



2022 Sustainability Report



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Whirlpool Corporation
2022 Sustainability Report

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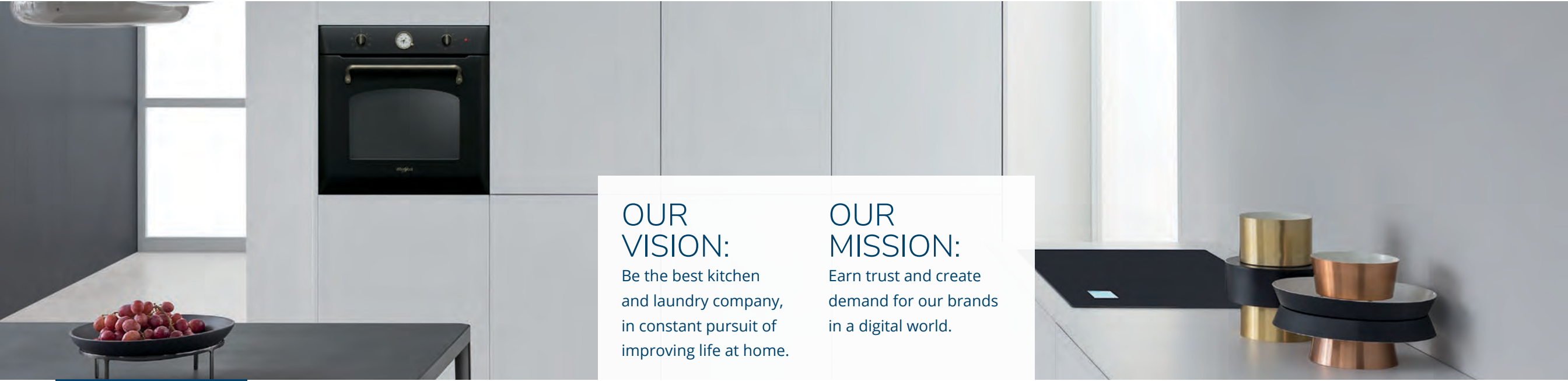
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OUR VISION:

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.

Who We Are

As a 111-year old company with a legacy of success and vision anchored on improving life at home, Whirlpool Corporation continues to deliver long-term value to our consumers and shareholders. Whirlpool Corporation is committed to being the best global kitchen and laundry company, in constant pursuit of improving life at home. In an increasingly digital world, the company is driving purposeful innovation to meet the evolving needs of consumers through its iconic brand portfolio, including *Whirlpool*, *KitchenAid*, *Maytag*, *Hotpoint*¹, *Consul*, *Brastemp*, *Amana*, *Bauknecht*, *JennAir*, *Indesit*, *Yummly* and *InSinkErator*. In 2022, the company reported approximately \$20 billion in annual sales, 61,000 employees and 56 manufacturing and technology research centers. Additional information about the company can be found at WhirlpoolCorp.com.

¹ Whirlpool Corporation ownership of the *Hotpoint* brand in EMEA and Asia Pacific regions is not affiliated with the *Hotpoint* brand sold in the Americas.

OUR VALUES



INTEGRITY



RESPECT



INCLUSION AND DIVERSITY

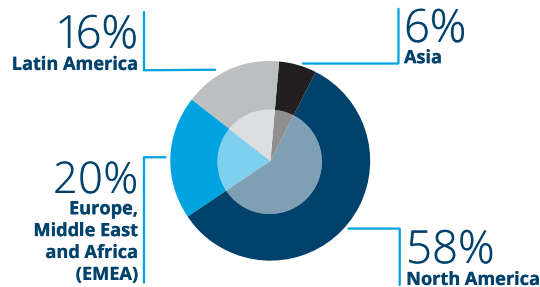


ONE WHIRLPOOL



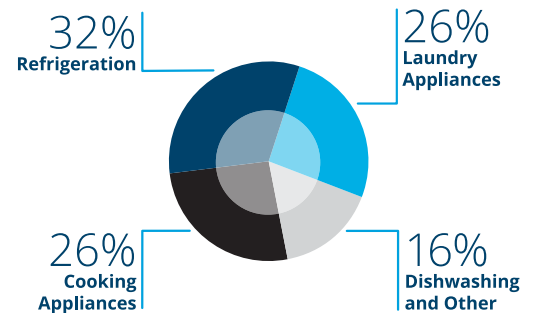
SPIRIT OF WINNING

SALES BY REGION



\$20B
in Annual Sales

SALES BY CATEGORY





Message From Our CEO

Marc Bitzer

Chairman and Chief Executive Officer

“ESG is not a separate program within our company—sustainability and responsibility are part of our DNA as a 111-year-‘young’ company. Improving life at home and building a better future for our consumers, employees and the planet is at the core of everything we do.”

Improving life at home through our environmental, social and governance (ESG) strategy is an integral part of our long-term, strategic imperatives and operating priorities. Over our 111-year history, we have continued to develop products that are good for our consumers and for the planet, to invest in resources that help care for our employees and our communities, and to hold ourselves accountable with robust policies, procedures and systems. The longevity of our company certainly gives testimony to the sustainability of our business model and to the loyalty, perseverance and spirit of winning of our colleagues around the world.

We are now operating in a very different world than we were just 10 or 20 years ago. We are experiencing a challenging macroenvironment and diminishing advantages of being a large global organization, so we are focused on the transformation of Whirlpool into a higher-margin, higher-growth business. In 2022, we added *InSinkErator* to our already strong brand portfolio and agreed to contribute our European major domestic appliance business into a newly formed entity with Arçelik. These strategic actions, combined with our relentless pursuit of improving life at home, have us well-positioned to deliver growing stakeholder value over time.

As we navigate the rapidly evolving and complex space of ESG frameworks, standards and regulations, we continue ongoing dialogue with our stakeholders to understand and address risks and opportunities on issues that impact our corporation the most. Aligned with the United Nations Sustainable Development Goals (UN SDGs) and our refreshed list of prioritized ESG topics, we continuously aim to improve our products, our business and our operations to benefit all of our stakeholders. Through strong governance from our Board of Directors and executive leadership team and through our hard-working, dedicated employees who embody our values-driven culture, we continue to make progress on our journey to create value through sustainability.

As a result, it is no surprise, and yet also a tremendous honor, to be ranked by Newsweek as #3 on its list of America’s Most Responsible Companies and by the Drucker Institute as #5 on its list of America’s Best Managed Companies. In addition, we increased nearly every score for our prioritized ESG rating agencies in line with our 2022 targets. As described throughout this report, I’m proud to share a few other achievements from last year.



AMERICA'S MOST
Responsible
COMPANIES (#3), NEWSWEEK

DOW JONES
Sustainability
INDEX FOR WORLD AND NORTH
AMERICA, INDUSTRY MOVER
AWARD, S&P GLOBAL

Best-Managed
COMPANIES (#5), WALL STREET JOURNAL
AND DRUCKER INSTITUTE

Key Achievements in 2022:

- Achieved 10-year commitment to be **Zero Waste to Landfill (ZwTL)** across all our large manufacturing sites globally
- Accelerated **progress to Net Zero** emissions in our plants and operations by 2030, achieving greenhouse gas (GHG) reductions in both scopes 1 and 2
- Continued to build our capability to quantify and **reduce emissions from our products** in use (scope 3 category 11)
- Activated two off-site virtual power purchase agreements (VPPAs) for **clean, renewable wind energy**
- Engaged over 1,300 U.S.-based people leaders with Unconscious Bias and Empathy training as part of the ongoing commitment made in our 2020 **Pledge for Racial Equality and Fairness**
- Continued our collaboration with key organizations to advance our commitment to **support diverse, thriving communities**, including Habitat for Humanity, United Way, Consulado da Mulher, Boys & Girls Clubs of America and Feeding America
- Engaged Whirlpool's top 200 global suppliers to participate in the inaugural year of a third-party **sustainability survey**
- Upheld **strong ESG governance** through oversight by our Board and Executive Leadership team, validated by external awards and improved ratings

To our 61,000 employees around the world, thank you for relentlessly working to improve life at home for our millions of loyal consumers. I also want to thank you, our stakeholders, for your continued trust in us.

Sincerely,

Marc Bitzer
Chairman of the Board and
Chief Executive Officer

Our Purpose and ESG Strategy

At Whirlpool Corporation, we are fiercely committed to our vision: “Be the best kitchen and laundry company, in constant pursuit of improving life at home.” Over our 111-year history, we have continued to develop innovative products that save time and effort for our consumers, identified new ways to lessen our environmental impact and supported our employees and our communities, all while striving to deliver significant, long-term value for our shareholders.

Our ESG strategy is an integral part of our long-term, globally aligned strategic imperatives and operating priorities. 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.

WE AIM TO IMPROVE LIFE AT HOME THROUGH:



SUSTAINABLE PRODUCTS AND OPERATIONS

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



SUPPORTING OUR PEOPLE

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



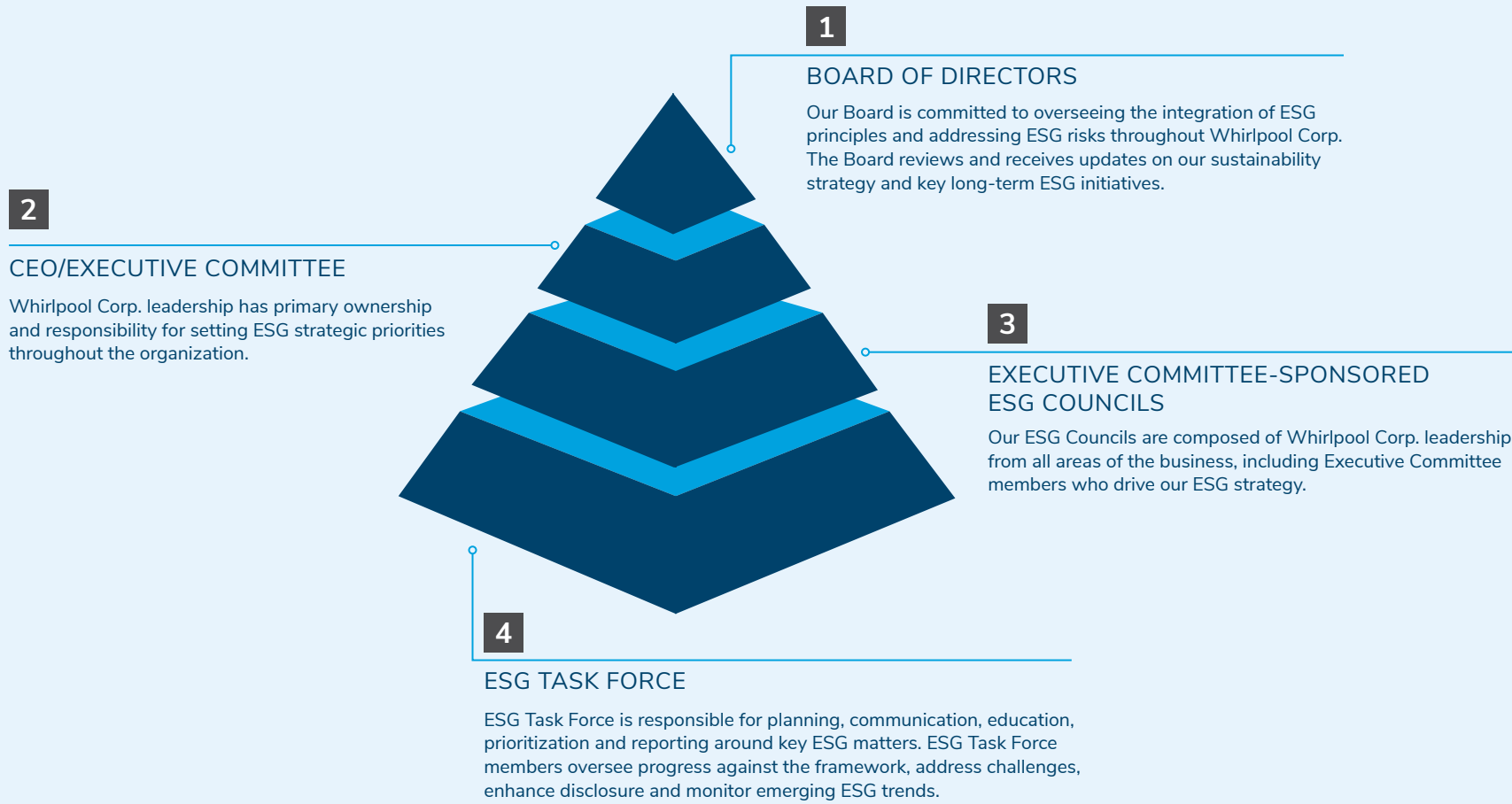
DOING THE RIGHT THING

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



Our ESG Governance and Leadership

ESG Governance Structure



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
- Environment, Health and Safety
- Finance
- Global Information Systems
- Global Product Organization
- Global Product Quality, Safety and Regulatory
- Global Strategic Sourcing
- Government Relations
- Human Resources
- Integrated Supply Chain
- Investor Relations
- Legal
- Manufacturing
- Marketing
- Risk Management
- Sustainability
- Tax
- Treasury



A Conversation With Pam Klyn on ESG Leadership at Whirlpool

Whirlpool Corporation’s Senior Vice President, Corporate Relations and Sustainability, Pam Klyn has over two decades of global experience in engineering, product development, and marketing.



Not only are we providing products that have less impact on the environment, but consumers ultimately save money with more energy-efficient appliances, so it is a win-win for everyone!

PAM KLYN

Senior Vice President, Corporate Relations and Sustainability

Why was it important for this role to be elevated to the Executive Committee level?


The fact that the role of leading sustainability was elevated to the Executive Committee (EC) indicates how important ESG is to Whirlpool Corporation, our Chairman and CEO, Marc Bitzer and our leadership team. Many of our ESG goals are multifaceted and cross over several functions, and by operating at this level I am able to engage and collaborate with a wide range of stakeholders, starting with our EC. Internally, our ESG strategy is ingrained within our vision, mission and values as an organization. As a result, every employee is accountable for making progress on our ESG goals. My role is to collaboratively work with all our functions to set appropriate goals, allocate the required resources and measure our progress. Externally, I actively participate in the global public policy arena to drive thoughtful and sustainable policy outcomes on a variety of issues important to our company and our industry. I also collaborate with organizations to support our local communities and accelerate the transition to a more sustainable world.

How are you leveraging your experiences to help advance Whirlpool Corp.’s sustainability efforts?

My science and engineering background provided a solid base from which I was able to quickly gain an understanding of environmental sustainability issues, while my experiences in marketing helped me to understand the importance of listening to our consumers. It is critical that we use consumer insights to create solutions that are sustainable but do not compromise on performance or quality. Our Design for Sustainability program connects product sustainability directly with our business goals by designing and building high-performance products that take less from the earth and are better for people and the planet, building on years of improved water and energy efficiency across our full product line. Not only are we providing products that have less impact on the environment, but consumers ultimately save money with more energy efficient appliances, so it is a win-win for everyone!

Where do you feel Whirlpool Corp. has made the most progress in ESG?

I am certainly proud to work at a company that has been focused on improving lives at home for 111 years. Our Enduring Values have guided us along the way and truly reflect our character and integrity as a company. Back in 1969, our CEO at the time wrote a letter to the shareholders, explaining the importance of environmental consciousness, as well as taking care of the communities where we work and live, ensuring they can thrive. Today, we continue to drive progress and make a positive impact in all aspects of ESG, including sustainable products and operations, supporting our people and doing the right thing. I'm particularly proud of the impact we've been able to make in our communities, such as our collaboration with United Way; our 23-year relationship with Habitat for Humanity, where we have donated over 212,800 appliances and helped nearly 1 million people and more recently built 143 climate-resilient and energy-efficient homes; *Consulado da Mulher*, which is in its 20th year in Brazil and has helped over 38,000 people; and, for me personally, the Boys & Girls Clubs of Greater Southwest Michigan that have provided life-changing services for nearly 1,900 youths each year and where I am honored to serve on the board of directors.



ACHIEVED
~25%
GHG
emissions
reduction
IN SCOPES 1 AND 2
FROM 2021 TO 2022

What challenges do you face in advancing Whirlpool Corp.'s sustainability efforts?

I feel confident that we have the right projects in place to achieve the targets we've set out for ourselves in areas where we have direct control, such as our Net Zero emissions goal in our plants and operations (scopes 1 and 2) by 2030. It is an even bigger challenge to advance sustainability in areas where we don't have 100% control, such as the upstream and downstream emissions included in scope 3. When consumers use our products in their homes, those emissions from water and energy are included in scope 3 category 11 and understandably represent the largest

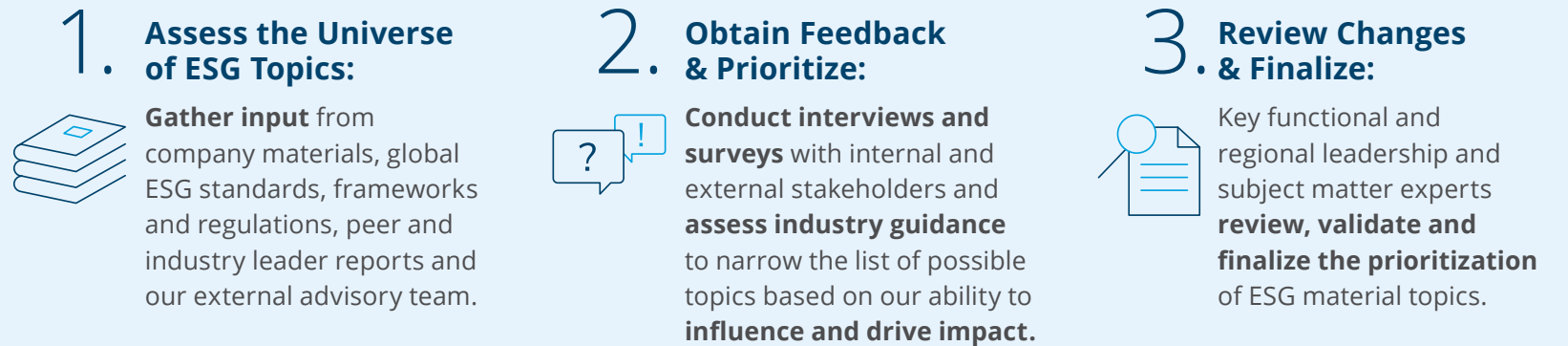
climate impact opportunity within our company. From 2005 to 2016, we achieved a 53% reduction in these emissions and continue to progress toward our SBTi-approved target of another 20% reduction by 2030 compared to 2016 levels. To reduce emissions further, we'll continue to make innovative products that are resource efficient, work with our suppliers on more eco-efficient materials, collaborate with our trade customers in managing the end of life of the products, help our consumers use our appliances in the most efficient way and invest in renewable energy that helps improve the electrical grid.

Our Material Topics and Stakeholders

Our ESG Materiality¹ Assessment Process

Material ESG topics, in accordance with the Global Reporting Initiative (GRI) Standards, represent an organization’s most significant impacts on the economy, environment and people, including impacts on human rights. During 2022, we collaborated with a third-party consultant to refresh the Whirlpool Corp. list of material ESG topics by engaging with internal and external stakeholders, consulting third-party sources and considering all frameworks, trends and regulatory developments to prioritize the topics by significance of impact.²

Periodic Assessment With External Advisor



Ongoing Internal Assessment



¹ Materiality, as used in this report, and our ESG materiality assessment process is different from the definition used in the context of filings with the U.S. Securities and Exchange Commission (SEC).

² Per GRI 3: Material Topics 2021 at [globalreporting.org](https://www.globalreporting.org).

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 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.

Our High-Impact Material¹ Topics

Sustainable Products and Operations	Supporting Our People	Doing the Right Thing
<ul style="list-style-type: none"> • Innovation and Design for Sustainability • Materials Use and Impacts • Circular Economy • GHG Emissions • Energy Management 	<ul style="list-style-type: none"> • Inclusion and Diversity • Occupational Health and Safety • Local Communities 	<ul style="list-style-type: none"> • Responsible Sourcing • Product Safety • Product Quality

Engaging With 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, trade customers, consumers, 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.

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).

HOW WE ENGAGE



CONSUMERS

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



TRADE CUSTOMERS

- ▶ Product line reviews
- ▶ Satisfaction surveys



SUPPLIERS

- ▶ Continued dialogue and shared learnings
- ▶ Annual audits
- ▶ Conferences
- ▶ Sustainable innovation
- ▶ Code of Conduct



EMPLOYEES

- ▶ Quarterly pulse surveys
- ▶ Performance management system
- ▶ Enterprise Risk Management surveys
- ▶ Interactions with Employee Resource Groups
- ▶ Quarterly leadership meetings



NONPROFIT ORGANIZATIONS AND LOCAL COMMUNITIES

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



INVESTORS

- ▶ 1:1 meetings
- ▶ Investor Day
- ▶ Perception studies



REGULATORY AGENCIES AND GOVERNMENTS

- ▶ Policy meetings
- ▶ Public-private partnerships

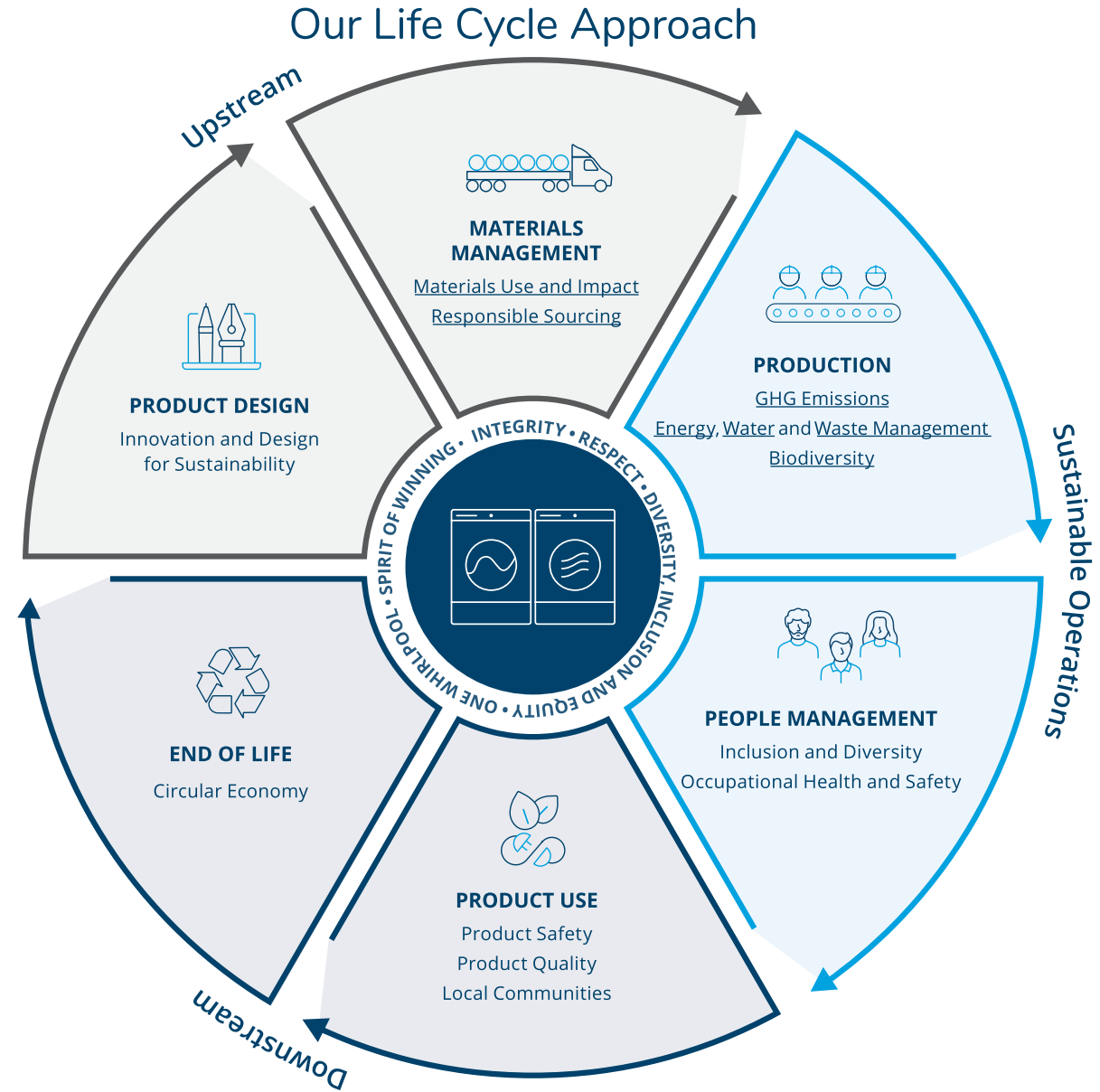


TRADE ASSOCIATIONS AND ACADEMIA

- ▶ Conferences
- ▶ Joint research

Our Value Chain

Our material ESG topics are integrated throughout the Whirlpool Value Chain and drive sustainability across the whole product life cycle. Our efforts to embed ESG material issues are contributing to our continuous improvements in efficiency, safety, quality and productivity to deliver best-in-class products to our customers.






