</p> <p>Specific to climate change, we have set a net zero target on Scopes 1 & 2 and a target on Scope 3 products in use below 2°C. The ESG Councils continue to monitor emerging risks and opportunities related to emissions, renewable energy, recycling, new regulatory actions, materials, end of life, and the connected grid infrastructure. Climate risks due to extreme weather events and its impacts on our value chain were a specific focus to address in 2021 and will continue to be a priority. Emerging topics such as carbon taxes, biodiversity, water, closed loops and supply chain resiliency, net-zero homes, and environmental design, including life cycle assessments, are all areas that are continually monitored by our dedicated sustainability team.</p> <p>The role of assessing risks and opportunities resides with the Enterprise Risk Management and Sustainability functions. Our Sustainability team works with internal stakeholders from multiple functions to monitor environmental metrics and promote accountability on an ongoing basis for achieving our science-based emissions reduction goals and mitigating risks.</p>

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<p>Strategy</p>	<p>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.</p> <p>We have identified several climate-related risks and opportunities with potential impact to our business as described below:</p> <p>PHYSICAL RISKS Operations Continuity Risk type: Acute and chronic physical Time horizon: Short-term Likelihood: More likely than not Magnitude of impact: Medium</p> <p>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:</p> <table border="1" data-bbox="1067 743 2569 1047"> <thead> <tr> <th>Scenario</th> <th>Representative Concentration Pathway (RCP)</th> <th>Description</th> </tr> </thead> <tbody> <tr> <td>High Emissions</td> <td>RCP 8.5</td> <td>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.</td> </tr> <tr> <td>Moderate Emissions</td> <td>RCP 4.5</td> <td>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.</td> </tr> <tr> <td>Low Emissions</td> <td>RCP 2.6</td> <td>Aggressive mitigation actions to halve emissions by 2050. This scenario is likely to result in warming of less than 2°C by 2100.</td> </tr> </tbody> </table> <p>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.</p> <p>Adaptation plans and mitigation measures at sites with higher risk exposure are coordinated by an EHS group that prioritizes actions to address risks and opportunities related to our assets and infrastructure. In 2021, the group focused on assessing risk factors related to water stress that may impact sites with greater exposure to this risk in the future, as identified in the scenario planning completed by Trucost. Actions are then prioritized in Whirlpool’s capital appropriation process.</p>	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.
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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 some key parts may be available only from a single supplier or a limited group of suppliers, we are subject to supply and pricing risk. In addition, certain proprietary component parts used in some of our products are provided by single-source unaffiliated third-party suppliers. 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, 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 reasons, including hazards such as fire, earthquakes, flooding, or other natural disasters. 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 in the past and could in the future interrupt our ability to manufacture certain products. Any significant disruption 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 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 greenhouse gas reductions and related sustainability goals, including “net-zero” goals announced in 2021, and 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 business and reputation. Additionally, we could be subjected to future liabilities, fines or penalties or the suspension of product production for failing to comply, or being alleged as failing to comply, with various laws and regulations, including environmental regulations. We expect that our resiliency and focus on our commitment to net zero in our operations and below 2°C set by the Paris Agreement for our products, given their dependency on green grids will mitigate the impacts of future carbon prices and regulations, as well as the potential negative publicity for companies that fail to comply.</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. 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 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 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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<p>Strategy (continued)</p>	<p>CLIMATE-RELATED OPPORTUNITIES <i>Innovative and Efficient Products for Our Consumers</i> Opportunity type: Products and services Time horizon: Short-term Likelihood: Likely Magnitude of impact: Medium</p> <p>Description: As global leaders and technology drivers in the home appliances industry, we are continually improving product efficiency on a voluntary basis. This creates opportunities in sales and creates value for utilities, developers, builders, and consumers. We continue to make investments in both the efficiency and innovation of our products to improve lives at home and in our communities. In 2021, we continued to invest in manufacturing efficiency, product leadership, technology and innovation, including \$525 million in capital expenditures and we are completing our previously announced investments of over \$70M to significantly reduce high global warming refrigerants and blowing agents in the next three years. In 2021, we were 97% HFC free in our products and operations. In addition to driving individual product efficiency, we are developing innovations that drive 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 more capable of renewable energy generation. Additionally, they will open new consumer loyalty and services growth opportunities. With decarbonization and with our extensive electric product portfolio in numerous consumer segments and markets, we will be able to potentially capitalize on the shift to new technologies such as induction cooking and heat pump dryers. Growth in demand for appliances may also be impacted by more extreme weather events that disrupt homes and by additional migration.</p> <p><i>Zero Impact Operations</i> Opportunity type: Resource efficiency Time horizon: Short-term Likelihood: Virtually certain Magnitude of impact: Medium-low</p> <p>Description: Through our industry-leading brand portfolio and robust product innovation pipeline, we are able to leverage both our global scale and innovative manufacturing processes to drive best-in-class energy performance across all regions. The WCM (World Class Manufacturing) system that we adopted at all of our production sites includes an Environmental pillar that addresses the identification and assessment of environmental aspects and impacts, including understanding energy losses and implementing projects to reduce emissions, energy consumption and waste. We know that managing the use of natural resources in the manufacturing process is the right thing to do as part of our efforts to reduce our environmental footprint. We invest in driving continuous improvement in emissions and energy efficiency by developing and utilizing local renewable energy generation or procurement and dedicated capital for deep energy retrofits, while investing in off-site renewable energy options. In 2021, we reached commercial operation of our first Virtual Power Purchase Agreement (VPPA) that will cover approximately 50% of our electricity consumption at U.S. plants and help reduce our overall global carbon footprint in operations by nearly 16% and additionally contracting a second VPPA covering the remaining 50% of our electricity consumption, which will become operational in December of 2022. 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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<p>Risk Management</p>	<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 it relates 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 EHS 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 2020 Sustainability Report.</p> <p>Additionally, water risk assessments are conducted regionally and with use of the WRI's Aqueduct tool to look at current and future water risks. These water risks take into account climate impacts and future scenarios.</p>
<p>Metrics & Targets</p>	<p>In 2021, Whirlpool Corporation announced a global commitment to reach a net zero emissions target in our plants and operations by 2030. We also continue to progress towards our SBTi 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 2021 Sustainability Report.</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>