Our Commitments and Impact

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

In 2022, we continued our progress towards the commitments we've made to our stakeholders and are on track to meet the targets and goals we've established.







Here are the SDGs that we have prioritized in accordance with our ESG strategic goals and material issues:

ESG PILLAR	SDG GOAL	MATERIAL ISSUE	TARGETS AND COMMITMENTS	2022 PROGRESS AND ACTIONS (ON TRACK)
Sustainable Products and Operations	 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Innovation and Design for Sustainability	<ul style="list-style-type: none"> Reduce emissions from our products in use (scope 3 category 11) by 20%¹ by 2030 	<ul style="list-style-type: none"> Continued to build our capability to quantify and reduce emissions from our products in use (scope 3 category 11)
		Circular Economy	<ul style="list-style-type: none"> Ensure spare parts availability across regions 	<ul style="list-style-type: none"> Over 25 million spare parts provided across regions in 2022
		Materials Use and Impacts	<ul style="list-style-type: none"> Obtain Full Material Disclosure (FMD) from suppliers as part of our 2030 Transparency goal 	<ul style="list-style-type: none"> Made advancements in FMD program to enhance standardization and improve data collection and developed multiple strategic collaborations
	 13 CLIMATE ACTION	Greenhouse Gas Emissions	<ul style="list-style-type: none"> Achieve Net Zero emissions from our plants (scopes 1 and 2) by 2030 Reach 95% reduction of high global warming potential refrigerants and foams by 2023 	<ul style="list-style-type: none"> Achieved ~25% GHG emissions reduction in scopes 1 and 2 emissions compared to prior year Transitioned over 97% of all global Whirlpool Corp. manufactured refrigerators to climate-friendly, low global warming potential refrigerants and blowing agents as of 2022
		Waste Management	<ul style="list-style-type: none"> Achieve ZWTl Gold² or Platinum Level in all large manufacturing sites by 2022 	<ul style="list-style-type: none"> Reached ZWTl Gold² or Platinum Level at 100% of our large global manufacturing sites in 2022
		Water Management	<ul style="list-style-type: none"> Reduce water intensity by 3% every year in our plants 	<ul style="list-style-type: none"> Signed the CEO Water Mandate, a commitment platform under the UN Global Compact, to progress water stewardship
		 7 AFFORDABLE AND CLEAN ENERGY	Energy Management	<ul style="list-style-type: none"> Reduce energy intensity by 3% every year in our plants

¹ Compared to 2016 baseline.

² Zero waste to landfill gold level represents a greater than 95% diversion rate.



ESG PILLAR	SDG GOAL	MATERIAL ISSUE	TARGETS AND COMMITMENTS	2022 PROGRESS AND ACTIONS (ON TRACK)
Supporting Our People	 	Inclusion and Diversity	<ul style="list-style-type: none"> Advance progress on the Whirlpool Corp. pledge to equality and fairness for our Black colleagues in the U.S. As a signatory on the Catalyst® CEO Champions For Change Pledge, promote accelerated inclusion of women's representation in senior-level positions 	<ul style="list-style-type: none"> Increased Black talent representation by 15% overall and by 5% at the Director and above levels since the Pledge was signed in 2020 Increased women's representation at the director level by 18% in the last five years
		Occupational Health and Safety	<ul style="list-style-type: none"> Achieve zero fatalities and serious incidents globally Reduce incident rates globally by 10% each year 	<ul style="list-style-type: none"> Zero fatalities in 2022 75% reduction in serious incidents and 6% reduction in recordable injury and illness rate compared to prior year
		Local Communities	<ul style="list-style-type: none"> Expand our work with Habitat for Humanity® to double our impact (people served) from the last 20 years by 2025 Build more than 250 climate-resilient and energy-efficient homes with Habitat for Humanity U.S. by 2024 Install 500 Feel Good Fridges in the U.S. by 2025 	<ul style="list-style-type: none"> \$2 million and over 3,200 products donated to <i>Habitat for Humanity</i> in 2022 143 out of 250 climate-resilient and energy-efficient builds in progress through Habitat's BuildBetter with Whirlpool initiative 300+ refrigerators donated and stocked with easily accessible food
Doing the Right Thing		Responsible Sourcing	<ul style="list-style-type: none"> Audit 100% of new components and finished goods suppliers Review 100% of any high risk due diligence findings 	<ul style="list-style-type: none"> Over 300 Supplier Code of Conduct audits performed Completed Supplier Due Diligence screenings for 100% of existing high-risk suppliers and 100% of new suppliers
		Product Safety Product Quality	<ul style="list-style-type: none"> Identify, evaluate and close all reports of potential safety issues within a timely manner Conduct ongoing Product Safety Training sessions to build the safety competency of Whirlpool Corp. employees globally <ul style="list-style-type: none"> Proudly deliver the best consumer experience in every appliance, every time and everywhere. 	<ul style="list-style-type: none"> Zero voluntary or involuntary product safety recalls issued Improved the product safety basic competency of almost 1,000 employees, totaling over 650 hours of training time Rigorous use of Advance Product Quality Planning (APQP) to ensure differentiated quality levels in all new product launches Integrated a live Corrective and Preventative Actions tool globally for suppliers, manufacturing, and engineering

Whirlpool Corp. Products

Improving Life at Home

Whirlpool Corporation is fiercely committed to helping our consumers improve their lives at home through the use of our products. We design our products with our consumers in mind—including innovative features that save time, reduce costs and lower their environmental impact. The products we manufacture today use considerably less energy and less water than the products we manufactured years ago.

For example, assuming every US household had a 20-year-old appliance and replaced it with a similar new product, that would reduce emissions equivalent to:¹

DISHWASHERS
CO2 EMISSIONS FROM OVER **5.8 MILLION HOMES'** ENERGY USE FOR ONE YEAR

WASHERS
GHG EMISSIONS FROM OVER **3.1 MILLION GASOLINE-POWERED PASSENGER VEHICLES** DRIVEN FOR ONE YEAR

REFRIGERATORS
EMISSIONS AVOIDED BY RUNNING APPROXIMATELY **700 WIND TURBINES** FOR A YEAR

See more at [ImprovingLifeatHome.com](https://www.whirlpool.com/improvinglifeathome)

The average clothes washers built today use nearly 78% less energy than those built in 1992, while their capacity has increased by 60%.²

Heatpump dryers can reduce energy use by at least 28%³ compared to standard dryers and dry laundry at low temperatures, so they are gentler on clothes.

Over 97% of all Whirlpool manufactured refrigerators globally have transitioned to climate-friendly, low global warming potential refrigerants and blowing agents as of 2022.

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

Most Whirlpool Corp. dishwashers are 3 to 4 times more water-efficient than handwashing, saving over 2,500 gallons of water per home per year.⁴

¹ Based on AHAM 2021 Energy Efficiency and Consumption Trends report data and US total household size in 2020.

² Per Association of Home Appliance Manufacturers (AHAM) Clothes Washers Energy Efficiency and Consumption Report.

³ energystar.gov/products/heat_pump_dryer

⁴ Based on favorable water and energy use comparison against *KitchenAid* Model No. KDTM354ESS, which was compared to manual handwashing among 40 study subjects using conditions and assumptions set forth in Gabriela Y Porras et al 2020 Environ. Res. Commun. 2 021004. Assumes 215 cycles/year.



Environmental

17 Sustainable Products

18 Innovation and Design for Sustainability

21 Materials Use and Impacts

24 Circular Economy

28 Sustainable Operations

29 Greenhouse Gas Emissions

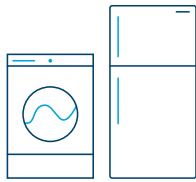
33 Energy Management

35 Water Management

38 Waste Management

42 Biodiversity





Sustainable Products

As Whirlpool Corporation pursues our mission of improving life at home, we know that the word “home” expands beyond individual houses or even individual communities in which we live to include the very planet that sustains all life. We recognize that environmental sustainability is a critical element of achieving our vision of being the best global kitchen and laundry company, and that managing our operating footprint as well as the impact of our products is core to our success. In 2022, we further enhanced our efforts to thoughtfully design products that make the best use of materials, have an ever more sustainable operating life, and that can be responsibly managed at the end of life. While the challenges facing our planetary home are significant, we believe that through innovation and a continuous improvement mindset, we can make a difference together.



OUR INNOVATION AND DESIGN FOR SUSTAINABILITY GOALS

- ▶ Reduce emissions from our products in use (scope 3 category 11) by 20% by 2030 from a 2016 baseline.
- ▶ Fully integrate sustainability requirements into the product design process in 2023.



Innovation and Design for Sustainability

Driving sustainability in our products

Innovation is at the core of our efforts to produce products that are good for our consumers and for the planet. By designing products that reduce the use of nonrenewable resources and lower our product carbon and water footprints, we are delivering on our promise to improve life at home. Through our Design for Sustainability (DfS) program, we carry through that commitment and support the design of new products with exceptional quality, innovation and performance.

Life cycle assessment provides insights into sustainable design and impact

We approach DfS from a product life cycle perspective: design, manufacturing, use and end of life. We 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. DfS is establishing design standards to improve the environmental performance of our products by focusing on resource management of energy, water and materials.

The methodology used to analyze these impacts is based on a standardized Life Cycle Assessment (LCA) that informs our product development process. We continue to improve our LCA capabilities to consider potential environmental impacts linked to the short- and long-term strategy to drive a decarbonization roadmap. In 2022, we completed an LCA of a clothes washer and dryer pair currently on the market. It required creating an impact assessment aligned with the Environmental Footprint (EF 3.0) methodology to analyze results. The assessment focused on impact categories in line with our sustainability strategy, including climate change, use of fossil fuels, use of minerals and metals, particulate matter and water use. 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. Based on our assessments, the biggest areas of impact are in the product-use phase due to energy consumption.

KEY ACHIEVEMENTS:

Innovation and Design for Sustainability

- ▶ Signed the CEO Water Mandate, a commitment platform under the UN Global Compact, to progress water stewardship and take action in six areas: Direct Operations, Supply Chain and Watershed Management, Collective Action, Public Policy, Community Engagement and Transparency.
- ▶ Published an updated Sustainable Product Playbook, which expands our definition of “Sustainable Product” to include Design for Circularity and Design for Water Resource Efficiency.
- ▶ Whirlpool Corp.’s [ReNEWW](#) House sponsored five research projects on topics including home energy management, thermal energy management, grey water analysis and laundry technology.



WE SUPPORT
CEO
WATER
MANDATE

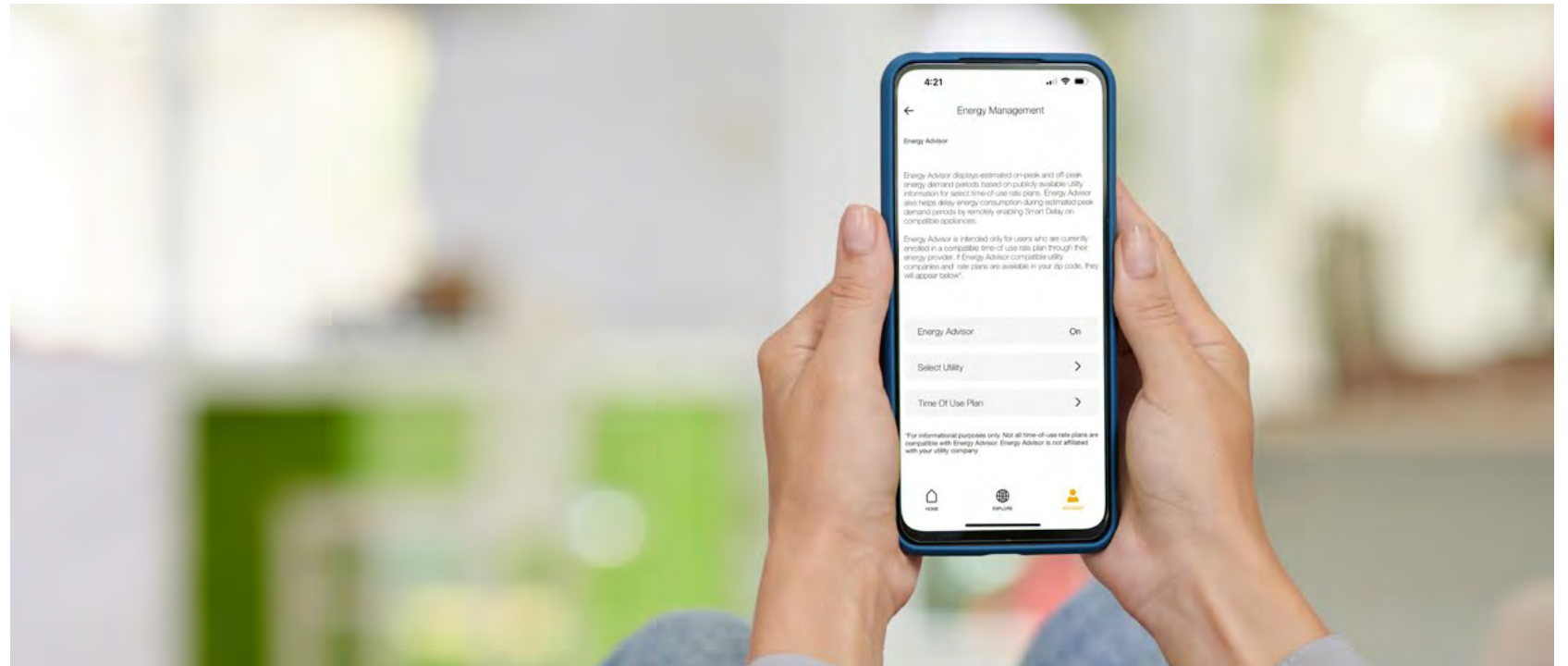


Sustainable Product Playbook

Since its inception in 2021, the Sustainable Product Playbook has been used as a guide for Whirlpool Corp. engineers to reference throughout the product design process. The material outlines several design standards for key sustainability attributes, and informs engineers on the methods to determine the environmental impact of products for each attribute. Ultimately the guide is helpful to provide practical information on how engineers can design products from a lens of sustainability principles in order to reduce our overall environmental impact.

In 2022, the Playbook was updated to include two new chapters: Design for Circularity and Design for Water Resource Efficiency. The new chapters were included to reflect the expanding definition of a sustainable product at Whirlpool Corp.

Repairability is a key requirement for sustainable products and, together with reliability, contributes to the durability of the product. Increasing reliability/durability can contribute to the reduction of resource use (materials and energy) and thus can have a positive impact on challenges such as climate change, resource scarcity and pollution and can improve customer satisfaction through extending product longevity.



Connecting the home with smart energy management

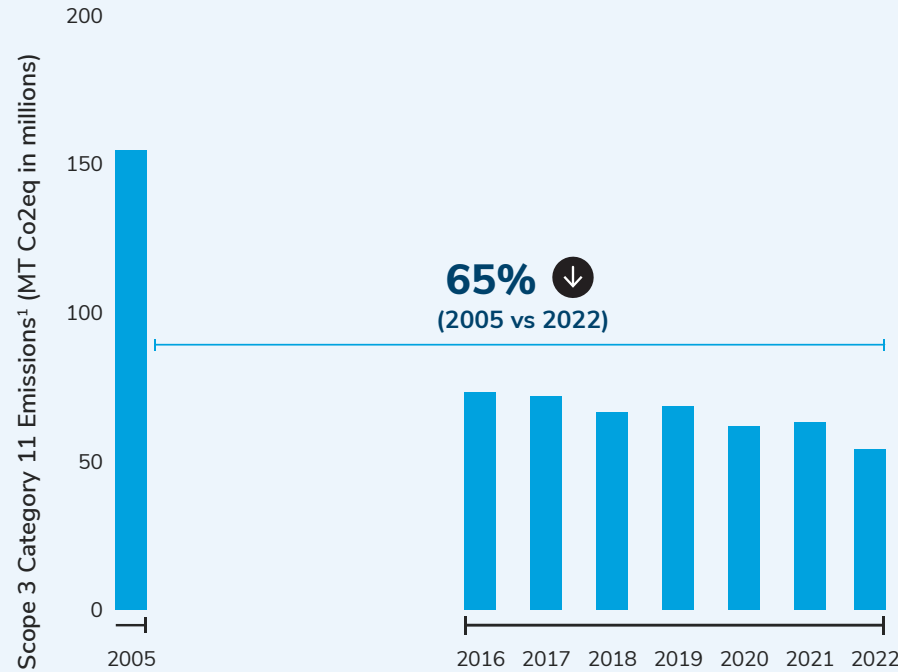
In November 2022, Whirlpool Corp. announced we are taking steps toward making smart appliances work more harmoniously in home ecosystems by supporting and being an active member of Matter, an industry-unifying standard led by the Connectivity Standards Alliance. For consumers, Matter is a seal of approval that says smart devices work reliably together. That trust brings consumers the comfort of a secure and seamless connected home.

Matter will afford consumers the ability to manage their appliance energy usage. There is growing recognition that not all electricity consumed is the same. Consumption at one time of day can cause different greenhouse gas (GHG) emissions than during other time periods. Optimized consumption presents the opportunity to:

- ▶ Lower energy consumption and save consumers money
- ▶ Decrease appliance emissions and increase the proportion of energy sourced from renewables
- ▶ Achieve the above without negative impacts to device energy efficiency or product performance



REDUCING EMISSIONS FROM OUR PRODUCTS IN USE



In 2022, we saw a reduction in GHG Emissions from products. The reduction was driven by lower sales volumes as well as ongoing efforts to improve our products. We will be re-evaluating the current goal of a 20% reduction by 2030 as our portfolio transformation progresses and our global footprint evolves.

To achieve Scope 3 emissions reduction, we continue to invest in innovation to launch winning products that improve performance, while lowering their overall carbon footprint.

Some examples include:



Our *Whirlpool Xpert Eco* top load washers recently launched in Colombia save up to 45% water and 30% energy per load using the Water Saver Eco cycle², while delivering optimal washing performance for stain removal.



With the launch of our global architecture in Horizontal Axis washing machines, delivered more efficient products in both Argentina and India, where the Xpert Care system was launched with ozone air technology that sanitizes and removes odor without water or detergent.

FIVE KEY LEVERS



Enhanced consumer education and engagement



Systemic grid changes



Changes in home ecosystems with connected appliances and energy storage



Product decarbonization and efficiency improvement



New business models with active resource management and closed loops

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

² Comparing Water Saver Eco and Xpert Blanco cycles on washers WW21BTAHME and WW17KBAHLA.

Materials Use and Impacts

Sustainable materials usage

Designing and building high-performance goods that take less from the Earth and are better for people and the planet requires a deep understanding of what is within the materials and components that make up those products.

Material transparency has been, and continues to be, a key pillar of the DfS program. The global Critical Materials Management 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 supplier contracts and part approval processes, and is updated annually to reflect new legislation and customer requirements. This promotes compliance for current stakeholder requirements while allowing us to remain proactive and lay the groundwork for future material changes.

Our support of Full Materials Disclosure (FMD) distinguishes Whirlpool Corp. in the marketplace due to the transformative nature of the program. Compliance programs today rely on

OUR MATERIALS USE AND IMPACTS GOALS

- ▶ Eliminate non-recyclable packaging.
- ▶ Make product transparency a focal point in our supply base through supporting and facilitating Full Materials Disclosure.
- ▶ Eliminate the use of rigid polyvinyl chloride (PVC) in new products by 2025.

declarations stating what is not in a component; these declarations are known as negative disclosures. FMD on the other hand, relies on positive disclosures, which state exactly what is in the component. For a company that values transparency as much as we do, we strive to provide best-in-class visibility in the material compliance space. By making a full accounting of all materials used in production, we are able to further our efforts to reduce and eliminate the usage of Substances of Very High Concern.

Our commitment to using safe and sustainable materials extends beyond products and into packaging. This is why we continue our efforts to replace non-recyclable packaging and other disposable materials with more sustainable solutions. Whirlpool Corp. is exploring opportunities and leveraging the capabilities from our suppliers to reduce the waste produced from single-use plastic packaging.



KEY ACHIEVEMENTS: Materials Use and Impacts



Standardized the FMD data format, updated our product stewardship portal, integrated FMD data acceptance criteria, increased data resolution and developed multiple strategic collaborations with the intention of having a year-over-year increase in FMD toward the 2030 Transparency goal.

- ▶ Committed to launching expanded polystyrene (EPS)-free packaging for select products in the *KitchenAid* line by 2025.
- ▶ Identified opportunities for use of bio-based resins within product applications as an alternative to traditional fossil fuel-based polymers to reduce the product impact.



Collaboration with suppliers to increase product transparency

In 2022 we advanced our commitment to FMD by entering into strategic collaborations with a diverse group of suppliers who have demonstrated a willingness and aptitude to go above and beyond regulations in the material compliance space. The focus has been on building our suppliers' capacity to provide highly detailed and accurate FMD declarations that meet our newly integrated acceptance criteria. These strategic relationships have been key in aiding the continuous improvement of our product stewardship portal. On top of that, these collaborations will result in a detailed chemical accounting of nearly 4,000 complex components used in various Whirlpool Corp. products.

With the best practices established this year, we plan to expand the FMD program to include over 150 high-priority suppliers.

We revamped our material compliance surveys to include new functionality and increase data resolution. This enhances the flow of FMD information from suppliers to Whirlpool Corp. This year, we also designated a well-established data format to facilitate the transfer of FMD information. The improvements mentioned will make it even easier for suppliers to share data important for improving transparency in the materials space, which is essential for transitioning toward a circular economy. We continue to engage with suppliers with the aim of developing solutions that eliminate our reliance on potentially harmful substances where possible. This is important work that must be undertaken with much discretion in order to ensure that new materials are validated as safe in order to prevent what are known as regrettable substitutions. Whirlpool Corp. is on track to eliminate the use of rigid PVC in new products by 2025.

Innovative solutions in sustainable packaging

The EPS Foam Free Project team is encouraging our supply base to propose innovative design solutions leveraging unique capabilities and materials from our vendors to reduce waste from single-use plastic packaging. It is important to take a look at emerging technologies within the packaging space that utilize bio-based technologies capable of replacing fossil fuel-derived materials. One example is a bio-based foam which, when compared with EPS over the entire life cycle, reduces global warming potential (GWP) by 107 kg CO₂e. This difference is equivalent to the average GWP of 12 gallons of gasoline burned in a standard vehicle¹.

We expect to launch EPS-free packaging for select products in the *KitchenAid* line by 2025. A select group of suppliers has agreed to join an EPS-free packaging design investigation. The ideal state likely will be to optimize packaging solutions for sustainability, cost, timing, performance and other key factors, as well as to provide an improved consumer unboxing experience.

As we look to continuously improve the sustainability profile of our packaging, we are actively responding to Extended Producer Responsibility (EPR) initiatives being undertaken globally. These initiatives, while challenging to address in some design aspects, are encouraging because they incentivize the development of packaging solutions that are both sustainable and scalable. As mentioned above, we ardently investigate all potential solutions that can meet our sustainability and performance criteria.

¹Source: epa.gov/greenvehicles/greenhouse-gas-emissions-typical-passenger-vehicle

Researching alternatives to plastic and reducing waste



The market is expanding rapidly for alternatives to traditional fossil fuel-based polymers. Bio-based and bio-attributed polymer alternatives are anticipated to grow to an annual global capacity of 6.3 million tons in 2027². The proliferation of bioplastics is an opportunity for Whirlpool Corp. to diversify our resin portfolio, as well as reduce our dependence on fossil fuels. Some benefits include minimizing scope 3 emissions, investing in renewable resource use and diversifying resin sourcing. Developing a strategy and recommendations for the use of bioplastics is quite complex to provide the optimum scenario that meets both our consumers' expectations for product performance as well as regulatory environmental requirements.

There are multiple resin types, and the overall impact of each resin type was calculated based on GHG emissions and purchase volume as well as whether there is high, medium or low performance risk. Starting in the first quarter of 2022, our Sustainability and Global Strategic Sourcing teams worked together to identify approximately 40 suppliers for outreach regarding bioplastics capabilities. Of those 40 suppliers, six were selected for a detailed analysis based on the environmental and performance impacts when

²Source: european-bioplastics.org/market/



compared to the material in use today. Bioplastic samples from the selected suppliers were evaluated by our materials lab using internal Whirlpool Corp. standards for mechanical, environmental and aesthetic performance.

We have identified potential opportunities for replacing traditional fossil-fuel based polymers with polymers produced using renewable source material. Material samples were collected, tested and analyzed to determine potential applications for bio-based materials within our products. Results and recommendations were documented and shared with key internal stakeholders to steer the approach in this space for the future of materials used in our products.



Circular Economy

End-to-end accountability for circularity

At Whirlpool Corp., we aim for end-to-end accountability for circularity, from the way our products are designed and produced, to the way they are used by our consumers, then collected and treated at the end of their useful life. Being fact-based and science-driven is at the core of our circularity strategy.

¹Source: UN Report

Natural resources are not unlimited, and the global population is expected to increase in the next 30 years, from 8 billion currently to 9.7 billion in 2050.¹ The circular economy represents a pathway to decouple the increasing demand of goods and services from its resource consumption by reducing and reusing resources and by extending the lifetime of products to reduce environmental impacts.

We approach circularity from a full life cycle perspective, and our definition of circularity includes (in alignment with ISO 14009):

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



KEY ACHIEVEMENTS: Circular Economy

- ▶ Formalized the circularity strategy to cover the whole product life cycle.
- ▶ Extending product lifetime via repair and refurbishment centers.
- ▶ Piloting subscription business models.
- ▶ Enhancing product end-of-life management.

OUR CIRCULAR ECONOMY GOALS

Circular Design

- ▶ Use 30% recycled plastics¹ by 2025 in Europe, the Middle East and Africa (EMEA).
- ▶ Design for repair and recyclability.

Circular Use

- ▶ Prioritize repairability—ensure spare parts availability for at least seven years in the North America region (NAR) and 10 years in EMEA and the Latin America (LAR) region.
- ▶ Evaluate business models that promote product reuse (via refurbishment centers and service models).

End-of-Life Product Recovery

- ▶ For countries with an EPR policy in place, we work through Producer Responsibility Organizations (PROs) to comply with the regional targets.
- ▶ For countries without an EPR policy in place, we aim to ensure a responsible collection and treatment of disposed appliances either directly (for products we collect when delivering direct to consumers) or indirectly (via retailers).

¹ Revised the formula by considering only thermoplastic: mass of recycled plastics/total buy of thermoplastic X100



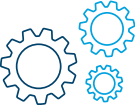
Designing for circularity

In order to enable a product for reuse, it has to be designed to be both reliable and repairable from the beginning. To ensure performance over the life span of the product, we have developed accelerated lifespan and forced failure simulations which allow us to anticipate issues and design solutions. We also design products to be repairable by ensuring the accessibility and easy replacement of parts, the availability of spare parts and service documentation.

In the U.S. we operate multiple return centers where we manage faulty or damaged appliances by refurbishing and

reselling them. In 2022, we managed approximately 286,000 returned units and regraded approximately 173,000 units, contributing to a 60% diversion of waste from landfills of the returned products. In the last 12 months we have provided approximately 13 million spare parts for the American marketplace to support repair versus replacement where possible.

In the EMEA region, we ensure spare parts for at least 10 years, and we provide approximately 15 million spare parts every year.

Over 25M  spare parts available per year

223,000 units refurbished in 2022



Whirlpool Corp. opens an appliance refurbishment center in Italy

We opened a center for the reconditioning of our appliances which are subjected to a series of product quality tests and, after a careful repair and quality control process, reintroduced for sale. The product refurbishment center is based in Carinara, Italy, within the Whirlpool EMEA spare parts and accessories logistics hub.

This center is in addition to the similar center we have maintained for many years in the U.K. that in 2022, processed approximately 46,000 returned units and refurbished and sold over 35,000 units, contributing to the diversion from landfills of 77% of the returned products.

In Brazil we launched “SEMINOVOS,” a project with the purpose of enabling the product to be circular throughout its useful lifetime, giving it a second chance to fulfill its role, once again, in a new household. A significant quantity of products were reoperated, cleaned and sold as second-hand products, generating trust through Whirlpool Corp.’s endorsement and warranty. This initiative has shown to be very appealing to consumers, as reflected by double-digit growth rate.

For water purifiers in Brazil, we perform maintenance during the use phase and, if a product is returned to us at the end of its useful life, we remanufacture the unit for potential sale to another customer. In some cases we reuse parts, or, if not possible to reuse, we properly dispose of the unit. These water purifiers improve water safety for our consumers, and the rental model includes service and filter replacement, which simplifies the process. All of these programs aim to lengthen the usable life of our products and keep them out of waste streams. In 2022, Brazil remanufactured 14,000 water purifiers. The subscription business model represents 13% (average from the last three years) of the total water purifier sales.

End-of-life management

In addition to designing and producing products that are reliable, repairable and that can be reused to avoid an excessive generation of waste, it is fundamental to collect and properly treat the products that have reached their end of life.

In the countries where we are under EPR [Brazil, Canada, Colombia, Costa Rica, European Union (EU), India], we operate through collective schemes with PROs; both major and small domestic appliances are covered by the EPR rules.

In the EU, our PROs are part of the Waste of Electrical and Electronic Equipment (WEEE) Forum, the world’s largest multinational center of competence concerning the management of WEEE. The WEEE forum has developed high-quality Pan-European standards for the collection, handling, storage, transport, preparation for reuse, processing and disposal of WEEE and harmonized conformity verification guidelines through the LABoratory of EXcellence. This private standard has been turned into the EN 50625 standard, hosted at the European Committee for Electrotechnical Standardization. The EU regulatory objective for WEEE is a 65% collection rate and 85% recovery and recycling rate. According to the reporting of our PROs, their recovery and recycling rate is above 90% on average.



13%
of total water
purifier sales



WERE REMANUFACTURED THROUGH
OUR BRAZIL SUBSCRIPTION MODEL
IN 2022

14,000
water purifiers

REMANUFACTURED IN BRAZIL IN 2022

In the U.S., where there is no EPR, nor legislation covering the management of end-of-life appliances, we offer a free-of-charge take-back service for appliances (all types) when delivering directly to consumers. The take-back includes all brands. Returned products are managed depending on their status: refurbished in a Whirlpool Corp. specialized return center, or disposed using contracted recycling vendors. We have a Recycling Service Agreement that requires vendors to operate according to federal and local laws and regulations for the proper management of waste, to implement procedures so that every appliance is checked for hazardous components (as defined by laws and regulations), and to safely and compliantly remove and recycle or dispose of all hazardous elements. Moreover, we also include in the agreement that our suppliers and their subcontractors act according to the Basel Convention with regard to the ban of exportation of e-waste from Organisation for Economic Co-operation and Development (OECD) countries to non-OECD countries. In 2022 we launched a survey to 100% of our recycling vendors to gather additional information about their management systems and compliance with local and federal regulations. Additional recycling programs are offered by U.S. retailers.

Based on the latest available reporting,¹ our PRO partners have collected on our behalf 250,000² tons of appliances no longer in use.

¹ Reporting period might differ depending on each individual PRO organization. For EU organizations, the most recent data refers to 2021; for India organizations, the reporting period is the financial year of April 2021-March 2022.

² Quantity collected in the EU on Whirlpool Corp.'s behalf is calculated based on Whirlpool Corp.'s put on the market (POM) quantity divided by the sum of the POM quantities of all manufacturers in the same PRO. 10 PROs have provided their data. For EU organizations, the most recent data refers to 2021; for India organizations, the reporting period is the financial year of April 2021-March 2022.

250,000 tons
of appliances no
longer in use

COLLECTED THROUGH EU PROS



90%

of electrical and
electronic waste

IS RECOVERED AND RECYCLED

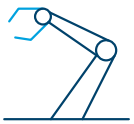
Consumer education and supporting the circular infrastructure

Our products enable our customers to live more sustainably, but that's only one piece of the puzzle. We also recognize that the overall system, including the infrastructure and people's habits, have an important role to play as well.

Whirlpool Corp. has launched a YouTrend consumer research project with the aim to gather more insights on consumer habits and opinions regarding refurbished appliances in Italy. Of Italian consumers who purchased refurbished goods, 82% would recommend those products as a sustainable choice. Consumers who buy refurbished goods contribute to the improvement of the environment in terms of the reduction of GHG emissions as well as the reduction of waste. Additionally, 15% of the interviewees connect themes such as repair and reuse to environmental sustainability.

As a follow-up activity and in an effort to provide end-to-end accountability for circularity, in 2022 we launched a campaign to better involve and educate consumers around what makes a product circular and how they can make a sustainable use of that product, and we created an infrastructure to refurbish products that cannot be repaired.

The 2022 [Circular Economy Campaign](#) website developed for Italy, which can be reached through a QR code on a product sticker, provides basic information on company practices to approach a circular economy, as well as simple tips on how consumers can use our appliances in a more sustainable way. Support information is also included on how to properly dispose of the products at the end of their life.




Sustainable Operations

Our sustainability strategy calls for efforts across all operations to produce innovative products while also minimizing our environmental footprint and protecting the safety and well-being of our employees. We have set and achieved bold goals across our operations, and we continue to strive to find ways to create an even more sustainable model for the company.

ACHIEVED GHG EMISSIONS
REDUCTION OF

45%

in scopes 1 and 2
FROM 2016 TO 2022



Greenhouse Gas Emissions

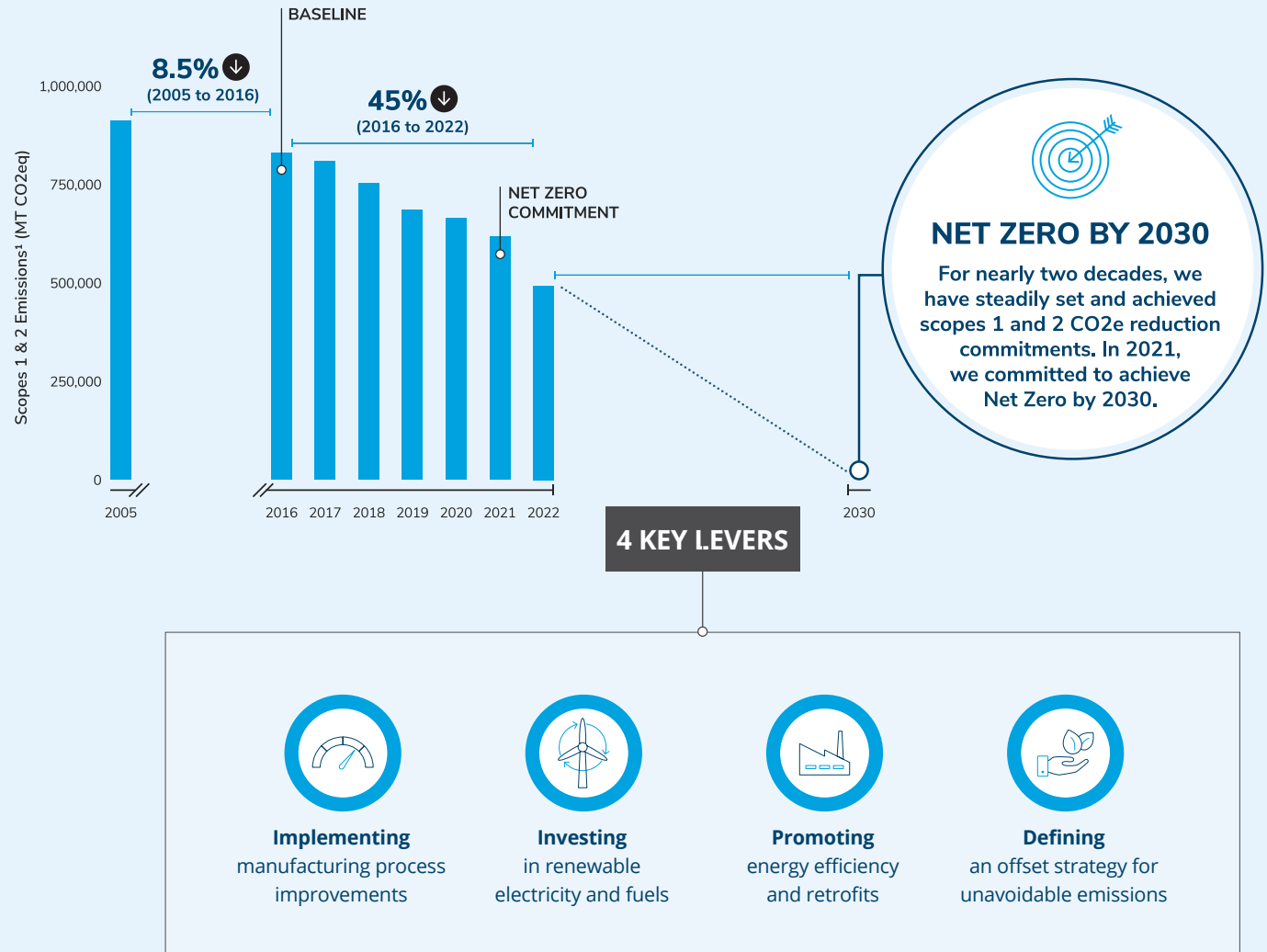
Emissions reductions on the path to Net Zero

In 2003, Whirlpool Corporation was the first appliance manufacturer to set an emissions reduction target, and we continue to make progress through ongoing investments. This progress was made possible through prioritization of energy retrofits, offsite and onsite renewable energy, and process improvements driven by the dedicated people and processes of our World Class Manufacturing (WCM) Environmental and Energy pillars. Over the last year, we have made significant progress toward our Net Zero target and are tracking ahead of schedule. We achieved a GHG emissions reduction of 45% in scopes 1 and 2 from 2016 to 2022 in our global plants and operations, and we plan to achieve greater reductions in emissions by continuing our strong focus on environmental and energy management and expansion of our renewable energy portfolio. When fully implemented, our on- and off-site renewables projects are expected to provide renewable energy to cover 100% of the electricity consumption by our U.S. sites. Our operations with the largest scope 2 emissions impact are located in the U.S., so this will provide a large reduction in our scope 2 emissions.

OUR GREENHOUSE GAS EMISSIONS GOALS

- ▶ Achieve a Net Zero emissions target in our global plants and operations by 2030. This commitment covers the direct (scope 1) and power-related (scope 2) emissions in our large manufacturing sites and distribution centers worldwide.
- ▶ Support the U.S. Department of Energy’s (DOE) Better Climate Challenge along with other companies, states, municipalities and other organizations in committing to a portfolio-wide goal to reduce GHG emissions by 50% by 2030.

Driving to Net Zero Emissions in Our Plants and Operations



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

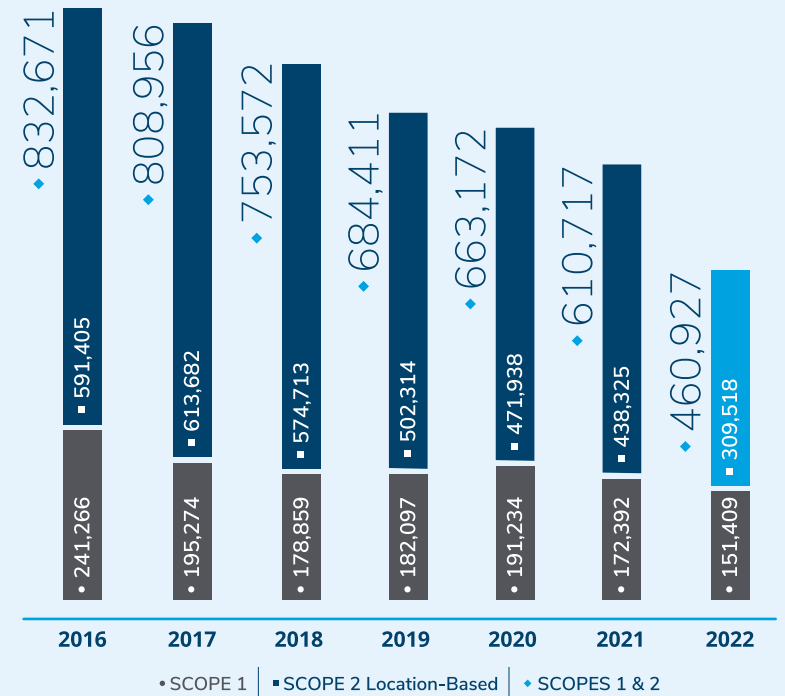


KEY ACHIEVEMENTS:

Greenhouse Gas Emissions

- ▶ ~25% reduction in total GHG (scopes 1 and 2) compared to 2021.
- ▶ Defined global and regional roadmaps to Net Zero by 2030.
- ▶ Activated two off-site, large-scale renewable energy projects that, when fully operational, are expected to yield renewable energy to cover 100% of electricity consumption by our U.S. plants.
- ▶ Funded and executed projects that will yield approximately 18,000 Mt of CO₂ in GHG reduction.

SCOPES 1 & 2 LOCATION-BASED¹ (metric tons of CO₂eq)



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



2022 GHG reduction initiatives

Whirlpool Corp. has always held ourselves accountable to reduce our overall global footprint. This year, we have taken steps toward our Net Zero commitment in sites across the world, following best practices and investing in innovation through pilot programs and projects. Our efforts to reduce our GHG emissions are delivering results that will help ensure that our products are made as sustainably as possible.

UNITED STATES

- Retrofitted multiple sites with LED lighting and piloted multiple new energy management/process optimization technologies.
- Reduced scope 1 emissions by introducing hydrogen fuel for tuggers and forklifts in Cleveland, Tennessee.

INDIA

- Invested in an on-site solar project in Faridabad, India.

BRAZIL

- Transitioned to 100% electrical forklifts in Manaus, Brazil, which reduced the site's scope 1 emissions by 15%.

ARGENTINA

- Opened a new manufacturing site in Argentina with Net Zero readiness which uses no natural gas or propane fueled processes, no chlorofluorocarbons or other hazardous chemicals, and uses equipment designed to maximize energy efficiency.

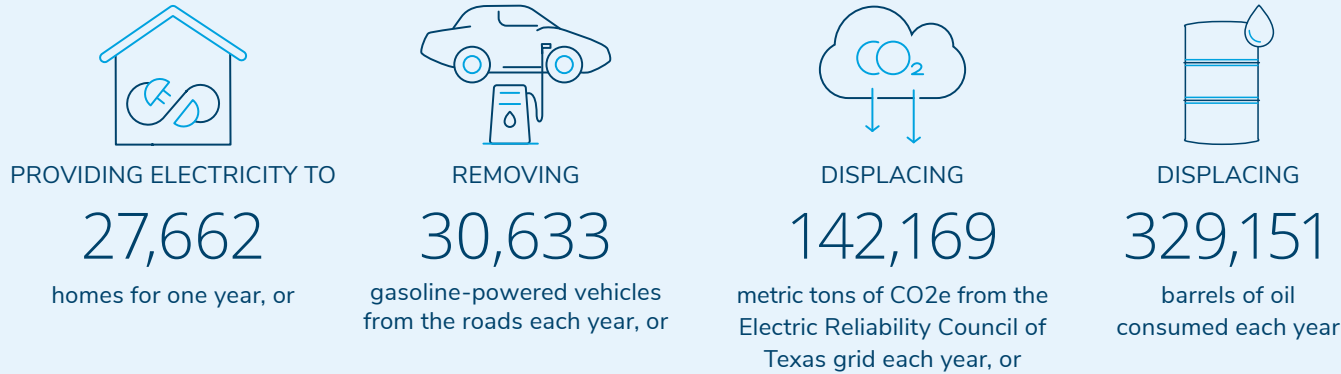


Opening a green factory in Argentina

One of the most significant projects for Whirlpool Corp.'s Latin America region in 2022 was the opening of the new manufacturing plant in Argentina, with around 30,000 square meters of factory floor. Following all the premises from WCM methodology, Net Zero and green factories, the new plant features best practices in its processes, including rainwater harvesting, water reuse and biodiversity protection, without using hazardous chemicals or generating effluents. The official plant opening on October 28 was attended by important figures from Argentina's political and industrial segments, and impressed the public with its modernity and commitment to the environment and the community (including the creation of more than 1,300 jobs).

Whirlpool Corp. has committed to purchasing approximately 200,000 megawatt hours (MWh) of wind energy annually from the Limestone Wind VPPA project developed by ENGIE in rural Texas.

THIS RENEWABLE ENERGY IS EQUIVALENT TO:



Agreements for clean energy

In 2022, we made progress toward our commitment to investing in renewable energy sources by entering into a second VPPA to accelerate our progress toward our Net Zero commitment for plants and operations globally. The combined amount of wind energy Whirlpool Corp. has committed to purchase through this VPPA and the Mesquite Sky VPPA project in Texas from Clearway Energy is equivalent to 100% of the company's U.S. manufacturing plant energy consumption.

Reducing Upstream Emissions

To address upstream emissions impacts and meet our goal of a 95% reduction of high global warming potential (GWP) refrigerants and foams by 2023, we continued our carbon offsetting initiative based on our use of advanced formulation blowing agents with lower GWP 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.



100% of our electricity consumption
 BY U.S. PLANTS EXPECTED TO BE COVERED BY THE ACTIVATION OF TWO OFF-SITE VIRTUAL POWER PURCHASE AGREEMENTS.

Energy Management

Energy Management: An exciting acceleration toward Net Zero Emissions

In line with our World Class Manufacturing (WCM) efforts, we have continued to drive focus and progress toward reducing our emissions, water intensity and energy intensity.

Our actions related to energy efficiency are aligned to and driven by our Net Zero commitment to achieve Net Zero emissions in our plants and operations by 2030. This commitment covers the direct (scope 1) and power-related (scope 2) emissions in our large manufacturing sites and distribution centers worldwide. In our operations, we plan to achieve greater reductions in emissions by continuing our strong focus on environmental and energy management, and through a continued focus on WCM methodologies.

Energy Management is one of the seven pillars in our WCM production system. Each site has a reduction target of at least 3% year over year. The plant WCM Energy pillar teams are our primary execution resource for identifying and executing projects. Our energy-reduction projects aim to reduce energy costs, improve energy efficiency and drive CO₂ reductions.



OUR ENERGY MANAGEMENT GOALS

- ▶ Reduce energy intensity by 3% per year in support of the DOE Better Climate Challenge.

KEY ACHIEVEMENTS:

Energy Management



- Completed more than 450 projects in 2022, delivering greater than 8% reduction in energy cost.

Reducing energy usage through management and improvement projects

	2020	2021	2022
Energy from renewable sources (gigajoules)	113,895	127,023	147,493
% of total energy sourced from renewable sources	1.6%	1.7%	2.5%
Total energy (gigajoules)	7,144,184	7,467,571	5,936,104
Energy intensity (megajoules/product)	133.4	140.6	151.4
GHG emissions intensity scopes 1 and 2 (mtCO2e/product)	0.0124	0.0115	0.0118

We experienced a significant decrease in total energy globally in 2022, driven primarily in North America and Europe, Middle East and Africa (EMEA). These reductions are the result of the continuous energy management and reduction projects led through the plant WCM Energy pillar teams, as well as a reduction in production volumes. For example, in 2022 the NAR region completed over 450 projects that delivered 8% energy cost savings.

SOLAR INSTALLATION IN INDIA



Solar energy projects

Our Faridabad site is consistently working to increase its solar generation capacity. The site has newly installed 450 KW of solar on its washer plant and now has a total installed capacity of 2,450 KW.

The Pondicherry site is the third in the region to start using renewables after all local regulatory approvals. The site has installed a 600 KW solar plant on the warehouse and line 3 roof.



OUR WATER MANAGEMENT GOAL

- ▶ Reduce water intensity by 3% each year in our plants.

In 2021, the Latin America Environmental team was recognized by the National Water Agency (ANA) for its “360 degree Water Management Program.” In one project, the Joinville manufacturing team was able to eliminate about 30,000 m³ of water per year in the painting process—a reduction of about 20%.

Considering the compliance risks naturally associated with wastewater and stormwater discharge, water was defined in 2022 as a priority for our Environment, Health and Safety (EHS) global team. A new global procedure has been defined, listing key controls and management practices to be followed by all sites globally; deployment is scheduled to start in 2023 and go until 2024. In order to support this implementation, regional workshops are being executed, and in order to monitor the progress on implementation, a new checklist has been developed and implemented into Whirlpool Corp.’s internal EHS management software. These actions are part of our continuous effort to drive consistency and accuracy in our assurance process.

Increasing the pace on our path to achieve sustainable water use, we have updated our water intensity target from 1% reduction to 3% reduction per year.

Reducing water intensity in operations

In 2022, our total water consumption volume declined by 19% compared to 2021. This reduction was influenced by WCM-driven projects as well as a reduction in production volumes.

Water Management

Managing water use and consumption

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. As sites increase in WCM maturity, they also shift their approach to evaluate projects from a cost analysis to a load-reduction analysis. Even though the ultimate goal is to reduce consumption, as maturity increases, projects can be prioritized primarily on the overall impact reduction to the environment instead of on loss reduction.



Introducing a new global water management process

In 2021, we formalized our “We Care” commitment toward 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” Standards Manual. In 2022, we have worked to set global procedures for our main focus topics, including water management.

A global procedure for water management was developed in 2022, including the minimum requirements for a wastewater monitoring plan, criteria and tools for reporting of exceedances, standardization of definitions around wastewater discharge to be reported at all sites, definitions of tools and minimum requirements for water conservation/consumption reduction, and minimal requirements for stormwater pollution prevention. The procedure is also aligned with our internal climate change physical risk scenario analysis for the development of long-term plans for water consumption minimization in sites located in water-stressed, high-risk areas.

KEY ACHIEVEMENTS: Water Management



- ▶ Reduction of approximately 21% in our water intensity key performance indicator over the past five years.
- ▶ Definition of a new global procedure for water management, to be deployed and implemented at all manufacturing sites by 2024.