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 report, 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,” and similar words or expressions.

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 Whirlpool Corporation’s emissions, energy consumption, water consumption, and other environmental targets, external ESG commitments and operational strategies. Many risks, contingencies and uncertainties could cause actual results to differ materially from Whirlpool Corporation’s forward-looking statements. Among these factors are: (1) COVID-19 pandemic-related business disruptions and economic uncertainty; (2) intense competition in the home appliance industry reflecting the impact of both new and established global competitors, including Asian and European manufacturers, and the impact of the changing retail environment, including direct-to-consumer sales; (3) Whirlpool’s ability to maintain or increase sales to significant trade customers and the ability of these trade customers to maintain or increase market share; (4) Whirlpool’s ability to maintain its reputation and brand image; (5) the ability of Whirlpool to achieve its business objectives and leverage its global operating platform, and accelerate the rate of innovation; (6) Whirlpool’s

ability to understand consumer preferences and successfully develop new products; (7) Whirlpool’s ability to obtain and protect intellectual property rights; (8) acquisition and investment-related risks, including risks associated with our past acquisitions, and risks associated with our presence in emerging markets; (9) risks related to our international operations, including changes in foreign regulations, regulatory compliance and disruptions arising from political, legal and economic instability; (10) information technology system failures, data security breaches, data privacy compliance, network disruptions, and cybersecurity attacks; (11) product liability and product recall costs; (12) the ability of suppliers of critical parts, components and manufacturing equipment to deliver sufficient quantities to Whirlpool in a timely and cost-effective manner; (13) our ability to attract, develop and retain executives and other qualified employees; (14) the impact of labor relations; (15) fluctuations in the cost of key materials (including steel, resins, copper and aluminum) and components and the ability of Whirlpool to offset cost increases; (16) Whirlpool’s ability to manage foreign currency fluctuations; (17) impacts from goodwill impairment and related charges; (18) triggering events or circumstances impacting the carrying value of our long-lived assets; (19) inventory and other asset risk; (20) health care cost trends, regulatory changes and variations between results and estimates that could increase future funding obligations for pension and postretirement benefit plans; (21) changes in LIBOR, or replacement of LIBOR with an alternative reference rate; (22) litigation, tax, and legal compliance risk and costs, especially if materially different from the amount we expect to incur or have accrued for, and any disruptions caused by the same; (23) the effects and costs of governmental investigations or related actions by third parties; (24) changes in the legal and regulatory environment including environmental, health and safety regulations, and taxes and tariffs; and (25) the uncertain global economy and changes in economic conditions which affect demand for our products.