Partnering to improve the Blanchard River

Our Ottawa, Ohio, operations initiated a collaboration with the Blanchard River Watershed Partnership, a nonprofit whose goal is to improve the quality of water of the Blanchard River and the connected watersheds. Through the use of the Litterati app, which is designed to allow users to track the amount of litter/recyclables they generate, Ottawa created a week-long cleanup event with the goal of having 10 participants pick up 500 pieces of litter/recyclables. Ottawa exceeded that expectation and had 20 participants collect 5,971 pieces of litter/recyclables. This information is then made available to local communities so they may be able to learn what issues they may potentially have, where they are located, and then make a plan to tackle those areas. These actions are having positive impacts on the local environment and improving the water quality of the community.

2022

Alliance for
Water Efficiency



MEMBER OF THE YEAR AWARD

Celebrating World Water Day

Every year on March 22, many of our sites use this occasion to promote environmental awareness and to engage leadership and employees to reinforce our strategy toward water consumption reduction and water resource protection. This year, actions were taken in each of the four regions in which our company operates, including awareness campaigns involving the children of our employees that were done in our Ramos, Mexico, and Wroclaw, Poland, sites. In India, where groundwater scarcity is a major issue, the topic was brought up through presentations to our employees. In the Joinville, Brazil site, children of employees were invited to visit Whirlpool Corp. facilities and learn about the actions the company takes to protect natural resources. They visited a wastewater treatment center with Whirlpool Corp. employees and listened to a lecture about why and how wastewater needs to be treated before discharge.



Our ongoing efforts to reduce water use

For the past two years, the Latin America region has been piloting a water recirculation measure to go beyond reducing water consumption each year. In 2022, those sites recirculated 98% of their water intake and captured rainwater to reduce their water intake requirements. At the Joinville site, rainwater accounts for almost 10% of the total water intake. These water-saving initiatives at Whirlpool Corp. in Brazil were recognized with the 2021 ANA award in the category of “medium and large companies.”

Our sites in India also minimize groundwater withdrawals and water discharge to streams. Our Pondicherry site, for example, has three internal ponds where rainwater is collected and redirected to recharge its aquifers. The site has an internal sanitary wastewater treatment plant, and all water treated is used for gardening in the large green areas of the site. The facility also contains internal quality laboratories for testing our washing machines, and all of the water utilized in the tests is treated internally, recirculated and made available for future testing.

Putting environmental efficiency into practice in Brazil

In June 2022, the Latin America region of Whirlpool Corp. started a new chapter in its Brazilian history. Following the concept of sustainable buildings, we inaugurated our brand new office building called “W-House.” The new building incorporates best practices related to environmental efficiency, like water reuse, biodigester for organic waste, rainwater harvesting, electric car charging, translucent tiles (natural lighting), lighting sensor in the rooms with LED lamps and zero plastics in administrative areas. The new office is focused on the well-being of our ~1,500 employees, with a town hall space, laundry and beauty services, a childcare facility, and a restaurant with five different food styles, including vegan.



OUR WASTE MANAGEMENT GOALS

- ▶ Maintain ZWtL Gold or Platinum level (95% to 100% diversion rate) at all of our manufacturing sites.
 - ▶ Increased the target for 2023 to achieve at least 97% diversion rate in all of ZWtL gold level manufacturing sites.
- ▶ Reduce hazardous waste generation intensity by 1% YOY.

Waste Management

Fulfilling our commitment to Zero Waste to Landfill

Whirlpool Corp. first set our goal to reach Zero Waste to Landfill (ZWtL) in 2012, and we have continued to invest in plant efficiency and waste reduction—working closely with recyclers and sustainability vendors to find new, innovative ways to eliminate waste and contribute to the circular economy. This goal was updated in 2020 to align with the UL ECVP 2799 ZWtL standard (self-certification), which represents achieving between 95% and 100% diversion from landfills. We work through the implementation of the WCM methodology and the Environmental pillar, which uses the 5Rs (Reject, Reduce, Reuse, Recycle and Recover) tool to reduce and manage waste. Over the past few years, we have also shifted our attention to hazardous waste generation, and Whirlpool Corp. has set a new target starting in 2023 to reduce its hazardous waste generation intensity by 1% year over year (YOY).

Many of these changes come from changing aspects of our operations, such as modifying processes to reduce the amount of scrap generated, and also from working with new waste vendors. However, waste management also requires continuously improving employee-driven processes like waste sorting. In order to improve awareness and ensure proper waste segregation, teams at our manufacturing sites perform regular training and also do periodic inspections or audits on the shop floor (Environmental Management Audits) which include providing feedback to employees when improper sorting is verified. Our Latin America region team, for example, has developed and implemented a multi-faceted approach to improve waste sorting, which includes improving conditions (visual management, availability of waste bins, use of standard operational procedures), training employees, performing audits, monitoring through cameras in key points and recognizing employees for their efforts.



KEY ACHIEVEMENTS: Waste Management

- ▶ Obtained ZWtL Gold Level (a greater than 95% diversion rate) at 100% of our large manufacturing sites, aligned with UL ECVP 2799 ZWtL standard, thereby avoiding the disposal of over 20,000 tons of waste into landfills in the past five years.
- ▶ Reduced approximately 23% of total waste generated and approximately 48% of hazardous waste generated in comparison with 2021 data.
- ▶ Completed UL training and pre-assessment of three manufacturing sites: Joinville (Latin America), Clyde (North America) and Cassinetta (EMEA).
- ▶ Defined a new global procedure for waste management to be implemented at all manufacturing sites beginning in 2023.



Achieving elite status in operational waste management

In 2022, all large manufacturing sites have achieved at least Gold level, including 14 sites that are self-declared Platinum level. Looking forward, we are seeking to achieve at least 97% diversion rate at all large manufacturing sites.

Our Faridabad site in India has been a ZWtL Platinum site for over two years. The maintenance of this status is possible due to a combination of efforts to reduce waste generation and to develop recycling suppliers. The site has one of the lowest waste generation rates of all Whirlpool Corp.'s sites, with only 1.2 kg of waste generated per product produced. The site has a special focus on the reduction of general waste that usually can't be recycled or recovered. For example, disposables are not used for meals, and all of the organic waste from the cafeteria is composted on site.

A path forward in managing manufacturing waste

In order to assess our compliance with the UL ECVP 2799 standard and identify opportunities for improvement, in 2022 we hired UL to perform a training pre-assessment of three manufacturing sites: Joinville (Latin America), Clyde (North America) and Cassinetta (EMEA).

Based on the inputs from the UL training session, we worked to define a global standard for measuring and tracking Reject, Reduce and Reuse projects. Whirlpool Corp.'s definition is comprehensive of the UL standard, but expands on the details, including, for example, the

"Reject" category. Some of our sites are already consistently tracking these types of projects, which focus on reducing the amount of waste generated. In our Amana site, for example, Reject, Reduce and Reuse projects account for almost 60% of the total waste for diversion rate.

The UL third-party pre-assessments were also important in evaluating our compliance with the UL ECVP 2799 standard, and for this reason three sites in our largest regions were selected. This was an important step that opens our path toward a possible third-party certification in the future.

Updating our global waste management procedure

In 2022, we worked to set global procedures for our main focus topics in our "We Care" commitment, including waste management.

A global procedure for waste management was developed in 2022, including, among others, the minimum requirements for vendor qualification, including on-site audits for hazardous waste vendors. This global procedure, in addition to putting another layer of control around waste handling, storage and transportation, facilitates more standardization of our processes across different sites and regions.

Reducing waste generation

In 2022, Whirlpool Corp. reduced our absolute waste generation by approximately 23%, largely influenced by the decrease in production volumes. The waste intensity has remained at a similar level as the team focused its efforts on 5R projects across sites, including the following:

Joinville, Brazil:

The Logistics and Environmental pillar from WCM has worked to increase by almost 20% the amount of returnable packaging used in inbound logistics from 2018 to 2022, which has reduced the amount of wood waste generated per product produced.

Marion, Ohio:

Our manufacturing site in Marion treats its industrial wastewater on-site, which results in solids that are currently sent to landfill. While other disposal options are being considered, Marion reduced by almost 50% the weight of solids being sent to landfill by installing a fan and dehumidifier in addition to a filter press.

A Marion assembly engineer worked with multiple departments and WCM pillar teams to correct the way two parts were being assembled to eliminate the defects, which, in turn, minimizes rejected parts, thereby reducing the amount of scrap by approximately 10 tons per year. The project also reduced injuries at this assembly station and improved the quality of our product for consumers.

Apodaca, Mexico:

Our hazardous waste generation has been reduced by a decrease in production and due to projects such as our focus on reducing oil consumption in two of our Mexico sites. New filter technologies helped reduce the level of contamination and extend the useful life of the oil. In one site, this project saved more than three tons of oil per year, or around 20%. In the other site, oil generation decreased by more than half in 2022.



Virada Sustentável Manaus, Brazil | Hands-on Action

In Manaus, Brazil, on November 6, Whirlpool Corp. was present at “Virada Sustentável,” considered the biggest sustainability festival in Latin America. There were more than 50 free activities in the city with the objective of engaging the population in the conservation of the environment and the Amazon rain forest. Volunteer employees participated in a “hands-on” activity, cleaning and removing solid waste from the side of the Tarumã River.

Internal and external collaborations to achieve and maintain ZWtL

In order to maintain our ZWtL status, different functions within the organization need to be engaged and work together, especially Environment, Health and Safety (EHS), Logistics, Industrial Engineering and Procurement. Waste brokers and waste vendors are also engaged to develop new alternatives for waste reduction, reuse and/or recycling. In honor of the one-year anniversary of achieving ZWtL Platinum Level, some of our sites in Mexico held an internal celebration in recognition of the combined efforts of the whole team and to renew their commitment.

In Supsa, Mexico, we combined ZWtL with social responsibility. Wood scrap generated at the site was reused to build benches that were then donated to a local adoption center called “Ministérios de amor.” Volunteers from the institution joined efforts with the site team to assemble the donated benches.

World Cleanup Day

On September 17, 2022, Whirlpool Corp. celebrated World Cleanup Day. Sites were invited to sign up and plan an event, big or small. The goal was to take action and make an impact, and our plants met the challenge:

- ▶ Our Manaus, Brazil, plant hosted a volunteer event to promote the cleanup of a local indigenous community and the planting of trees. For each volunteer, Whirlpool Manaus donated a food basket to the community.
- ▶ In Cassinetta, Italy, 24 members of our procurement team, product organization and Operational Excellence teams celebrated the day by collecting 240 kg of garbage from the roads surrounding the factory.
- ▶ On Iowa State Parks and Forests Volunteer Day, the Iowa Department of Natural Resources sponsored a statewide park cleanup effort. Our Amana, Iowa, plant employees worked with the Boy Scouts to complete an Eagle Scout project with landscaping support at Lake MacBride State Recreation Area, including clearing invasive plants from surrounding established trees, harvesting grass seeds (at least three varieties) for future prairie restoration projects and building a lean-to shed for the Department of Natural Resources.





Biodiversity

Proactively preserving and restoring biodiversity

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, water resources and the fauna and flora surrounding our sites, by working with key stakeholders in our communities.



Protecting biodiversity in our Latin America region

In Brazil, our operations are located in three important biomes: Atlantic Forest, Cerrado and the Amazon. These sites are surrounded by a green area of more than 360,000 square meters, which includes four rivers and two water springs, and is the habitat for more than 1,300 animal species, including mammals, birds, reptiles and amphibians. In order to protect and restore biodiversity in these important biomes, the Latin America region team is working through the proactive steps of WCM and has developed the Biodiversity Index, a tool used to measure progress against these steps. Through the methodology, the sites map local fauna and flora, evaluate the anthropic pressure on the natural surroundings and then define the necessary programs, actions and countermeasures for the preservation of local plants and animals.

One of the methods used to map local fauna in Joinville and Manaus is the use of motion-activated cameras that are installed in green areas and in places that are difficult to access.

An example of the programs developed is the “Sustainable Pathway” at our Joinville, Brazil, site. Two specific projects were implemented in the area: the WBee Project, a dedicated area to preserve local species of stingless bees, which are insects that contribute immensely to the pollination of local flora. The other project is the installation of boxes that are used as a refuge for bats, which are known as biological pest control and reforestation agents; the boxes offer perfect conditions to protect the species and prevent bats from taking refuge in inappropriate places around buildings. People walking the path can learn more about the local fauna and flora through visual information boards and the dedicated projects. The pathway is a great tool to promote awareness of the possibility and importance of aligning nature preservation with industrial development.



Reforestation in Mexico

In 2022, the Ramos, Mexico, site worked together with Green Network to extend participation in our ongoing reforestation campaign to other Mexico sites. The Coahuila region has suffered severe forest fires in recent years, which has affected biodiversity, water quality and air quality in the region. In order to carry out this campaign, the site joined a civil association called “Apoya tu Bosque Local,” an organization with the sole mission of reforesting to help reverse climate change. Whirlpool Corp. joined this campaign by purchasing and donating a record 950 trees through an “adoption program” that was extended to employees to participate in as well. Whirlpool Corp. employees, family members and friends were among the 120 volunteers who planted 651 of the donated trees around the cities of Saltillo and Arteaga.

Protecting the Brabbia Marsh

Our Cassinetta, Italy, site borders the protected area of Brabbia Marsh, which is owned by Provincia di Varese and managed by the Italian League for Protection of Birds. It’s qualified as a Zone with Special Protection and hosts 9 species of trees, 15 species of fish and 41 species of birds. Whirlpool is currently working with the Italian League for Bird Protection, a non-profit organization, for the adoption of a common strategy for biodiversity conservation actions in the area.

Promoting employee awareness

In 2022, actions were taken in many of our sites across all regions to celebrate and promote Biodiversity:

- ▶ Our plant in Radomsko, Poland, organized the “Insects Houses,” a contest to engage employees and their families. Participants built the houses using materials such as dry leaves, bamboo canes, stones and natural materials. The best projects were recognized with an award and placed on the factory grounds to benefit local wildlife.
- ▶ In Brazil, Whirlpool Corp. recognizes Arbor Day, which is a good opportunity to celebrate the environment and local biodiversity. During the day, the region promoted the planting of trees with employees and leadership as a symbolic action to reinforce the company's commitment to preserve biodiversity.
- ▶ In response to one of the most predominant impacts experienced in the state of Nuevo León, Mexico, due to drought, the campaign "Clean Up Presa de la Boca" was launched by our Whirlpool Horizon site. 38 employee volunteers cleaned up the area around Presa de la Boca, the main dam that supplies water to the state of Nuevo León.
- ▶ To celebrate International Biodiversity Day, the Wroclaw, Poland, site held an ecological art contest to illustrate the impact of individual actions on preserving biodiversity. In Lodz, Poland, employees participated in educational activities around that same topic.





Social

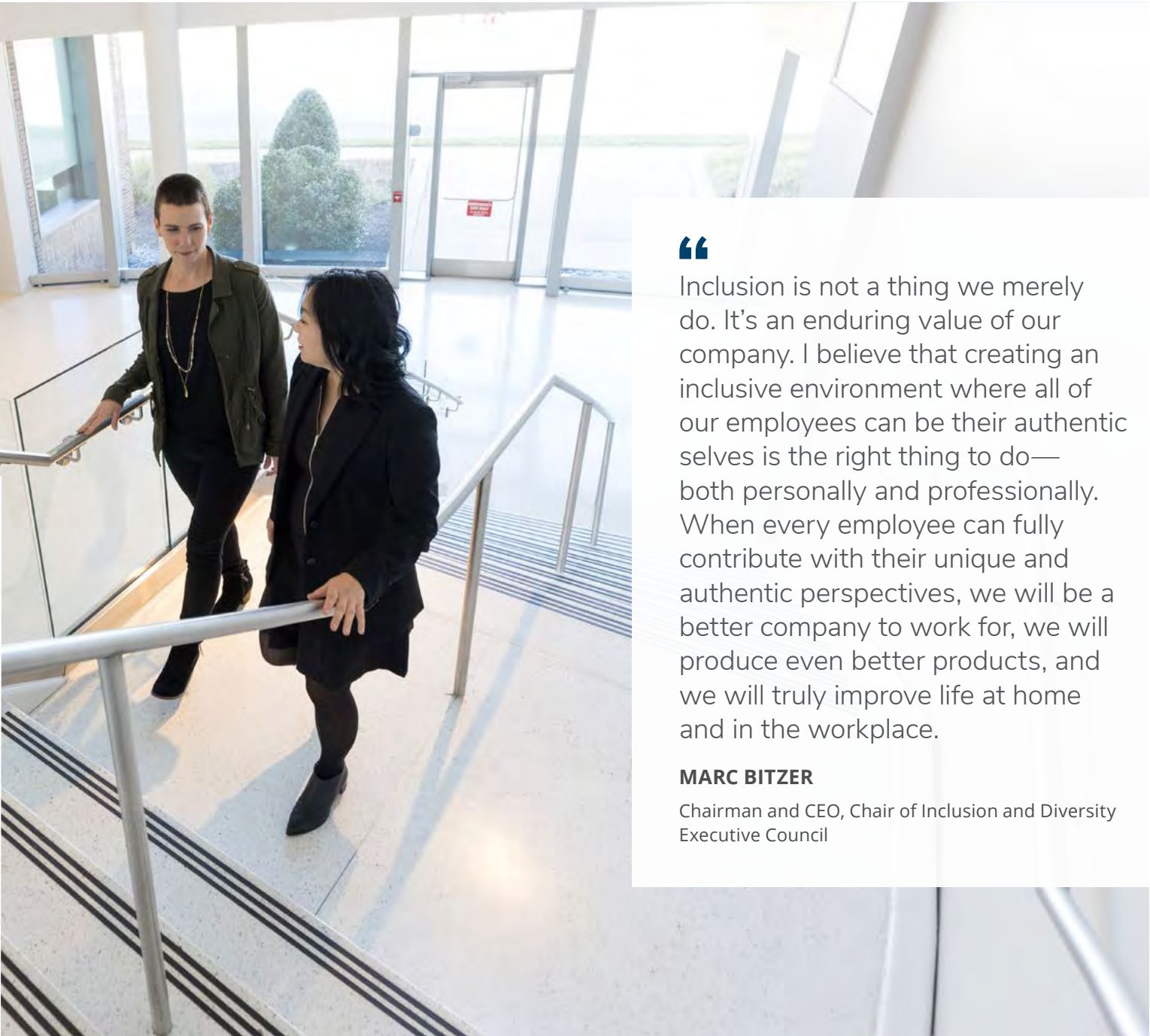
45 Supporting Our Employees

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- 53 Occupational Health and Safety
- 58 Coworker Engagement and Workplace Culture

66 Supporting Our Consumers

67 Supporting Our Communities





Supporting Our Employees

The key to our success is our employees, who embody our commitment to quality, innovation, and growth. We give back to them by supporting their continuous development, prompting fairness and inclusion, and providing the tools they need to work safely. By engaging our employees, we demonstrate our willingness to listen and respond to needs as they evolve. In 2022, we expanded access to development and training, and advanced progress toward to ensure diversity, fairness, inclusion, and improved safety.



Inclusion is not a thing we merely do. It's an enduring value of our company. I believe that creating an inclusive environment where all of our employees can be their authentic selves is the right thing to do—both personally and professionally. When every employee can fully contribute with their unique and authentic perspectives, we will be a better company to work for, we will produce even better products, and we will truly improve life at home and in the workplace.

MARC BITZER

Chairman and CEO, Chair of Inclusion and Diversity Executive Council

Inclusion and Diversity

Every day, with every effort, we strive to welcome, hear, respect and value everyone

Inclusion is a key pillar of Whirlpool Corp.'s enduring values. We're working toward enabling a culture where everyone experiences a sense of belonging, is comfortable being their authentic self, feels appreciated for their diversity and diverse perspectives and has equal access to opportunities and resources. Inclusion creates a culture of belonging—diversity makes us better.



“

Most weeks we spend as many—or more—waking hours at work as we do with our families. It matters that you spend these hours with colleagues that make you feel respected, valued, welcomed and heard.”

CAREY MARTIN,
Senior Vice President and
Chief Human Resources Officer

Whirlpool Corp.'s Global Inclusion and Diversity (I&D) Strategy

INCLUSIVE WORKPLACE

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

We focus on creating and maintaining an inclusive workplace that brings out the best in our employees.

DIVERSE WORKFORCE

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

We continue to build a workforce that represents our diverse customer base, with a global focus of increasing female representation, and underrepresented minority representation across all regions as well as Black representation specifically in the U.S.

VIBRANT MARKETPLACE

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

We build the right strategic partnerships and relationships with diverse organizations, including our own supplier network, as well as our relationships in local communities around the world.



Imperatives

Fair & Inclusive Talent & Business Processes
Education & Development

Robust Measuring & Diagnostic Data
Culture Of Accountability

Key Metrics: Hires, Promotions, Turnover | Inclusive Index | Leader-Led Action Plans

Global I&D Infrastructure: Executive I&D Council, Regional I&D Councils, Employee Resource Groups

Inclusion and Diversity is one of our Enduring Values and remains a critical strategic priority for our organization. With our mission of having a respectful and supportive workplace and culture that enables us to attract and retain a diverse workforce in mind, we continues to make steady progress in cultivating inclusive leadership, reinforcing organizational and procedural fairness and enhancing a culture of inclusion to make all employees feel welcomed, valued, respected and heard every day.

KEY ACHIEVEMENTS:

Inclusion and Diversity

- ▶ Launched Empower—a multi-month program designed to develop high-potential manager- and senior-manager-level women—in Latin America and Asia.
- ▶ Operated 17 Employee Resource Groups (ERGs) worldwide. In 2022, these ERGs pivoted from fully virtual events and activities to a blended approach, including both professional development and engagement opportunities.
- ▶ Launched new family benefits in the U.S. to continue our inclusive benefit offerings for families, no matter what their path is to parenthood.
- ▶ Hosted the fourth annual global inclusion campaign in 2022 with a blend of online events and self-led activities. More than 200 hours of micro-learning courses in six major languages were completed by employees from every region. Six videos from the Senior Leadership team reached tens of thousands of employees, with an emphasis on the importance of inclusive behaviors to create a feeling of belonging.



Supporting our colleagues through ERGs

With 17 ERGs worldwide, Whirlpool Corp. employees remain committed to I&D.

Awareness of Visible and Invisible Disabilities (AVID)

In 2022, Whirlpool AVID and Whirlpool Veterans Association volunteers partnered with Disability Network of Southwest Michigan to complete three handicap ramp builds in Southwest Michigan. These volunteers dedicated 210 volunteer hours to provide greater independence and safety for people with mobility disabilities in their own homes.

Asian Network

The Whirlpool Asian Network (WAN) played a pivotal role in bringing cultural awareness to the community. In 2022, WAN hosted two large-scale events with more than 500 individual participants. The Dussehra Dandiya Celebration was one of the most popular events, with engagement from more than 340 people learning about a traditional Indian Festival. To support our holistic well-being strategy, WAN hosted over 100 badminton matches, encouraging employees to actively participate in physical activities through healthy competition.

Pride Network

Since its founding in 1999, the Whirlpool Pride Network has maintained its mission to enable Whirlpool Corp. to be a top company for LGBTQ+ talent by providing an inclusive environment with recurring opportunities for growth and development of both allies and the LGBTQ+ community. Pride Network's dedication to support the LGBTQ+ population now expands beyond the North America region. Following the establishment of the Latin America branch, in 2022, Whirlpool Europe, Middle East and Africa (EMEA) officially launched its Pride Network with pilot locations in Italy and the U.K. with direct support from regional senior leadership.





WVN ERG partners with Human Resources to deliver new family benefits

In constant pursuit of making Whirlpool Corp. the best working place for women, the Whirlpool Women’s Network (WVN) launched a two-pronged Voice of Membership strategy in 2022, in conjunction with various robust initiatives, including:

- A global campaign celebrating women leaders who have made history at our company, concluding in a Women’s History Month event spotlighting the theme of “Belong.”
- The return of the Whirlpool Board of Directors (BOD) Speaker Series, showcasing BOD allies who demonstrate the theme of “Be Bold. Be Brilliant. Belong.” and how these BOD members built a sense of belonging at their companies.
- The WVN played a pivotal role in establishing Whirlpool Corp.’s newly launched family benefits in the U.S. To support the rollout of the benefits offerings and honor National Infertility Awareness Week, WVN hosted a series of small-group chats on topics including infertility, adoption and surrogacy.

Fertility benefits impact our employees

CHRISSEY’S STORY:

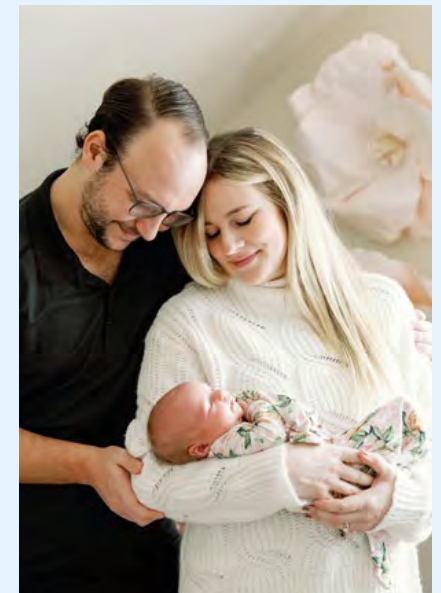


“I now am a proud parent of two IVF (in vitro fertilization) babies! With my daughter Daniella, I struggled navigating the process alone, and it was expensive since very little was covered by insurance, but after three IVF attempts, we were finally successful. To improve the process and benefits, I worked with Human Resources to select and onboard Progyny, a leading fertility care provider. On January 3, 2022, the benefit went into effect, and I was able to start my journey from scratch again, stress free. The Progyny benefit not only included

a Patient Care Advocate to talk to, but everything in the process, including preimplantation genetic testing on the embryo, was covered under the insurance policy and hit our deductible, coinsurance and out-of-pocket max like any illness would. We retrieved our eggs in February and transferred our perfect embryo on St. Patrick’s Day. Baby Jackson joined us in early December, and I’m so grateful for the Progyny benefit and how the coverage and support enabled me to stay focused at work and be the best employee and mother I could be.”

AMANDA’S STORY:

“The infertility club is one no one wants to be a part of. It’s emotionally and physically taxing and very expensive. When I found out my husband and I were struggling with infertility, I grieved and then thought, ‘How are we going to pay for this?’ However, I was extremely surprised and ecstatic to find out that Whirlpool has fertility insurance through Progyny. I feel very glad that we were able to find comfort in the fact that we had fertility insurance and were able to focus on the physical and mental aspect of the journey, rather than the financial aspect. We truly consider ourselves lucky that the IVF procedures were successful for us and that we were supported emotionally and financially along the way to welcoming Sophia.”

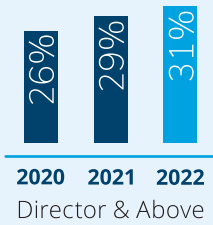




Global Employee Representation^{1,2,4}

In 2022, we implemented a diverse candidate slate and diverse interview panel requirement into our hiring practices in North America. These requirements allow us to add rigor to the hiring process, including diversity as a focus, and further reinforcing it as a priority in building a robust talent pipeline. We will always hire the most qualified candidate; and these requirements brought awareness to diverse candidates. We saw a 25 percentage point increase in diverse hiring, and as a result the requirements will be expanded globally in 2023.

Women Representation (Global)



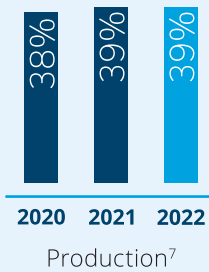
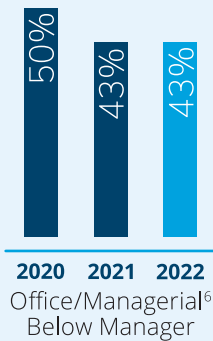
36% Diversity Inc. Benchmark

25% McKinsey's Industrial Benchmark⁵

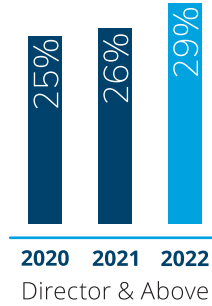


41% Diversity Inc. Benchmark

25% McKinsey's Industrial Benchmark⁵



Underrepresented Minorities Representation (U.S.)³



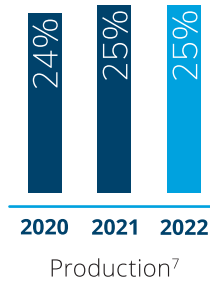
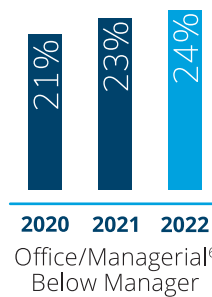
36% Diversity Inc. Benchmark

20% McKinsey's Industrial Benchmark

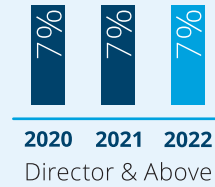


41% Diversity Inc. Benchmark

21% McKinsey's Industrial Benchmark



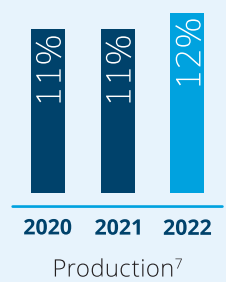
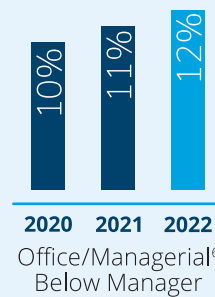
Black Representation (U.S.)



7% OneTen Benchmark



5% OneTen Benchmark



¹ Consistent with prior years, our most recently filed Federal Employer Information Report EEO-1, representing employees as of December 2022, will be available for download from our corporate website in mid-2023. 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 Global employee representation data includes InSinkErator employees.

³ 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.

⁴ Employee gender and ethnicity are based upon employee self-identification.

⁵ Updated in 2022, with the release of McKinsey's 2022 Women in the Workplace Report.


⁶ Office/Managerial includes office workers/professional staff and those in manufacturing, managerial or specialized engineering positions. This also would include salaried non-exempt employees such as call center employees. These individuals are typically paid bi-weekly or monthly depending on their overtime exemption status and/or governing municipality they work in. Typically their wages fall under many different lines of the P&L including SG&A and Engineering.

⁷ Production includes direct labor and those directly involved in the operation of keeping the factory and warehousing running that are non-managerial in nature. In most cases these individuals are paid on an hourly wage. Typically their wages fall under direct labor or other cost of sales.



Progress on our U.S. Racial Equality Pledge

In 2022, our Executive Steering Committee oversaw progress on all aspects of Whirlpool Corp.'s Racial Equality Pledge, driven by workstreams each led by one senior leader and one ERG representative. These workstreams partner internally across the organization and externally with the city of Benton Harbor, local nonprofits and local businesses to deliver results.

 For more information on our commitments, check out the [Whirlpool Racial Equality pledge](#)

Actions and results, year two of five

Unconscious Bias and Empathy Training

Over 1,300 U.S.-based people leaders completed Module 3: “Understanding the Black Employee Experience at Whirlpool” via 43 leader-led sessions. Programs launched in the Latin America region and EMEA in 2022, where we received glowing feedback.

“This training process has helped me to understand that even if you think you are unbiased, you still have bias based on where and how you were raised; who you interact with.”

“En mis 17 años en la compañía, nunca me había sentido tan liberada de poder hablar, compartir sobre estos temas tan relevantes, que aplican no solo en mi vida profesional si no también en mi vida personal. Gracias Whirlpool por apostarle a nuestro desarrollo.”

Translation: “In my 17 years in the company, I have never felt so free to be able to speak, share about these relevant topics, which apply not only in my professional life but also in my personal life. Thank you, Whirlpool, for betting on our development.”

Mentoring Program

We completed the first cohort of mentoring relationships for Black managers and senior managers and initialized a second cohort with expansion to the senior analyst level.

P@th Internship

We recruited local high school graduates and college freshman to join our Possibilities at Home (P@TH) Internship Program in our Global Headquarters community of Berrien County. The group consisted of 10 interns across 9 disciplines, from 9 universities, who completed the 10 week program.

P@TH Internship by the Numbers:

60%	60%	100%	100%
UNDERREPRESENTED MINORITIES	WOMEN	LOCAL	“SUCCESSFUL” RATINGS BY MANAGER



Benton Harbor Area Schools (BHAS)

We provided support for BHAS in the following ways:

- Backpacks for Good: In coordination with Berrien Community Foundation, 70 Whirlpool Corp. employees came together to inventory, organize and fill backpacks for 1,500 students in the Benton Harbor area who would otherwise go without needed supplies for the school year.
- Funded a bus equipped with WiFi to eliminate one barrier to learning. The bus provides internet access outside of school for BHAS students and the adults supporting those students.
- The Whirlpool Foundation committed to sponsor BHAS as a Feeding America Agency for five years and provided refrigerators to store fresh foods through our Feel Good Fridge program. Whirlpool Corp. employees volunteer to deliver food from Feeding America to BHAS locations.



Emma Jean Hull Flats to open in 2023

After breaking ground on the \$23 million property in 2021, work continued on the multi-family housing development in Benton Harbor. The apartment building has been named Emma Jean Hull Flats, honoring the legacy of former Benton Harbor Mayor Hull, who was the first female mayor of Benton Harbor and is attributed with the beginning of the Benton Harbor revitalization. Both the City and Whirlpool Corp. are excited to welcome residents to their new homes in 2023. The high-quality, market-rate, 80-unit development is slated to be home to 100 residents, including units slated to be reserved for “Hometown Heroes”—local teachers, first responders and other local public service employees—who may be eligible for reduced rent. This project will also increase the tax base in the city of Benton Harbor as well as creating a community within the community and serving as a catalyst for future development in the city.



Second Microgrant Pitch Night

The recently founded nonprofit Emerge Innovation Hub, a collaboration arising out of Whirlpool Corp.’s Racial Equality Pledge and other local businesses and nonprofits, hosted the second Microgrant Pitch Night to support Black-owned businesses in 2022. Emerge empowers small business owners with education and networking for all participants, culminating in the pitch night where three winners are provided grants to support growing their business.

“Honestly, it’ll mean everything. Just because I’m able now to do what I really want to do. I can go ahead and get the rest of my books published. I can go ahead and get that website started, which’ll be huge, and I’ll be able to push my books more now and start that reading initiative that I was working on.”

Candi Purdiman,
Owner of Kids Read Too
WINNER

“Events like this are important for the community because they bring awareness to the people who are trying to establish themselves and who need community support to do so.”

Olivia Nichols,
Owner of Showtime Customs
RUNNER-UP

“What’s really important is that we foster an environment of support. It’s about longevity. So, after we leave here tonight, we’re still community members and we’re still entrepreneurs who need to support each other. So we always foster that environment.”

Jasmnika Newbern,
Owner of Jaszy Jars
2nd RUNNER UP

Collaboration with Florida Agricultural and Mechanical University (FAMU)

For many of Whirlpool Corp.'s salaried employees, their journey begins during their undergraduate years. Often their first interaction with the company might be at a job fair where they learn about the opportunities available to them, including internships and early career opportunities. In 2020, as part of the Racial Equality Pledge, we started a journey to find the right fit for a strategic partner in one of the Historically Black Colleges and Universities (HBCUs) across the U.S. After a thorough review, in partnership with a leading Minority Business Enterprise management consulting firm, the Whirlpool Corp. team narrowed the potential list of candidate schools to those compatible with our vision. The team met with representatives from the finalist schools and ultimately established a partnership with FAMU in Tallahassee, Florida.

Over the next 10 years, the company plans to provide an annual contribution to the Southern Scholarship Foundation. This foundation supports students who lack financial resources and maintain a 3.0 GPA by providing rent-free housing in a cooperative living space. We have also committed financial resources to the College of Engineering scholarship program.

More than just a financial commitment, through this partnership Whirlpool Corp. has and intends to:

- ▶ Provide opportunities for FAMU students to interact with our employees
- ▶ Give greater visibility to early career opportunities with Whirlpool Corp., including undergraduate and graduate programs
- ▶ Leverage subject matter experts to provide contributions to the curriculum

In 2022, we provided 24 new appliances with our latest product innovations ranging from ovens and refrigerators to washers and dryers to over 50 students living in three houses supported by the Southern Scholarship Foundation.



For more information, check out the [Whirlpool Non-Discrimination and Anti-Harassment Policy](#)



Juneteenth Day of Impact

The relationship between Whirlpool Corp. and Black colleagues within our company and within our communities, especially those who live in Benton Harbor, is something we care deeply about. There is no sense in sugar-coating this conversation. Racial inequalities and unfairness exist within our communities. Equality and fairness are complex and multilayered issues, shaped by historical events, privilege and oppression, generational and cultural misunderstandings and grudges, and successes and failures in improving life for each of us. It's difficult to deny the delicate relationship that currently exists between us all. So we seek to be collaborative to ensure clear understanding of the needs and desires of the community with respect to any given project.

In May 2022, over 100 of our employees, alongside neighbors, children and city officials from Benton Harbor, gathered to complete the revitalization of Union Park. Work on this \$500,000 investment, donated by Whirlpool Corp. and the Whirlpool Foundation, started in 2021 with contractors and specialists laying the foundation with critical components such as new lights and dugouts for the baseball fields and new playground equipment selected with input from local children. The volunteers then offered their sweat equity to paint, repair, pick up litter, plant flowers and more.

The final product was ready just in time for Little League season and a summer full of events, picnics and family gatherings. More information about this work, lessons learned, and next steps can be found at <https://whirlpoolcorp.com/union-park-project-community-day-of-action/>.



OUR OCCUPATIONAL HEALTH AND SAFETY GOALS

- ▶ Zero fatalities and serious incidents globally.
- ▶ 10% reduction in Incident Rates globally.

Occupational Health and Safety

Our commitment to reducing risk and workplace injuries

We remain committed to continuous improvement in our Environment, Health and Safety (EHS) programs, delivery and results.

Our “We Care” commitment

In 2021, our global EHS We Care Standards Manual was developed and released. This document established our minimum expectations for EHS management at all Whirlpool Corp. facilities around the globe. In 2022, we took the additional step to affirm the paramount importance we place on promoting the safety of all our employees and contractors by adding the “Attitudes for Life” to our Standards Manual. These are foundational precautions, aligned directly to high-risk activities performed by employees and contractors, that act as an additional layer of defense aimed at preventing serious and life-altering injuries.



HEALTH & SAFETY

	2020	2021	2022
Recordable Injury & Illness Cases—Employees and Non-employees	518	480	413
Recordable Injury & Illness Rate—Employees and Non-employees	0.76	0.72	0.68
Serious Incidents—Employees and Non-employees	9	8	2
Serious Incident Rate—Employees and Non-employees	0.01	0.01	0.003
Injury & Illness Fatalities—Employees & Non-employees	0	0	0
Injury & Illness Fatalities—Contractors	0	0	0
Total Hours Worked—Employees and Non-employees	136,921,903	133,773,414	121,807,187
Lost Workday Rate—Employees and Non-employees	0.23	0.28	0.31



75%
REDUCTION IN SERIOUS
INCIDENTS COMPARED
TO 2021

KEY ACHIEVEMENTS: Occupational Health and Safety



- ▶ Global deployment of Whirlpool Attitudes for Life materials to establish and communicate vital guiding behaviors to ensure employee safety

From 2021 to 2022:

- ▶ 75% reduction in serious incidents.
- ▶ 6% reduction of Incident Rate globally.
- ▶ 21% decrease in new U.S. workers compensation claims.
- ▶ 17% decrease in U.S. workers compensation incurred costs.

COVID-19: Transitioning back toward “normal”

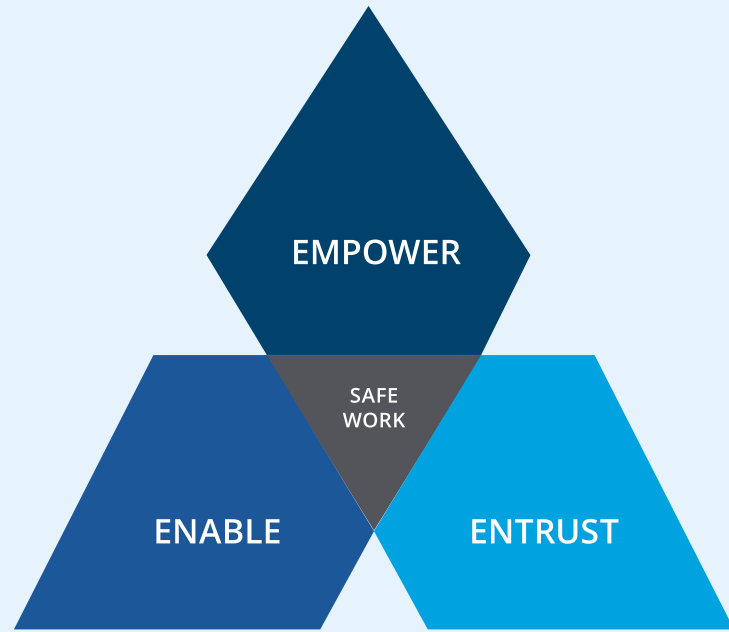
While 2022 still presented challenges related to the management of COVID-19 cases, our global EHS teams have played a central role in minimizing the impact of COVID-19 on Whirlpool Corp.’s operations.

EHS governance: Improving compliance and conformance to new minimum EHS standards

2022 saw notable improvements in EHS governance results. Our governance process showed strong improvement in both annually required self-assessments (L1 Assessments, required at all manufacturing operations), and our triennial “Fresh Eyes” EHS Assessment (L2 Assessment). In addition to these results, our attention on High Potential findings, which are any findings that present a serious risk to employee health, environment or reputation of the organization (introduced in 2021) has proven beneficial. The identification of High Potential findings has decreased 86% year-over-year due to increasing awareness of the High Potential concept at the site level and active management of High Potential conditions when they arise. Finally, and most importantly, across the globe we’re moving from a position of compliance with local EHS regulations (minimum standard) to compliance with Whirlpool We Care Minimum Standards (global internal standards) to raise the expectations for employee safety and environmental protection.

Global EHS Governance: Consistent Improvement Across the Globe

	2021	2022
Average L1 Self-Assessment Scores (EHS regulatory compliance)	87%	97%
Average L2 "Fresh Eyes" Assessment Scores	87%	95%
High Potential Findings Identified During L2 Assessments	7	1



EHS AND TECHNICAL EXPERTS

Create policies, procedures and tools that enable employees to perform tasks safely and raise EHS concerns

LEADERS

Understand the risks, foster a climate of trust and promote Safety as Value

ALL EMPLOYEES

Demonstrate Actively Caring and Stop Work when an Attitude for Life can't be followed

Attitudes for Life

In an effort to further protect our employees and contractor workers, we instituted Attitudes for Life in 2022; a set of critical work practices aimed at preventing serious injuries to our employees and contractors who perform high-risk activities.

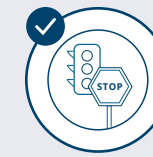
10 Global Attitudes for Life aligned to high-risk activities



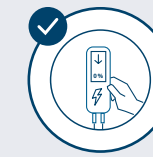
CONFINED SPACE



HAZARDOUS SUBSTANCES



DRIVER SAFETY



ELECTRICAL SAFETY



CRANE, HOIST & LIFTING



POWERED INDUSTRIAL VEHICLE



MACHINE SAFETY



LOCKOUT TAGOUT (LOTO)



WORK AT HEIGHT



HOT WORK

The Attitudes for Life establish and communicate vital guiding behaviors and elevate employee awareness for activities with a high-potential severity outcome. These non-negotiable foundational precautions are brought to life by the conscious choices we make each day, and adherence is critical to keep our employees and contract workers safe.

Our shared responsibility is to promote the Attitudes for Life and lead by example. All employees are empowered to make a personal commitment to safety and are entrusted to demonstrate "Actively Caring," which encourages employees to be more effective at intervention on behalf of others when faced with high potential at-risk situations. If at any time an Attitude for Life is not able to be followed, employees and contractors should stop work and use their help chain.

We all share in the responsibility of preventing serious injuries by being stewards of the Attitudes for Life and speaking up, for ourselves or on behalf of a co-worker, when faced with high-potential at-risk situations.



Global Machine Safety evaluation and remediation

Our Machine Safety initiative was designed to enhance safeguarding of machinery and equipment through machine safety threshold evaluations which prioritize remediation. In 2022, we achieved our internal goal to assess 35% of High Priority machinery and equipment resulting from the machine safety threshold evaluations conducted by EHS personnel and Machinery Safety Site Champions who have been recruited from site engineering.

The Machine Safety program contains process steps and safety requirements for newly purchased or modified machinery and is aligned with World Class Manufacturing (WCM)—Early Equipment

Management (EEM) so that safeguards are integrated prior to delivery at our operating facilities. Launched in 2022, our global Machine Safety Procedure includes standardized tools and assurance processes, including the Machine Safety Risk Assessment, Functional Machine Safety Verification, EEM and Functional Safety Life Cycle.

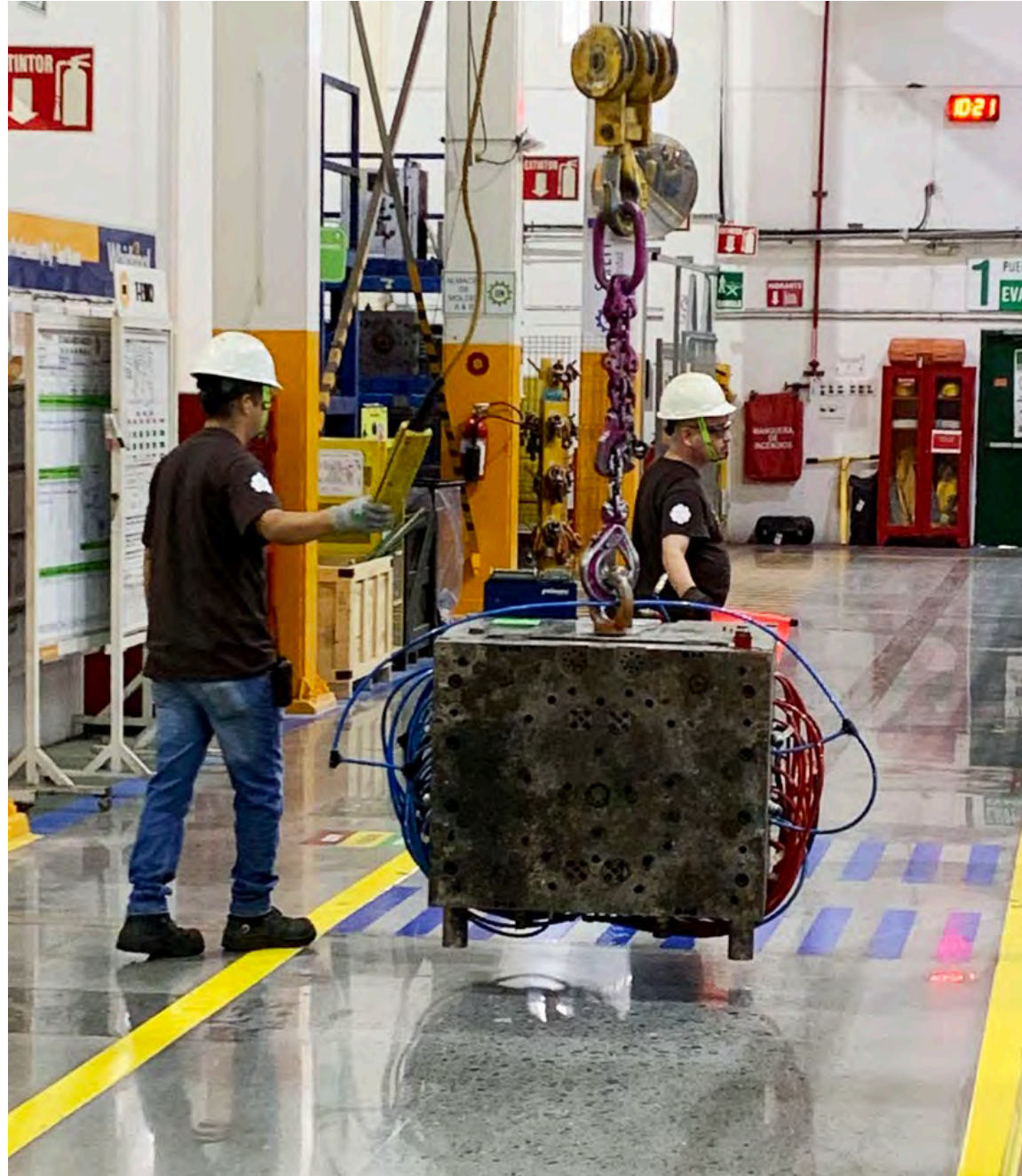
An example that showcases machine safeguarding integration in EEM is at our new facility in Pilar, Argentina, where incoming purchased machinery arrived on-site and was installed to meet global machine safety standards.

Contractor safety

A new Global Contractor Management Procedure includes minimum health and safety requirements for new and existing contractor worker companies. Whirlpool Corp. has partnered with Contractor Compliance to assist with our contractor safety program. Contractor Compliance monitors contractor health and safety compliance requirements on behalf of the company for those contractors that may perform high-risk activities such as working at height, confined spaces, LOTO, work on live electrical, critical crane lifts, etc. as part of their work scope. As a result, our Whirlpool EHS organization can pre-qualify contractor worker companies based on their performance against Whirlpool Corp. minimum health and safety pre-qualification criteria to perform high-risk activities at our manufacturing locations.



For more information, check out the [Whirlpool Environment, Health and Safety Policy](#)



Leveraging ergonomics to improve safety

As part of the Risk Reduction journey, Whirlpool Corp. is leveraging best practices across the globe to implement and standardize robust controls to mitigate risk. One important way we are addressing risk is by leveraging ergonomics to improve safety. Our Rio Claro, Brazil, facility was the first location to achieve the Management in Ergonomics certification from the Brazilian Association of Technical Standards and is the basis for our revamped Ergonomics Management Global Procedure.

The ergonomics process structure aligns every location to manage local ergonomic-related aspects with the same level of detail globally to reduce workplace injuries, improve employee health and well-being and drive productivity in a stronger workplace culture.

Coworker Engagement and Workplace Culture

We believe that there’s something profoundly unique about working at Whirlpool Corp.: Our values and our “feel at home” culture, where we care for each other, and we hold one another accountable.

Employee well-being and support

We have 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 as illustrated on this page. In 2022, Whirlpool Corp. began the formal rollout of the pathways with continued education and additional programs. The company provides resources, webinars and communications globally through newsletters and our internal newsreader (WHR360) to help employees feel supported in each of the holistic pathways. In addition, we provide a global Employee Assistance Program to help employees and their dependents with counseling and other resources to support their overall well-being.

Pathways to Well-Being

Whirlpool Corp.’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 results and action plan

In 2022, our employee engagement approach is 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 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.

Talent recruitment and retention

Whirlpool Corp.'s Talent Acquisition team enables our business by finding diverse talent with the skills and experiences needed to lead both today and tomorrow. In 2022, we launched several new initiatives, including a global Employee Value Proposition (EVP) to help us attract the best talent from across the globe.

We provide a robust total rewards package, including competitive pay and benefits as well as learning and career development opportunities. Our I&D strategy focuses on building a culture in which every employee feels welcomed, valued, respected and heard.



Employee performance

Our performance management system, Everyday Performance Excellence (EPE) 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).

EPE 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.

Benefit disclosure enhancements

In 2022, several enhancements were made to clarify new or existing benefits for our employees:

1. Minimum number of days for paid sick leave for exempt employees
 - Exempt employees receive unlimited sick days
 - Under Short Term Disability (STD), exempt employees receive 100% of salary for up to 26 weeks
2. Minimum number of days for Paid Time Off (PTO)/paid vacation for exempt employees
 - Vacation is based on years of service
3. Weeks of paid parental leave for maternity and paternity in the U.S.
 - Exempt employees may receive up to 14 weeks of paid time off for parental leave. This time off is a combination of STD, Caregiver and Parental leave for Primary Caregivers.
4. Backup dependent care services in the U.S.
 - For Exempt Secondary Caregivers, employees may take up to six weeks of PTO (combination of Parental and Caregiver leave)
 - In our global headquarters of Benton Harbor, Michigan, the company offers on-site childcare at “The Eddy,” along with a supplement to eligible employees based on income thresholds.
 - In addition, Whirlpool Corp. offers Bright Horizons, which is a vendor support tool that helps employees find discounted savings on childcare and tutoring for their dependents at no cost.



Training and Development

Leaders Teaching Leaders

Development of leadership acumen within Whirlpool Corp. is critical to ensuring People Leaders at all levels are competent and confident in their ability to bring out the best in our people.

We believe in “Leaders Teaching Leaders” where our existing senior leaders are expected to step up and embrace their role in developing our next generation of leaders. As a result, all of our formal leadership development programs are

internally designed and facilitated by Whirlpool Corp. leaders themselves. The benefits of this strategy are multi-fold—Our senior leaders grow continually by playing the role of teachers, our next-level leaders learn from their role models’ personal experiences and in turn, our organization builds a leadership engine. A strong leadership culture has been the foundation of our success for the past 111 years, and it won’t be different moving forward.



KEY ACHIEVEMENTS: Training and Development

- ▶ In 2022, we continued to build on our existing leadership development programs at both the regional and global level.

Leadership immersion

A highly customized experiential learning opportunity for executive-level leaders. Facilitated by our CEO, Marc Bitzer, Executive Committee Members, and members of our Board of Directors, this program aims to “immerse” the senior leaders into Our Leadership Model and Values, through exercises requiring deep reflection and dialogue.

Essentials of People Leadership

A unique, action learning experience designed for new people leaders. This program focuses on building the foundational people leadership skills needed to live out our leadership model from the very beginning through self-discovery activities, facilitated dialogue sessions with business leaders and coaching.

WeLEARN + LinkedIn Learning partnership

All global salaried employees have access to Whirlpool Every Day Learning (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. In 2022, we added close to 20,000 new learning courses through LinkedIn Learning and we added over 200 curated learning pathways, with content tied to building specific skills and capabilities, providing greater opportunities for learners to find meaningful, relevant content to fuel their professional and personal growth.



220,207
LinkedIn
videos viewed



8,725
hours viewed

Early career leadership development programs and internship programs

All around the globe, Whirlpool Corp. offers 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. 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 the company.

Manufacturing People Development pillar

In our manufacturing sites, the WCM methodology includes the People Development pillar, which is focused on employee development and training. A function of the People Development pillar in each operation is to establish and manage a training matrix to identify training requirements (regulatory, legal or other) for site personnel. To promote compliance with these requirements, each of our operations is audited periodically by an external third party to confirm execution. Competency checks as part of the WCM methodology confirm understanding and learning on the part of affected employees.

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. 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.





Pay and Equal Remuneration

Building competitive compensation programs for sustainable value

Whirlpool Corp.'s compensation programs are designed to support our focus on creating sustainable value for all our stakeholders. Our objective is to provide a total compensation opportunity that is competitive with external market practices, considers internal equity and provides a true pay-for-performance approach. We evaluate external market competitiveness and internal equity at least annually, and our actual pay outcomes have been demonstrated to align with the performance results that we have delivered.



For more information, check out [Whirlpool's Global Labor and Employment Guidelines](#)



2022 progress on pay equity

External market competitiveness review

- Annually—including in 2022—we compare all of our jobs against external market compensation survey data. This is designed to ensure that we are providing compensation opportunities that are competitive with the external marketplace.

Internal pay equity review

- We completed our 2022 pay equity practices review in Q4, examining pay between employees of different gender and racial demographics doing similar work. Our 2022 pay equity review—completed by an external law firm—found zero instances of systemic issues and zero individual cases that required additional research. We intend to continue to engage in this pay practice review process on a regular basis in an effort to uphold our compensation principles and our commitment to equity.

Pay vs Performance analysis

- We have built our Executive Compensation programs around a strong Pay-for-Performance philosophy. Over 91% of our CEO's target pay—and over 80% for our other Named Executive Officers (NEOs)—is directly tied to performance metrics that drive shareholder value creation. As required per the new rule released in late 2022 by the U.S. Securities and Exchange Commission (SEC), we provided a three-year tabular disclosure of compensation actually paid to our CEO and our other four NEOs compared to certain company performance measures.

Labor Rights

Freedom of association

Whirlpool Corp. respects the rights of our employees to associate with whom they choose. We respect the right of employees to join or not join an independent trade union and will bargain in good faith with these associations when they are properly elected. We estimate that, during 2022, 55% of our hourly employees globally were covered by a collective bargaining agreement.

Compensation philosophy and policies

Whirlpool Corp. is dedicated to achieving global leadership in all of our product categories and to always delivering superior and sustainable value for shareholders and other stakeholders. 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 environmental, social and governance (ESG) priorities included in their individual objectives for the purposes of individual performance ratings, which influence each executive's incentive compensation.



For more information on Pay versus Performance, please refer to our [2023 Proxy Statement](#).



Supporting Our Consumers

At Whirlpool Corporation, the consumer is at the center of everything we do. Our commitment to be the best kitchen and laundry company, in constant pursuit of improving life at home means to consistently and unfailingly meet or exceed consumer expectations. Through our culture of innovation and passion for our consumers, we seek to continuously deliver on this goal.

Product Safety and Product Quality

Product safety and quality are at the forefront of each appliance we manufacture. Nothing matters more to us than maintaining the safety of and earning and keeping the trust of our consumers. Learn more about our investments in [product safety](#) and [product quality](#).

Cultural Intelligence Series

To better meet the needs of consumers across all cultures, in 2022 the Whirlpool Corp. Consumer Insights team, Brand and Product Marketing, ERGs and Global Consumer Design teams started the Cultural Intelligence Series—a multi-phase qualitative research project aimed at immersion into the daily experiences of different cultures. This effort will serve to embed our core values of I&D into every aspect of the consumer journey, including ideation, product development, content and service.

Consul tactile adhesives

In order to increase freedom and autonomy for visually impaired consumers to use appliances, the *Consul* brand launched a line of embossed stickers that make it easy to identify appliance functions and features, promoting product usability and safety.

#DividaAsTarefas (“Total Division of Tasks”)

In 2022, the *Brastemp* brand launched a campaign to bring attention to the unequal distribution of household tasks across gender lines. Through the #DividaAsTarefas educational campaign, *Brastemp* demonstrated that housework should be everyone’s job.

Disability Immersion activities

When it comes to innovation, our engineers strive to improve life at home for all consumers, including those with disabilities. Throughout 2022, the AVID ERG hosted Disability Immersion activities to put employees in the shoes of consumers with disabilities to aid in the development of more accessible features and marketing of our products.



Supporting Our Communities

Whirlpool Corporation has been committed to maintaining strong, lasting connections in the communities in which we do business for 111 years. Most of our operations are located in small towns, and we embrace our responsibility to support these communities. We use a global collective impact model that centers around improving life at home, and our giving priorities focus on the areas of **House+Home** to create diverse, thriving communities. We are proud to work with our employees, their families and our communities to help everyone have a house to dream in—one that's part of a resilient, flourishing and sustainable community that they feel proud to call home.



KEY ACHIEVEMENTS:
Community



House

- ▶ In the past 23 years, Whirlpool Corp. has donated more than \$136 million to Habitat and donated over 212,800 products globally to Habitat for Humanity families in the U.S., EMEA, Asia and Latin America.
- ▶ In our 23 years working together, Whirlpool Corp. and Habitat have served nearly 1 million people around the world.
- ▶ 143 out of 250 climate-resilient and energy-efficient builds are complete or in progress through Habitat’s BuildBetter with Whirlpool initiative.

Home

- ▶ *Maytag* brand has placed refrigerators at Boys & Girls Clubs in cities such as Los Angeles, New York, Detroit and Grand Rapids impacting over 1,500 Club kids per day nationwide.
- ▶ The 2022 United Way campaign raised \$4.5 million from employee giving and a Whirlpool Foundation match for education, income, health and basic needs.
- ▶ In collaboration with *Consulado da Mulher*, we provided support to 38,000 socially vulnerable women and their families over the last 20 years.

Local Communities

Improving life in our communities through House+Home

Our strategic approach to supporting our communities includes our House and Home initiatives.

House

Our House initiatives focus on ensuring everyone can have a place to live that is comfortable and nurturing, where families can make healthy choices to build their best life. It starts with decent and affordable housing, which is the foundation of a stable life and bright future. It includes having the courage to be inclusive, removing bias and focusing on leveling the playing field for everyone.

Home

Our Home initiatives focus on developing resilient, vibrant communities through education and neighborhood development in the places where we do business. Stable neighborhoods offer the employment and quality of life amenities that are the bedrock of inclusive communities. That’s why together with local businesses, government and nonprofits 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—playing an important role in improving life at home.



OUR COMMUNITY GOALS

- ▶ Expand our work with Habitat for Humanity to double the number of people served by 2025.
- ▶ Build more than 250 climate-resilient and energy-efficient homes through the Habitat for Humanity BuildBetter with Whirlpool initiative by 2024 to establish best-in-class energy building practices.
- ▶ Install 500 Feel Good Fridges in the U.S. by 2025.



House initiatives: Habitat for Humanity®

Our commitment to improving life at Home defines why we are ensuring our relationship with Habitat for Humanity International has been a priority for over 23 years. Around the world, 1.6 billion people live in substandard housing with 1 in 10 people worldwide living in distressed and underserved communities where there are systemic cycles of below liveable wage jobs, substandard education and instability, inadequate transportation and racial inequality.

Since 1999, Whirlpool Corp. has donated over \$136 million to Habitat for Humanity globally, installed over 212,800 appliances in new

homes across the U.S. and Canada, EMEA and Latin America and engaged thousands of employee volunteers in building new homes for first-time homeowners and their families, which has collectively impacted nearly 1 million people around the world.



For more information, check out [Whirlpool House+Home](#)

Driving global change with Habitat for Humanity in 2022

Habitat for Humanity Ukraine and Poland

The pursuit of improving life at home comes to life during challenging times. The war in Ukraine has forced nearly 8 million people¹ to flee their homes and travel to neighboring countries, resulting in a massive need for emergency and long-term shelter. While the Whirlpool Crisis Management Teams worked around the clock to meet the critical financial, psychological, medical, legal and transportation needs of our colleagues, our employees rose to the occasion, driving a response across multiple fronts:

- The Whirlpool Foundation matched disaster relief contributions of approximately \$70,000 made by employees and retirees to aid the effort as our EMEA colleagues supported Ukrainian families in Hungary, Poland, Romania, Moldova and Slovakia.
- Our EMEA employees worked with Habitat for Humanity to provide assistance to displaced families, which included providing housing vouchers with area hotels and distributing power banks. As rebuilding began throughout the region, the Habitat Empty Spaces program allowed for the conversion of dormitories and other empty, underutilized spaces into housing for refugees.
- Employees from the company’s Łódź, Wrocław and Radomsko locations donated 75 appliances (refrigerators, washing machines and dryers) to the Polish Red Cross in support of their first-aid centers, and delivered 100 refrigerators to the Hungarian-Ukrainian border, where the U.S. State Department assisted refugees coming from Ukraine. Together with the Red Cross, temporary laundry stations for refugees in Poland, Hungary and Romania were created.
- Alongside Habitat for Humanity Poland, 15 Whirlpool Corp. employees from every Polish site joined as one and traveled to Gliwice to paint and renovate homes in the area, removing old and damaged furniture and readying them for Ukrainian refugees.

¹unrefugees.org/emergencies/ukraine/



Habitat Slovakia

- Located in Eastern Slovakia, Dobšiná is a small city with a large Roma population. Slovakia has one of the largest Roma communities in Europe, but the population suffers from a high risk of poverty and social exclusion. The situation is particularly difficult for young Roma women and children, who often encounter school segregation and discriminatory practices. In 2022, employee volunteers from Whirlpool Corp. in collaboration with Habitat for Humanity Slovakia renovated and revitalized the Detstvo deťom Community Center to help empower Roma women and young girls for a better future.

Habitat for Humanity in Brazil collaborates with *Consulado da Mulher*

- A collaboration between Habitat for Humanity and *Consulado* focused on increasing the protection of vulnerable groups in relation to COVID-19 through emergency repairs in homes and eliminating precarious conditions that increase the risk of transmission of COVID-19. In addition, the project renovated the facilities of a community center for the use of community members. The project also included an entrepreneurship course administered by the *Consulado da Mulher* Institute for 18 women assisted with improvements to their homes.
 - 187 people directly impacted
 - 71 housing improvements
 - One Children and Adolescents Center repaired

BuildBetter with Whirlpool

Habitat for Humanity’s BuildBetter with Whirlpool aims to help deliver an approximate 15% increase in energy efficiency compared to homes built to current government code. Ultimately, 250 resilient, energy-efficient homes will be completed, and findings from the initiative will be used to create resources that can be scaled and implemented across the U.S.

At the end of year three, a formal evaluation of post-occupancy energy use and performance measurement of BuildBetter with Whirlpool homes will be conducted by Habitat for Humanity in partnership with Auburn University Rural Studio®. The study will collect data from homeowners, including a homeowner survey on energy use habits and utility data collection at the monthly aggregate level. The results, which will be published in 2025, will be compared to non-BuildBetter with Whirlpool Habitat homes and to national Residential Energy Consumption data.

The results are expected to show that Whirlpool Corp.’s investment in affordable, climate-resilient housing helps protect the planet and passes on energy-reduction cost savings to homeowners who need it most.



Home: Our North America region initiatives

Feel Good Fridge

According to Feeding America, one in eight children experiences food insecurity.¹ Whirlpool Corp. is committed to connecting communities, schools and nonprofit organizations across the U.S. to provide better access and food quality to those in need, with a strong emphasis on communities that are underserved and underresourced.

In 2022, our sales organization expanded on our effort with Feeding America to create a second life for refurbished refrigerators by placing them in local organizations around the country and filling them with food that can be accessed by those in need. Whirlpool Corp. donated over 300 refrigerators in Los Angeles, Greater Dallas, Atlanta, West Michigan and Houston. Our employees volunteer to deliver the food to the Feel Good Fridges, directly serving and impacting these communities.

Further, in collaboration with the Boys & Girls Clubs of America, our *Maytag* brand is also working at a national level to alleviate food insecurity in communities in need across the country. Since 2021, *Maytag* brand has donated over 40 refrigerators and grants to fill them with healthy food at Boys & Girls Clubs in Los Angeles, New York, Detroit and Grand Rapids, benefitting over 1,500 Club kids per day.

Care Counts laundry program by Whirlpool brand

As part of its effort to lower absenteeism rates among elementary school students, the *Care Counts* laundry program by *Whirlpool* brand continues to provide critical access to clean clothes through donation of washers and dryers to selected schools across the U.S with high percentages of absenteeism rates. Entering its eighth year, the laundry program has impacted 144 schools across 37 states.

Over the years, the program has contributed to decreases in chronic absenteeism and increases in attendance rates, grades and engagement levels among participating at-risk students. In the most recent data² from the 2021-2022 school year, *Whirlpool* brand discovered:

- 84% of participating high-risk elementary school students³ enrolled in the program were reported by teachers to feel connected to their school
- Nearly 70% of participating high-risk elementary school students increased their attendance by an average of 12 more days over the previous academic year.
- Nearly 60% of participating high-risk elementary school students decreased their level of chronic absenteeism while in the *Care Counts* laundry program.

¹ feedingamerica.org/hunger-in-america/child-hunger-facts#:~:text= Facts%20about%20child%20hunger%20in%20America&text= That%27s%201%20in%208%20kids,Latino%20children%20were%20food%20insecure.

² nces.ed.gov/whatsnew/press_releases/07_06_2022.asp

³ High-risk elementary school students are defined as elementary students at risk of missing 10% or more days of school during a reporting period.

Building a healthy trail and community

After a pandemic hiatus, there was a desire to enable more ways to keep our employees and community healthy. At our global headquarters in Benton Harbor, Michigan, we decided to create a mountain bike trail on our campus for use by our employees and the entire community. Lakeview Trail opened in the summer of 2022 as part of a larger network of planned trails to create an impact for a healthy community connection throughout Southwest Michigan.

The 5-mile mountain bike trail was created with six focus areas in mind: Community, Health, Transportation, Property Value, Accessibility and Inclusion and Economy. Phase two will begin in 2023 and will offer more than two miles of additional trails along the bluff on Lake Michigan, continuing toward the city of St. Joseph, Michigan.

"This project will enhance our community by giving Township residents more ways to get outside and enjoy the natural beauty of our area, as well as increase the value of homes along the trail."

Cathy Yates,
Benton Charter Township Supervisor

The Lakeview Trail is a portion of a larger trail system in and around Southwest Michigan. Future phases will connect these trails, encouraging employees and other members of the community to use bicycles to commute to work, local businesses and local amenities, thereby reducing the overall carbon footprint from automobile traffic.



It is an honor to take on the leadership role at United Way Worldwide. Whirlpool Corporation is a global company made up of small towns and communities where our employees and consumers live and work. I have witnessed United Way's ability to mobilize care in these communities and have a genuine impact on people's lives, especially during these turbulent times. I look forward to helping the organization continue its important mission.

MARC BITZER,
Whirlpool CEO and United Way Worldwide Board of Trustees Chair



United Way®

United Way brings people together to help build strong communities where everyone thrives. The organization is the world's largest privately funded charity, serving 95% of U.S. communities and 37 countries and territories, and its humanitarian aid supports 48 million people every year.¹

Whirlpool Corp. Chairman and CEO, Marc Bitzer has served on the United Way Worldwide Board since 2018. In June 2022, he was appointed the Worldwide Board of Trustees Chair. As Board Chair, Bitzer provides leadership to the organization as they work to elevate equitable solutions around the globe that promote equal access to financial stability, educational opportunities and good health through community-driven solutions.

¹ unitedway.org/our-partners/partner-resources/fast-facts/#:~:text=United%20Way%20brings%20people%20together,48%20million%20people%20every%20year

Whirlpool Corporation Community Charity Golf Event



The 2022 Whirlpool Corporation Community Charity Golf Event (WCCGE) was hosted on six golf courses, raising \$2.2M 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 then Chairman and CEO Jeff Fettig, the event has raised over \$26 million. Since retirement, Fettig continues to lead this local event each year.

Home: Latin American region initiatives

Consulado da Mulher

Since 2002, Whirlpool Corp. through the *Consul* brand 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. For 20 years, *Consulado da Mulher* has been involved in social transformation by encouraging female entrepreneurship and income generation for women, benefiting more than 38,000 people across the country.

- Together with Univille, University of Joinville, *Consulado da Mulher* Institute carried out a project aimed at building brand and visual identity for female entrepreneurs in Manaus and Joinville. The activities are led by students of the university's design course, under supervision of educators. Each entrepreneur received support for six months, during which time students communicate with them, study the business, gather the necessary information and develop customized visual communication packages for each small business. Twelve entrepreneurs were benefited in 2022.



Instituto *Consulado da Mulher* Impact¹

1,159

PEOPLE BENEFITED DIRECTLY

2,050

PEOPLE BENEFITED INDIRECTLY

250%

INCOME INCREASE

¹ Impact metrics for the year-ended December 31, 2022.

The *Consulado da Mulher* Institute has been expanding collaborations with other organizations that add skills and resources to achieve common social objectives:

- In 2022, *Consulado* began a collaboration with Engie Brasil Energia, through the Mulheres do Nosso Bairro Notice (Women of Our Neighborhood Notice). With this public notice, three social organizations operating in vulnerable regions of the country were trained to multiply their entrepreneurial education methodology; 81 women completed the training, 20 were selected, and each of them received the donation of two *Consul* appliances to boost their small businesses. The collaboration worked so well that we plan to replicate it in 2023.

Robótica nas Escolas (Robotics in Schools)

The robotics program took place in virtual format, in the cities of: Joinville, Manaus and Rio Claro. Creativity was encouraged through the reuse of materials and contact with electronic circuits, proposing local solutions to the community, while stimulating the students' perception of a social problem, the issue of waste. The final prototypes were presented at the Digital Robotics Fair and judged by professionals in the waste industry.



Robótica nas Escolas:

49%

FEMALE PARTICIPATION

990

PEOPLE DIRECTLY IMPACTED

2,970

PEOPLE INDIRECTLY IMPACTED

899

STUDENTS INVOLVED

91

TRAINED TEACHERS

175

PROTOTYPES PRESENTED AT THE DIGITAL ROBOTICS FAIR



Home: EMEA region initiatives

First® Lego® League Tournament UK

Beginning in 2020, the first Lego League Tournament was established as a global science and technology challenge for students aged 9 to 16. The tournament has seen more than 310,000 young people (in 38,800 teams) from across 100 countries, all of whom come together to develop their STEM skills. Through our new regional tournament and sponsorship, Whirlpool Corp. has been able to fund more than 10 teams from local schools to participate. In its third year, the IET FIRST® LEGO® League Whirlpool Peterborough tournament took place with primary school students from across Peterborough and Huntingdon competing virtually.

Social Fridges launched in Poland during 2022 to provide access and eliminate food waste

Making strides to reduce food waste by donating surplus food rather than throwing it away, the community fridge initiative was developed to help those in need. The community of Wroclaw recognized the need for such a program, realizing that there are literally tons of food thrown away every day. Together with the Youth Integration Center, refrigerators were placed at the marketplace in the city center of Radomsko. Those who have surplus food are welcomed to share it by putting it in the community refrigerator for those in need.

Home: Asia region initiatives

Skill Development Program

The Skill Development Program trains youth across India in the fields of retail and technical training, including classroom training and on-the-job training. The Skill Development Program was assessed by an independent agency and highlighted the key areas of improvement in their report. Based on the report, we created specific key performance indicators with Corporate Social Responsibility implementation partners in the Skill Development program for building greater impact of the program.

Highlights from the program assessment include:

- Candidates came from across 59 cities in India
- The counseling team and teaching staff were rated higher than those of other companies in a similar program
- More than 80% of the candidates belong to underprivileged segments of society and were satisfied with the program
- Placement of the candidates was not only within Whirlpool Corp., but also outside the company

Community Development Program

Whirlpool India undertakes initiatives in the local communities of its manufacturing plants through implementation partners under the Community Development Program. During 2022, as part of the program that focuses on improving the level of education in the local community, we reached out to approximately 8,500 children and 1,700 mothers in the local communities of Faridabad, one of our plant locations. We endeavor to improve the learning levels of children in first to eighth grade in more than five local communities in Faridabad through innovative teaching-learning methods.

In Pune, Whirlpool India has worked toward improving the health and sanitation of the local communities, not only during the pandemic, but continuing on as well. More than 5,000 beneficiaries in and around Ranjangaon have benefited through various training and awareness sessions for vulnerable sections in local villages and by training the local Accredited Social Health Activist workers.



Governance

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Product Governance

Whirlpool Corporation has earned its reputation for exceptional quality, high-performing products through a consistent commitment to sourcing materials responsibly, collaborating with vendors aligned with our values, and promoting the safety and quality of everything we produce. At the heart of our efforts are the values that drive everything we do—improving life at home through innovative and great performing products.

Responsible Sourcing

Choosing vendors aligned with our values

At Whirlpool Corp., we are committed to winning with integrity, and we extend this principle to not only our employees, but also to those external firms we do business with. We hold ourselves to high compliance standards, and we expect our suppliers and third parties acting on behalf of our company to do business the right way as well.

Responsible sourcing is a key program within our Global Strategic Sourcing (GSS) function. The initiatives administered by the Responsible Sourcing function are broadly divided into three complementary pillars of focus.

Responsible Sourcing Pillars



Governance

Whirlpool Corp. employs a strong compliance program to help protect our corporation from any ethical compliance risks posed by third party providers. To ensure alignment with our high ethical expectations for vendors and trade partners, we conduct a rigorous series of due diligence and auditing activities through our Supplier Code of Conduct (SCoC) auditing program, Third Party Due Diligence (TPDD) screening, and conflict minerals tracking program.



Environmental

Whirlpool Corp. cares about protecting the natural resources and conditions in the communities we work and live in. Our goal is to drive material transparency for our parts and components within our supply base to ensure compliance with chemical regulations¹ and to advance our sustainability goals, including design for sustainability, circular economy and recycled content.



Social

Our overriding goal is to enhance diversity in our supply base and further extend Whirlpool Corp.'s commitment to social equality outside of our company and drive a representative composition of our global diverse consumer base. Whirlpool actively tracks and invites diverse suppliers to bid on our portfolio of work, promoting diverse vendors as a key component of our supply base.

¹ Examples include Restriction of Hazardous Substances in Electrical and Electronic Equipment (RoHS), Registration, Evaluation, Authorisation and restriction of chemicals (REACH), Toxic Substance Control Act (TSCA), Polyvinyl Chloride (PVC), Flame Retardants, and more

RESPONSIBLE SOURCING PROGRAMS	OUR RESPONSIBLE SOURCING GOALS	KEY ACHIEVEMENTS
Supplier Code of Conduct	<ul style="list-style-type: none"> Audit 100% of new components and finished goods suppliers Audit risk-based prioritized suppliers Re-audit suppliers on a frequency based on prior audit results 	<ul style="list-style-type: none"> Over 300 Supplier Code of Conduct audits performed
Third-Party Due Diligence	<ul style="list-style-type: none"> Screen 100% of existing, new and potential suppliers Review 100% of high risk due diligence findings, establish action plans for resolution or risk mitigation 	<ul style="list-style-type: none"> Over 2,600 Supplier Due Diligence screenings completed
Critical Materials Management & Sustainability	<ul style="list-style-type: none"> Conduct annual conflict minerals survey of in-scope suppliers, achieving 75% or greater supplier completion rate. Launch Full Material Disclosure (FMD) for Top High Critical Suppliers in collaboration with the Corporate Sustainability team. Provide support with the supply base to all existing sustainability programs and emerging regulations cross-functionally. 	<ul style="list-style-type: none"> Achieved a final response rate of 79% on annual conflict minerals survey compared to 61% in 2021. Over 900 Conflict Minerals declarations received and analyzed Launched new supply base sustainability assessment tool for Whirlpool Corp., with 200 top global suppliers participating Formation of "Sustainability Huddle" groups for best practice sharing
Diversity	<ul style="list-style-type: none"> Launch and support global supplier diversity program designed to embed a diversity lens in our sourcing selection process 	<ul style="list-style-type: none"> Focus on increased opportunities for minority business enterprises Active membership in seven major diversity councils, including <ul style="list-style-type: none"> WEConnect International National Minority Supplier Development Council (NMSDC)

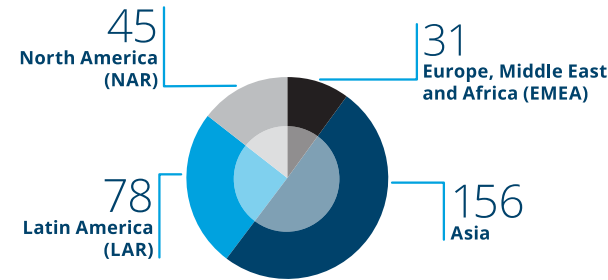


79%
critical materials
response

FROM SUPPLIERS IN 2022

We are committed to winning with Integrity, and we extend this principle not only to our employees, but also to those external firms we do business with.

2022 SUPPLIER AUDITS BY REGION



Supplier Code of Conduct audits for increased supplier performance

Since its adoption in 2006, Whirlpool Corp.'s Supplier Code of Conduct (SCoC) has represented the key ethical and legal operating provisions that we expect all of our suppliers to maintain in their own operations. Adherence to the SCoC is mandatory for all vendors of services or goods, and is incorporated into our standard contract templates and purchase order terms and conditions. We make our code publicly available at our [corporate website](#) and regularly review its content to stay current with emerging trends and legal requirements in the compliance space.

In 2022, we began an initiative to re-audit suppliers who had previously been inspected. This gave us the opportunity to refresh the status of our suppliers' facilities and promote continued adherence to our code standards. Additionally, this allowed suppliers to highlight improvements since their last audit with Whirlpool Corp. There were 11 suppliers who had previously passed our compliance audit with a mid-range score who were able to improve substantially in the follow-on inspection, moving into our top tier (top 10%) of

audit scores. Suppliers who do not achieve at least a 65% score on their initial compliance audit are not onboarded until an improved audit result is achieved on a subsequent inspection. There were 17 suppliers during follow-up audits who were able to move from failing results into passing range scores in 2022. This is a testament to the impact of past SCoC audits and follow-on corrective actions.

Conflict minerals management expansion

For our 2022 supplier surveying campaign, Whirlpool Corp. invited 361 additional suppliers, which was a 46% increase over the number included in the 2021 survey. Each year, we carefully examine our supply base to include vendors with the possibility of containing 3TG minerals (tantalum, tin, tungsten, gold). Despite this large increase in suppliers to query, we set the ambitious goal of achieving a 75% or greater response rate of Conflict Minerals Response Template (CMRT) declarations from suppliers. With global support from purchasing teams around the world, a final response rate from suppliers of 79% was achieved.

Collaboration with EcoVadis

Adding to Whirlpool Corp.'s tools and systems for conducting supplier due diligence activities, a new collaboration with the firm EcoVadis was entered into for 2022. Still in its pilot phase, this new program allows for a unique additional compliance screening tool and new way to examine supplier performance. Approximately 200 key global suppliers were selected by senior purchasing leadership for inclusion in this initial workstream, with follow-on actions based on survey results witnessed. Results from the EcoVadis survey screenings are then fed into our SCoC and TPDD programs for increased collaboration between our tools and risk mitigation in the supply base.



Supplier training resources

Whirlpool Corp. takes ethical business behavior seriously, holding ourselves and our suppliers to high levels of accountability. We understand that how a goal is achieved is just as important as whether the goal was accomplished. Our long-held motto of “There is no right way to do a wrong thing” guides us to this day in all that we do.

As part of our annual mission to train suppliers on the critical topic of compliance with our SCoC and other due diligence programs, in 2022 our senior leaders, including our Chief Procurement Officer, Chief Compliance Officer and others, partnered to deliver a best-in-class video training resource that will help align supplier and Whirlpool Corp. expectations for years to come.

The publicly available [video resource](#) covering key compliance topics and tenets has been made available to all company suppliers and potential suppliers, in order to familiarize vendors with the chief provisions of our compliance programs. The video serves to demonstrate the commitment that Whirlpool Corp. has made so all upstream suppliers understand and live up to the high expectations of our Integrity Manual and SCoC.

Expanding supplier diversity at Whirlpool Corp.

We not only embrace inclusion and diversity (I&D) among our employees, but the company also extends I&D to other areas of the business, including the suppliers we use, through our Supplier Diversity Program. Whirlpool Corp. recognizes diverse businesses as those where at least 51% of the business is owned and controlled by one or more diverse individuals.

The Supplier Diversity Program has recently been merged with a work stream from the company’s [Racial Equality Pledge](#), a multi-year plan designed to increase the number of Black employees at all levels within the company, as well as the number of Black employees at the level of director or higher. With this merger, the Supplier Diversity Program is also seeking out other underrepresented groups such as female, minority, LGBTQ+, disabled and veteran-owned businesses within the U.S., and women-owned businesses globally.

This initiative is important for the company, as it creates an inclusive procurement strategy that widens the pool of potential suppliers and promotes competition in the supply base, which can improve product quality and drive down costs. It also assures that the company truly serves and understands our ever-growing diverse customer base by working with diverse suppliers who can bring new perspectives and challenge the traditional ways of working.



We’re committed to engaging and empowering diverse businesses with an equal opportunity to participate in the sourcing review process. Additionally, we aim to elevate diverse businesses, to support their growth and to encourage their development. This further extends Whirlpool Corp.’s pledge to social equality outside of the company by generating economic opportunities for disadvantaged communities.”

LIZ DOOR

Sr. VP of Global Strategic Sourcing



Product Safety

Promoting 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 mission of our global product safety efforts is to support global product leadership by enabling development and manufacture of products that are safe to countries around the world, and managing consumer safety risk.

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 of high quality. After all, we have

a strong, multi-decade record of taking a proactive approach to premarket safety design and testing, monitoring field safety performance and conducting timely corrective actions, when necessary, to protect consumers. Meanwhile, Whirlpool Corp. continues to strive to ensure our products meet all marketplace safety standards and, in most cases, designing our products to meet our own standards that exceed marketplace standards. In order to protect the safety of all consumers, members of Whirlpool's Product Safety organization advocate to raise marketplace product safety standards.

OUR PRODUCT SAFETY GOALS

- ▶ Proactively identify and design out or safeguard all potential product safety hazards prior to market launch.
- ▶ Identify, evaluate and close all reports of potential safety issues in a timely manner.
- ▶ Conduct ongoing Product Safety Training sessions to build the safety competency of Whirlpool Corp. employees around the world.
- ▶ Drive key advocacy strategies to strengthen marketplace safety standards globally.
- ▶ Implement continued process improvements across all safety workstreams to ensure we meet our mission statement.

KEY ACHIEVEMENTS:

Product Safety

- ▶ Led 14 and actively participated in over 100 industry technical committees to strengthen marketplace product safety standards and make safe products safer.
- ▶ Conducted 10 product safety training sessions for over 200 employees.
- ▶ [Disclosed all voluntary or involuntary product safety recalls.](#)



Promoting safety through life cycle risk assessment

Whirlpool Corp.'s robust safety risk assessment process evaluates risk over the life cycle of the product. **There are three essential building blocks of the Whirlpool Safety System: Identify, Evaluate and Close.** Within our product development process, products are examined to systematically identify and evaluate any potential 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.

Whirlpool Corp.'s product safety process has been recognized as an industry-leading best practice and benchmarked by other companies to improve their own programs. Our robust safety training and competency program for our engineering teams is sustained by training sessions, hands-on experience and further developing expertise in risk assessment.

Incident investigation and corrective action

We have a robust set of practices and procedures to collect, monitor and evaluate the reports of potential safety issues we receive. These practices and procedures facilitate our ability to quickly identify root causes for incidents, as well as corrective and preventive actions to help eliminate the possibility of recurrence.



Testing to promote product safety

Whirlpool Corp.'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 Corp.'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 to safeguard the consumer. Forced Failure testing provides clear evidence that our products are designed to meet these expectations.

Even with our own robust testing practices, we do not rely solely on our own testing. Our written policy requires third-party safety testing and certification before a market launch of the product, according to established national and international testing standards.

Product Quality

Whirlpool Corp.'s Journey to Premium Quality

Since 2021, we have embarked on the Premium Quality Multi-Year Journey. Quality professionals and process partners at the company have engaged in this transformation to provide that each and every employee proudly delivers the best consumer experience with every appliance, every time, everywhere. The Quality organization supports our company's strategy through the application of integrated Quality Management Systems (QMS) and leveraging Whirlpool Corp. internal and external standards.

Whirlpool Corp. focuses on quality in many forms: whether it's in our products or our services, we strive for excellence at all touchpoints throughout the product life cycle with craftsmanship, durability, core performance, reliability, delivery, installation and service. Quality is embedded in the Whirlpool Product Development (WPD) planning cycle to ensure the voice of the consumer is heard and incorporated into product requirements. In parallel, continuous improvement tools are utilized to respond in a timely manner to address field issues at the root cause level.



OUR PRODUCT QUALITY GOALS

- ▶ Deliver the best consumer experience in every appliance, every time, and everywhere.
- ▶ Be recognized for quality leadership through a zero-defect culture.
- ▶ Develop Long Range Plans to deliver and sustain premium quality levels.

Aligning to Standards of Practice



Quality Management System (QMS)



Whirlpool Product Development Process (WPD)



World Class Manufacturing (WCM)



Advanced Product Quality Planning (APQP/AIAG Standards)



9001:2015

ISO 9001: 2015

Voice of consumers and premium quality

Whirlpool Corp.'s manufacturing facilities worldwide have been ISO certified since the early 1990s. To obtain and maintain these certifications, these facilities have demonstrated clear and concise internal processes, procedures and standards. Through a comprehensive Quality Management System and corresponding documentation, each certified facility lays the foundation to provide quality products to our consumers. Whirlpool's Product Development (WPD) process helps ensure the voice of our consumers and quality are embedded in every launched product, while World Class Manufacturing (WCM) standards provide a premium level of quality is delivered in Whirlpool Corp.'s products and services throughout the value chain.

Many of our global manufacturing facilities are ISO 9001-2015 compliant, including most manufacturing facilities in LAR, EMEA, and Asia. For U.S. factories, we utilize the Whirlpool Quality Management System (WQMS), which complies to requirements outlined in ISO 9001:2015. We have a standardized tool as part of the Enterprise QMS called the Layered Process Audit (LPA). These audits are conducted using the process approach and applying requirements of ISO 9001:2015. All nine of our U.S. factories are internally certified under this process as of 2022.



KEY ACHIEVEMENTS:

Product Quality

- ▶ Rigorous use of Advance Product Quality Planning (APQP) to ensure differentiated quality levels in all new product launches.
- ▶ Drive consistent Quality improvements in our Supply Chain.
- ▶ Integrated a live Corrective and Preventative Actions tool globally for suppliers, manufacturing, and engineering.



Corporate Governance

Throughout our long history, Whirlpool Corporation has maintained its commitment to the highest standards of ethical and legal conduct while operating sustainably to stand the test of time and create shareholder value. The ways in which we manage our risk, operate with integrity and lead with our values are a testament to these high standards.

Board of Directors

Our Board of Directors

Whirlpool Corp. 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. The elements of our governance program include:

Corporate Governance	Ethics and Compliance
<ul style="list-style-type: none"> • Board Review of Strategy • Board Oversight of environment, social and governance (ESG), including review of strategy and updates on long-term initiatives • Proxy Access • Annual Director Elections • Board Refreshment • Executive Sessions of Non-employee Directors • Shareholder Engagement • Diverse and Experienced Board 	<ul style="list-style-type: none"> • Our Values: Integrity, Respect, Inclusion and 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 and tone at the top • Integrity channels including an Integrity Line global hotline • SCoC












Our Board is composed of 12 directors, including an independent Presiding Director and one employee director who is 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, innovation, technology, human capital, cybersecurity and engineering leadership. During 2022, 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.

The Board regularly evaluates its 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 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



Board refreshment and 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 two independent directors who joined the Board in the past four years bring fresh perspectives and critical skill sets 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. 36% of our independent directors are female, and 27% are racial or ethnic minorities.

Board and Executive oversight of ESG

Our Board is committed to overseeing the integration of ESG principles throughout Whirlpool Corp., 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 2022, the Board participated in a deep-dive session on our ESG initiatives and progress against our global sustainability commitments. 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 and Nominating Committee monitors governance trends and shareholder feedback. The Finance Committee reviews transactions related to ESG strategy.

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 Assessment¹ 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.

¹ Materiality, as used in this report, and our ESG materiality assessment process is different from the definition used in the context of filings with the U.S. Securities and Exchange Commission (SEC).

Board Experience, Skills & Diversity Matrix

SKILLS & EXPERIENCE	SAMUEL ALLEN	MARC BITZER	GREG CREED	DIANE DIETZ	GERRI ELLIOTT	JENNIFER LACLAIR	JOHN LIU	JAMES LOREE	HARISH MANWANI	PATRICIA POPPE	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 Service		●									●	

Risk Management and Resilience

As a 111-year old company with a legacy of success and vision anchored on improving life at home, Whirlpool Corp. continues to deliver long-term value to our consumers and shareholders. We have a strong track record of successfully managing risk and providing oversight.



For more information on our Climate Risk Management, refer to our [TCFD Appendix](#).

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



Enterprise Risk Management

We have in place an enterprise risk management (ERM) process that involves systematic risk identification and mitigation covering the categories of enterprise, strategic, financial, non-financial, operational, compliance and reporting risks. The ERM process receives Board of Directors and management oversight, drives risk mitigation decision-making and is integrated into our internal audit planning and execution cycle.



Climate Risk Management

Our Board of Directors is committed to overseeing ESG strategy and initiatives, including those related to climate risks and opportunities. The role of assessing climate risks and opportunities resides with the 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.



Board Risk Oversight

Our Board is responsible for overseeing risk management. The Board focuses on our risk management strategy and the most significant risks facing Whirlpool Corp., including climate and water risk, and provides that appropriate risk mitigation policies and procedures are implemented by management.



Management Risk Oversight

Our risk management, internal audit and compliance areas serve as the primary monitoring and testing functions for companywide policies and procedures and manage the day-to-day oversight of the risk management strategy for the ongoing business of Whirlpool Corp.

Global Ethics, Integrity and Compliance

Whirlpool Corp.'s Ethics and Compliance Program represents our sustained commitment to empowering employees, sustaining a living "Speak Up, Listen Up" culture and ensuring that our integrity value is activated every day so we can maintain the trust of consumers, colleagues, stakeholders and the communities where we live and work.

Ethics and Compliance is the manifestation of what we do as an organization. Our strategic approach is to have a dynamic, agile and evolving risk-based global ethics and compliance program that inspires stakeholder confidence in a culture of high integrity, empowers confident and educated teams that understand the importance of integrity in the global marketplace, and proactively manages and responds to risks, whether potential or current.

Whirlpool Corp.'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.

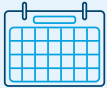
An example of this strong leadership by our Global Ethics and Compliance Team and cross-functional partners was our response to the geopolitical and global economic events of 2022. From the Global Ethics and Compliance Team's leadership during our response, to the sanctions and export control issues raised by Russia's invasion of Ukraine, to working with our cross-functional partners to address a myriad regulatory and legal issues related to human rights and supply chain disruptions, the Global Ethics and Compliance Team and cross-functional partners met every challenge, not only with strategic solutions but with systematic and operational tools that enhanced how we do business the right way. Throughout their efforts, they never lost sight of taking steps that strengthen our culture of integrity. The successes of 2022 are leading to a comprehensive and dynamic review and expansion of our Global Trade Compliance Program and our Global TPPD Program in 2023.

Global Ethics and Compliance Governance	
BOARD OF DIRECTORS, AUDIT COMMITTEE	TONE AT THE TOP provides strategic direction and empowerment of Global Ethics and Compliance Steering Committee
GLOBAL ETHICS AND COMPLIANCE STEERING COMMITTEE: <i>Chief Executive Officer & Chairman of the Board, Chief Financial Officer, Chief Legal Officer, Chief Human Resources Officer, Vice President of Internal Audit and Chief Compliance Officer</i>	LEADERSHIP & OVERSIGHT sets the strategic imperatives for ethics and compliance and leads ethics, compliance and integrity initiatives
GLOBAL ETHICS AND COMPLIANCE TEAM	PROGRAM MANAGEMENT owns compliance risks and related policies, procedures and systems
<i>Legal, Internal Audit, Human Resources, Information Security, Data Privacy, Product Safety, Global Strategic Sourcing</i>	FUNCTIONAL SUPPORT sustains program integrity and functionality
GLOBAL ETHICS AND COMPLIANCE PROGRAM	

Global Integrity Week

In 2022, empowered by the Executive Committee’s mandate that with so many challenges facing the company, Integrity Week was needed more than ever, we delivered Global Integrity Week (Living the Whirlpool Way: Caring, Sharing, Inspiring) over one week in July, including one day fully devoted to community service.

GLOBAL INTEGRITY WEEK STATISTICS



100%
participation
FROM EXECUTIVE
COMMITTEE MEMBERS



**Leadership
involvement**
EXECUTIVE COMMITTEE,
MANUFACTURING,
ENGINEERING, SALES,
LEGAL, CYBERSECURITY



30
events
INCLUDING LEARNING
BURSTS, SHORTER ONLINE
TRAINING AND IN-PERSON
DISCUSSIONS



9,000+
employees
ACROSS 45
COUNTRIES



KEY ACHIEVEMENTS: Global Ethics, Integrity and Compliance

- ▶ Bespoke Global Antitrust training delivered to approximately 7,000 employees, including all manager and above employees in roles with potential antitrust risk.
- ▶ Annual Integrity Manual training and certification: over 18,000 employees trained, including 100% completion by employees in high-risk roles.
- ▶ Response to sanctions and export issues raised by the Russian invasion of Ukraine.
- ▶ Participation and strategic support on multiple merger and acquisition transactions such as the divestiture of our Russia business and the InSinkErator acquisition.

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, which are composed of senior leaders.

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 Corp., and training is provided globally by ethics and compliance professionals and other cross-functional partners (e.g., Internal Audit, Finance, Human Resources, Inclusion and Diversity). In 2023, we expect to launch a new Speak Up, Listen Up campaign to all our employees with new posters and messaging to emphasize our commitment to listening to their voices and encouraging them to continue to raise them.

In 2022, Whirlpool Corp. had 831 total cases raised globally through the Integrity Line, which is a 19.9% 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. Despite an increased volume in cases, our median days to close the investigations in 2022 was 29 days, which is well below industry benchmarks. We continue to implement and improve investigation tools and processes to help maintain and reduce closure rates. We also took corrective actions on substantiated cases. The unsubstantiated cases

provided us with opportunities to enhance our controls, processes and procedures, or provide training to promote a strong ethics and compliance culture. Through continuous improvement strategies; enhanced coordination with cross-functional collaborators like our Human Resources, Internal Audit, Procurement, Global Security and Information Technology teams, among 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.

Our Integrity Manual

Our culture of integrity is put into action every day by our 61,000 global employees. Our Integrity Manual (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 Corp.'s commitment to integrity begins with its leadership. All of the company'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 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 Corp. utilizes the Digital Integrity Manual. This interactive and practical tool further helps apply company values to employee needs in their day-to-day work.



For more information check out [Our Whirlpool Integrity Manual](#)





Corporate Policies

To continue delivering on the trust that our partners, customers and employees place in us every day, Whirlpool Corporation is committed to a robust catalog of policies that promote privacy, security and just treatment for all.



Anti-Competitive Behavior

Whirlpool Corp. is strongly committed to complying with antitrust laws around the world. The company has a robust antitrust compliance program that involves every level of the company (including senior leadership) and includes mandatory antitrust policies, compliance procedures and controls, an extensive training program and processes for periodic review, monitoring and auditing. We regularly update our antitrust compliance program to address changing business conditions, developments in antitrust law and enforcement and emerging risks.



For more information check out our [Whirlpool Free and Fair Trade Policy](#) site.



Winning with Integrity

Whirlpool Corp. maintains strict controls to prevent and detect corruption and reinforce our approach to winning with integrity through robust policies and training:

- Engaged 9,000 employees in anti-bribery/anti-corruption training, including on interactions with government officials, gifts and entertainment, third-party relationships and legal/regulatory compliance.
- Employees with the greatest potential antitrust risk achieved 100% completion rate of bespoke antitrust/competition risks training.
- Various global business units and teams ranging from manufacturing to sales and marketing received ongoing training focused on interacting with government officials.
- We continued our focus on improving and enhancing our Global Ethics and Compliance Program to provide appropriate and necessary resources are available and used to identify and respond to current and future corruption risks.



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 Corp. 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, We use 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 due diligence program, which is applicable to all of Whirlpool Corp.'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. For corruption and bribery risks, as well as other high-risk issues, our escalation

policies guide us to engage with our Executive Committee and/or the Audit Committee of the Whirlpool Corp. Board of Directors in order to inform and involve senior leaders in matters that may pose significant risk to the company and our culture of integrity.

On a quarterly basis, 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 the company's strong culture of compliance and commitment to anti-corruption efforts.

For Whirlpool Corp., 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, we do not permit facilitation payments.

We believe that corruption occurs when there is an abuse of trust or our values are compromised for an improper gain or advantage. 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.



Human Rights

Whirlpool Corp. supports the human rights of everyone we work with and expects our global business partners to do the same. This has been a long-standing commitment of our company as evidenced in Our Integrity Manual, Supplier Code of Conduct and various other policies, procedures, and internal and public communications and commitments. In June 2022, we formally documented our commitment with the issuance of our Global Human Rights Policy. The policy clearly states our belief in global human rights, and that our business practices reflect that commitment to provide that every person who works for us throughout all of our global operations does so of their own free will, in a safe and healthy environment. Our policy states that we oppose discrimination, slavery and child labor and have controls and protections to avoid them. Further, we support diversity and wage parity, and respect the rights of our employees to associate with whom they choose and to be involved in politics outside of work. These values remain 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 strive to hold our suppliers and business partners accountable to comply with these same principles through our Supplier Code of Conduct.



For more information check out our [Whirlpool Global Human Rights Policy](#) and [Whirlpool Global Labor and Employment Guidelines](#)



For more information check out our [Whirlpool Privacy Commitment](#)

Consumer Privacy

We respect privacy. We are transparent about the data we collect and the purposes for which it will be used—and we work hard to ensure its safety. Through corporate policies and procedures, training and awareness initiatives, risk assessment and management controls, our global privacy program provides that all information shared with us is processed in accordance with all applicable legal requirements and global best practices. Our leadership champions our privacy program and oversees its development closely. We leverage technical solutions to automate every possible aspect of our privacy program, strengthening its effectiveness. We operationalize the program’s effectiveness through documented processes and procedures which are subjected to periodic audits.

Whirlpool Corp.’s third-party risk management process is designed to evaluate and assess the data privacy risks presented by engagement with a particular third party. Specifically, the program allows us to assess risk by examining a third party’s classification of data, volume of data to be handled, services provided by the third party and a third party’s use of subcontractors. This assessment, coupled with a security scorecard and contract language, including a standard security and privacy exhibit and additional third-party diligence data, including external certifications (e.g., ISO 27001, SOC1) is used to assess and later mitigate the residual risk of engagement with a particular third party. Modeled on the ISO 27001:2013 standard, the security and privacy exhibit requires the third party to maintain adequate measures to ensure data security and requires those contractual provisions to be extended to subsequent third parties (i.e., sub-processors). Once approved, these third parties are required to undergo periodic reassessments.

We monitor legal and regulatory developments globally to keep abreast of new privacy requirements worldwide. We regularly review our privacy program to promote compliance with all relevant privacy laws and regulations.

Launched new, mandatory cybersecurity and privacy training

Recognizing that our employees have a professional, legal and ethical responsibility to protect and secure the data entrusted to us, in 2022 we launched and required all salaried Whirlpool Corp. employees to complete a mandatory Global Cybersecurity and Privacy training covering information security, end-user security policies, remote working, phishing and email security, digital threats and breach response.

Cybersecurity

We work hard to earn and keep the trust of our stakeholders. To this end, we continue to invest in managing cybersecurity risk, in protecting our information assets and ensuring the integrity of our computing environment at the enterprise level. We have a cybersecurity awareness program that includes training, simulated phishing exercises and outreach publications on our company portal. Our security monitoring and incident response functions are managed centrally by our Global Security Operations Center, and we continue to mature our defensive security capabilities in support of our business imperatives.

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.

Regulatory Risk and Public Policy

Whirlpool Corp. is committed to complying with all legal and regulatory requirements applicable to its products and operations. To fulfill this goal, we have developed a number of global and regional policies and procedures for promoting business compliance, including the development of a management system for implementing and promoting compliance to our global policies, maintaining appropriate documentation and implementing periodic and independent audits of our product compliance management system.

Through our government relations and regulatory affairs teams, we aim to drive thoughtful and sustainable policy outcomes on a variety of issues important to our company, including energy, environment, climate change, technology, product safety, trade, taxes, affordable housing and intellectual property. This work includes:

- A global government relations operating model that facilitates alignment on public policy positions that are consistent with company values, sustainability objectives and commitments
- Global Issue Action Teams that regularly convene business stakeholders and subject matter experts to guide public policy advocacy
- Regional policy and regulatory steering committees that promote regular dialogue and feedback from key business leaders
- The Whirlpool Corp. Executive Committee that reviews all lobbying activities and expenditures as well as trade and professional association alignment with company values and priorities on an annual basis
- Annual review and ongoing oversight of all public policy activities and expenditures by the Corporate Governance and Nominating Committee of the Whirlpool Corp. Board of Directors, composed of all independent directors



For more information check out our [Whirlpool Global Public Policy Engagement site](#).

Tax

Our global tax principles are based on the company's overall core values and, as a consequence, we seek to manage our tax obligations in a responsible way. We seek to comply with both the letter and intent of tax laws. We understand that tax is an important component of our overall corporate social responsibility and recognize that taxes we pay are critical to the orderly function of civil society and support the communities in which we operate.



For more information check out our [Whirlpool Statement of Policy on Taxes](#)



Our focus on industry challenges

Packaging stewardship

We support efforts to drive improved recycling of single-use packaging and have worked with industry associations and policymakers to support effective policy that promotes fairness to all key stakeholders. We seek to identify and implement best practices, including the management and recycling of packaging materials and working with packaging suppliers to increase recycled material content.

Microfibers in laundry

Whirlpool Corp. is working with university partners to identify and develop technology that can minimize the shedding of plastic microfibers from synthetic clothing during wash cycles, while minimizing consumer inconveniences such as the frequent cleaning of wet matter from filters.

Safety, quality and repair

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. When appliances do need maintenance or repair, we provide consumers with the information they need to identify the right solution, including online access to manuals and literature, troubleshooting information, ability to purchase parts and the option to schedule major appliance service with a large national network of independent service providers.

Appendix

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About This Report

This report covers the period from January 1, 2022 to December 31, 2022, for Whirlpool Corporation's operations. Unless otherwise noted in the Global Reporting Initiative (GRI) Index, Sustainability Report Data Appendix or External Limited Assurance report, the boundary of this report includes 100% of our manufacturing sites, major non-manufacturing facilities and 100% of our own workforce in all countries in which we operate, including divested entities for the period for which they were owned by Whirlpool Corporation during the year and excluding our InSinkErator business, which we acquired on October 31, 2022. Wherever possible, we have guided readers to additional sources of information, including our corporate website and annual financial reports. Our previous annual sustainability reports and a downloadable Sustainability Report Data Appendix can be found at: [whirlpoolcorp.com/environmental-sustainability/](https://www.whirlpoolcorp.com/environmental-sustainability/).

This report has been prepared based on definitions established in the GRI standards. The GRI Sustainability Reporting Standards are developed with true multi-stakeholder contributions and rooted in the public interest. This report also includes our Sustainable

Accounting Standards Board (SASB) Index and Task Force on Climate-Related Financial Disclosures (TCFD) framework reporting. Additionally, we obtained limited third-party assurance from Ernst & Young LLP (EY) on our 2022 reported metrics for greenhouse gas emissions, energy, inclusion and diversity, health and safety, and metrics disclosed in accordance with the SASB Index. 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, Insinkerator* and the design of the stand mixer are trademarks of Whirlpool Corporation or its wholly or majority-owned affiliates.

United Way, Habitat for Humanity, Boys & Girls Clubs of America, and certain other trademarks are owned by their respective companies.

*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.



Awards and Recognition

Sustainability Index, World and North America
Dow Jones Sustainability Index Industry Mover
S&P Global

World's Most Admired Companies
FORTUNE magazine
Twelfth consecutive year

World's Best Employers
Forbes magazine

Forbes' list of America's Best Employers for Women 2022
Forbes' list of America's Best Employers 2022
Forbes magazine

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

Best-Managed Companies of 2022
Wall Street Journal and Drucker Institute
#5 of 250 companies

America's Most Responsible Companies
Newsweek
#3 of 500 companies

America's Most Just Companies
JUST Capital and CNBC
#1 in Household Goods and Apparel industry
and in top companies overall

Top Employer Europe
Top Employer Institute, in five countries
Fifth consecutive year

Best Companies for Multicultural Women
Seramount Inclusion Index
Top Company for Executive Women
Seramount

Disability Equality Index
100% score

Manufacturing Leadership Awards
National Association of Manufacturers and
Manufacturing Leadership Council

Ecovadis Gold Sustainability Rating
Ecovadis, Whirlpool EMEA

Red Dot Design Awards
Whirlpool brand

IF Design, 2022
Bauknecht brand

Top 50 Brands of 2022
Whirlpool and *KitchenAid* brands
Prophet Brand Relevance Index

Great Design Award
Architectural Digest (AD)
JennAir brand

Partnerships

ESG PILLAR	EXTERNAL PARTNER	ABOUT THE ORGANIZATION
Sustainable Products & Operations	U.S. Department of Energy (DOE)	Through U.S. DOE's Better Plants Program and Better Climate challenge, the DOE works with leading manufacturers to boost their competitiveness through improvements in energy efficiency.
	U.S. Environmental Protection Agency (EPA) Smartway	SmartWay is an EPA program that helps the freight transportation sector improve supply chain efficiency.
	Clearway Energy	Clearway is one of the largest developers and operators of clean energy in the United States. Whirlpool Corp. collaborated with Clearway to enter into our first Virtual Power Purchase Agreement (VPPA).
	ENGIE North America	ENGIE is one of the top commercial electricity providers in the nation. Whirlpool Corp. collaborated with ENGIE to enter into our second VPPA.
	Purdue University	Purdue University is a public institution in the U.S. that was founded in 1869. Purdue and Whirlpool Corp. have a history of collaboration, including the ReNEWW House project.
	Green Pea Italy	Green Pea Italy is the the world's first retail park committed to the cause of sustainability.
	Cruz Foam	Cruz Foam manufactures a rigid yet biodegradable packaging foam from fish industry waste. Whirlpool Corp. collaborated with Cruz Foam to develop an eco-friendly replacement for appliance packaging.
Supporting Our Employees	Catalyst	Catalyst is a global nonprofit working with some of the world's most powerful CEOs and leading companies to build workplaces that work for women.
	Franklin Covey	Franklin Covey helps organizations achieve results that require lasting changes in human behavior by providing content, tools, methodology, training and thought leadership.
	Gartner	Gartner is a leading research and advisory company that provides business insights, advice and tools to help companies achieve their mission-critical priorities.
	Florida Agricultural and Mechanical University	Florida Agricultural and Mechanical University, commonly known as Florida A&M, is a public historically black land-grant university in Tallahassee, Florida.
	Seramount	Seramount builds organizational Diversity, Equity and Inclusion solutions to empower inclusive workplaces for all.

Partnerships

ESG PILLAR	EXTERNAL PARTNER	ABOUT THE ORGANIZATION
Supporting Our Communities	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.
	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.
	Instituto <i>Consulado da Mulher</i>	<i>Consulado da Mulher</i> improves and empowers the lives of socially vulnerable women in Brazil.
	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.
	American Red Cross	American National Red Cross is a nonprofit humanitarian organization that provides emergency assistance, disaster relief and disaster preparedness education in the United States.
	LaundryCares Foundation	LaundryCares Foundation seeks to enrich communities through programming that addresses unmet needs of laundry customers.
	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. Whirlpool Corporation collaborates with Feeding America with our Feel Good Fridge program.
	Teach for America	Teach For America is a diverse network of leaders who confront educational inequity. Whirlpool brand collaborates Teach for America with the Care Counts program to provide critical access to clean clothes.
Product Governance	Ecovadis	EcoVadis sustainability assessment methodology is an evaluation of how well a company has integrated the principles of Sustainability and Corporate Social Responsibility into their business and management system.
	WEConnect International	WEConnect International is a global network that connects women-owned businesses to qualified buyers around the world.
	Women’s Business Enterprise National Council (WBENC)	WBENC is a leading nonprofit organization dedicated to helping women-owned businesses thrive.
	National Minority Supplier Development Council (NMSDC)	NMSDC is the longest-operating business growth engine for the broadest group of systematically excluded communities of color (Asian-Indian, Asian-Pacific, Black, Hispanic and Native American).
	Michigan Minority Supplier Development Council (MMSDC)	MMSDC is a nonprofit organization committed to driving economic growth within minority communities in the state of Michigan.
	The National LGBT Chamber of Commerce (NGLCC)	NGLCC is a U.S. not-for-profit advocacy group that aims to expand the economic opportunities and advancement of the LGBT business community.
	Disability:IN	Disability:IN is the leading nonprofit resource for business disability inclusion worldwide.
	National Veteran Business Development Council (NVBDC)	The NVBDC is the original Veteran Owned Business Certification organization developed by Veterans, for Veterans.
Corporate Governance	UN Global Compact	UN Global Compact is a global movement of sustainable companies and stakeholders to drive business awareness and action in support of achieving the UN Sustainable Development Goals by 2030. Whirlpool Corp. is an active member of the UN Global Compact.

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.

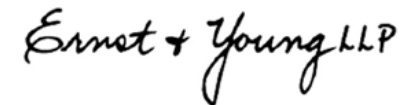
In performing our review, we have also complied with the independence and other ethical requirements set forth in the Code of

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 Standard and Technical Guidance for Calculating Scope 3 Emissions criteria.

The information included in Whirlpool's 2022 Sustainability Report, other than the Subject Matter as described in **Appendix A**, has not been subjected to the procedures applied in our review and, accordingly, we express no conclusion on it.

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




Chicago, Illinois
March 28, 2023

External Limited Assurance



Appendix A: Subject Matter Schedules

Schedule of Select Environmental Metrics For the year ended December 31, 2022

Metrics	Value	Unit Reported	Criteria
Scope 1 Greenhouse Gas (GHG) Emissions ^{1, 2, 3, 4}	151,409	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) and WRI WBCSD GHG Protocol Scope 2 Guidance: An Amendment to the GHG Protocol Corporate Standard
Scope 2 GHG Emissions (Location-based method) ^{1, 3, 4, 5}	309,518	mtCO ₂ e	
Scope 2 GHG Emissions (Market-based method) ^{1, 3, 4, 5}	273,217	mtCO ₂ e	

¹ The reporting boundary of the Subject Matter within the Schedule includes large global manufacturing facilities and distribution centers with total area equal to or greater than 500,000 square feet under the operational control of Whirlpool. The reporting boundary includes divested entities for the period in which they were operated by Whirlpool during the year. The reporting boundary does not include new facilities acquired during the year. The vast majority of Scope 1 and Scope 2 emissions, which are reported in CO₂e, are attributable to CO₂.

² Scope 1 emissions capture emissions from gasoline, diesel, propane, liquified petroleum gas and natural gas at the facilities within the reporting boundary. Whirlpool references the following emission factors in the Scope 1 emissions calculation: 2022 release of the Brazilian Greenhouse Gas Protocol referencing the 2021 factors and 2019 US Environmental Protection Agency (“EPA”) Emission Factors for Greenhouse Gas Inventories.

³ For distribution centers where only partial actual data is obtained, Whirlpool uses an average as a proxy for remaining months. For distribution centers where actual data cannot be obtained, Whirlpool calculates an internal intensity factor based on actual consumption data from other reporting distribution centers and extrapolates based on square footage. Approximately 13%, 11%, and 11% of Scope 1, Scope 2 LBM, and Scope 2 MBM GHG emissions were estimated, respectively.

⁴ Due to the timeline of reporting, all December 2022 consumption values and related GHG emissions are estimated using an average of October and November 2022 consumption or, if November 2022 is not available, both November and December 2022 are estimated using an average of January and October 2022 consumption, to capture seasonal impacts. The majority of energy presented is based on actual consumption data.

⁵ Scope 2 emissions capture electricity and steam energy consumption at the facilities within the reporting boundary. Whirlpool references the following emission factors in the Scope 2 emissions calculation: 2022 release of the Brazilian Greenhouse Gas Protocol referencing the 2021 factors, 2019 US EPA Emission Factors for Greenhouse Gas Inventories, 2022 release of the US EPA Emissions & Generation Resource Integrated Database (“eGRID”) emission factors referencing the 2020 factors, 2022 release of the International Energy Agency (“IEA”) Emission Factors referencing the 2020 factors, and 2022 release of the RE-DISS emission factors referencing the 2021 factors. The only market-adjusted emission factors used are the RE-DISS emission factors in European countries; for all other regions, adjusted emissions factors are not available or have not been estimated to account for voluntary purchases, and this may result in double counting between electricity consumers.

External Limited Assurance

Metrics	Value	Unit Reported	Criteria
Scope 3 GHG Emissions, Category 11 Use of Sold Products ^{6, 7}	53,346,894	mtCO ₂ e	GHG Protocol and the Technical Guidance for Calculating Scope 3 Emissions for the reported Scope 3 emissions. The GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard is not applied.
Total Energy Consumption ^{1, 4}	5,936,104	Gigajoules	As defined by Global Reporting Initiative (“GRI”) Disclosure 302-1e: Total energy consumption within the organization, in joules or multiples ⁸
Energy Intensity ⁹	151.4	Megajoules / product	GRI 302-3: Energy intensity
Energy sourced from renewable sources	147,493	Gigajoules	As defined by GRI 302-1b: Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used. ⁸
% of total energy sourced from renewable sources	2.5	%	

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

⁶ Scope 3 Category 11 emissions reporting boundary includes air treatment, cooking, dishwashers, laundry and refrigeration product categories (defined as “large appliances”) shipped during the year ended December 31, 2022 and excludes small domestic appliances, accessories, ice makers, hoods, and filters. The reporting boundary includes shipments from divested entities for the period in which they were owned by Whirlpool during the year. The reporting boundary does not include new facilities acquired during the year. Whirlpool references the following emission factors in the Scope 3 emissions calculation: 2019 US EPA Emission Factors for Greenhouse Gas Inventories and 2022 release of the IEA Emission Factors referencing the most recent factor available for each country.

⁷ Use of Sold Product emissions are calculated using the assumption that the useful life of large appliances is 10 years. Emissions are calculated using shipment data, energy consumption data for each appliance, and product useful life. Due to the timeline of reporting, December 2022 emissions are estimated based on the average of October and November actuals and are calculated for each product category by region.

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

⁹ Energy intensity is calculated as the Total Energy Consumption (GJ) divided by the number of units of large appliances produced during the 12 months ended December 31, 2022.

External Limited Assurance

Schedules of Select Diversity & Equal Opportunity Metrics For the year ended December 31, 2022

Metrics ^{10, 11}	Value ¹²	Unit ¹³	Criteria
Global women by level: Executive committee	36	%	As defined by 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			
• > 50	64	%	
• 30 - 50	36		
• < 30	0		
Underrepresented Minorities ("URM") by level: Executive Committee (U.S. only) ¹⁴	11	%	
URM by level (U.S. only) ¹⁴			As defined by 2016 GRI 405-1b: Percentage of employees per employee category in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).
• Director and above	29	%	
• Senior manager and manager	24		
• Office/Managerial below manager	24		
• All Office/Managerial	24		
• All Production	25		
URM (U.S. only) ¹⁴	25	%	
Black representation (U.S. only) ¹⁴			Percentage of global employees in each of the following age categories: under 30 years old, 30-50 years old, over 50 years old
• Director and above	7	%	
• Senior manager and manager	4		

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 December 31, 2022.

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

¹⁴ URM includes employees who self-identify as Black or African American, Hispanic or Latino, Asian, American Indian/Alaskan Native, Native Hawaiian or Other Pacific Island, Two or More Races, or Other. Employees who choose not to disclose their ethnicity or who do not provide a response regarding their ethnicity are excluded from the scope of this metric; % URM is calculated as: Number of URMs divided by the number of U.S. employees who disclose their ethnicity.

External Limited Assurance

Metrics ^{10, 11}	Value ¹²	Unit ¹³	Criteria
<ul style="list-style-type: none"> Office/Managerial below manager 	12	%	As defined by 2016 GRI 405-1b: Percentage of employees per employee category in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups). Percentage of global employees in each of the following age categories: under 30 years old, 30-50 years old, over 50 years old
<ul style="list-style-type: none"> All Office/Managerial 	9		
<ul style="list-style-type: none"> All Production 	12		
Global women representation			
<ul style="list-style-type: none"> Director and above 	31	%	
<ul style="list-style-type: none"> Senior manager and manager 	33		
<ul style="list-style-type: none"> Office/Managerial below manager 	43		
<ul style="list-style-type: none"> All Office/Managerial 	40		
<ul style="list-style-type: none"> All Production 	39		
Global employees by level			
<ul style="list-style-type: none"> Director and above 	500	Count of employees	
<ul style="list-style-type: none"> Senior manager and manager 	3,999		
<ul style="list-style-type: none"> Office/Managerial below manager 	13,692		
<ul style="list-style-type: none"> All Office/Managerial 	18,191		
<ul style="list-style-type: none"> All Production 	42,914		
<ul style="list-style-type: none"> All Employees 	61,105		
Global employees by age			
<ul style="list-style-type: none"> > 50 	23	%	
<ul style="list-style-type: none"> 30 - 50 	53		
<ul style="list-style-type: none"> < 30 	24		

External Limited Assurance

Metrics ^{10, 11}	Value ¹²	Unit ¹³	Criteria
Global employees by gender			2021 GRI 2-7 ¹⁵ : (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;
• Men	37,007	Count of employees	
• Women	24,098		
Global employees by region			
• North America	19,834	Count of employees	
• EMEA	14,400		
• Latin America	23,384		
• Asia	3,487		
Global employees by gender and contract type			
<i>Temporary</i>			
• Men	750	Count of employees	
• Women	551		
• Total	1,301		
<i>Permanent</i>			
• Men	36,257	Count of employees	
• Women	23,547		
• Total	59,804		
Global employees by region and contract type			
<i>Temporary</i>			
• North America	24	Count of employees	
• EMEA	955		
• Latin America	283		
• Asia	39		

¹⁵ Other criteria included in GRI 2-7 standards (i.e., significant fluctuations in the number of employees during the reporting period) are excluded.

External Limited Assurance

Metrics ^{10, 11}	Value ¹²	Unit ¹³	Criteria
<i>Permanent</i>			2021 GRI 2-7 ¹⁵ : (c) The total number of employees, and a breakdown of this total by gender and by region; (d) 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; iii. part-time employees, and a breakdown by gender and by region;
• North America	19,810	Count of employees	
• EMEA	13,445		
• Latin America	23,101		
• Asia	3,448		
Global employees by gender and employment type			
<i>Full-time</i>			
• Men	36,854	Count of employees	
• Women	23,648		
• Total	60,502		
<i>Part-time</i>			
• Men	153	Count of employees	
• Women	450		
• Total	603		
Global employees by gender and employment type			
<i>Full-time</i>			
• North America	19,702	Count of employees	
• EMEA	13,983		
• Latin America	23,337		
• Asia	3,480		
<i>Part-time</i>			
• North America	132	Count of employees	
• EMEA	417		
• Latin America	47		
• Asia	7		

External Limited Assurance

Metrics ¹²	Employee Count	Rate as % ¹³	Criteria
Global new hires and hire rate by region ¹⁶			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	4,883	25	
• EMEA	1,724	12	
• Latin America	7,206	29	
• Asia	528	15	
Global new hires and hire rate by age ¹⁶			
• > 50	902	7	
• 30 - 50	5,156	15	
• < 30	8,283	51	
Global new hires and hire rate by gender ¹⁶			
• Men	8,059	21	
• Women	6,282	25	
Global employee turnover and turnover rate by region ¹⁷			
• North America	7,184	36	
• EMEA	2,053	14	
• Latin America	10,404	42	
• Asia	845	24	
Global employee turnover and turnover rate by age ¹⁷			
• > 50	2,160	16	
• 30 - 50	8,300	25	
• < 30	10,026	62	
Global employee turnover and turnover rate by gender ¹⁷			
• Men	11,684	31	
• Women	8,802	35	
Total Global Turnover Rate ¹⁷		32	
Total Global Hire Rate ¹⁶		23	

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.

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

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

External Limited Assurance

Schedule of Select Occupational Health and Safety Metrics For the year ended December 31, 2022

Metrics ^{18, 19}	Value	Reporting Unit and Criteria
Recordable injury and illness cases - Employees and Non-employees ²⁰	413	The number of recordable work-related injuries and illnesses. A work-related injury or illness that results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness; or significant injury or ill health diagnosed by a physician or other licensed healthcare professional, even if it does not result in death, days away from work, restricted work or job transfer, medical treatment beyond first aid, or loss of consciousness.
Recordable injury and illness rate - Employees and Non-employees ²⁰	0.68	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.

¹⁸ The reporting boundary of the occupational health and safety metrics includes all Whirlpool global manufacturing facilities and non-industrial sites with total area equal to or greater than 100,000 square feet where there are Whirlpool employees and/or non-employees overseen on a day-to-day basis by a Whirlpool employee as of December 31, 2022. This boundary aligns with locations where the vast majority of manual labor is performed, which is where work-related injuries are most likely to occur. The reporting boundary includes divested entities for the period in which they were operated by Whirlpool during the year. The reporting boundary does not include OHS metrics for sites associated with facilities from new business acquisitions.

¹⁹ Whirlpool's OHS metrics were determined as of March 10th, 2023 for the incidents that occurred during the year ended December 31, 2022. Note, as more case details arise, incident classifications are subject to change.

²⁰ This 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.

External Limited Assurance

Metrics ^{18, 19}	Value	Reporting Unit and Criteria
Serious Injury & Illness Incidents - Employees and Non-employees ²⁰	2	The number of incidents that result in the following (1) Fatalities, if work-related (2) Amputation: The traumatic loss of all or part of a limb or other external body part. (3) Debilitating loss: An incident which results in permanent (partial or full) loss of use of any arm, leg, hand, foot, eyesight, permanent hearing loss, or other disease to the human body. (4) Loss of consciousness: An incident which results in the worker becoming unconscious, regardless of the length of time the employee remains unconscious. Note: If the loss of consciousness, as determined by a licensed healthcare professional, is from a Vasovagal response triggered by the sight of blood, it is excluded from being a Serious Incident. (5) Hospital admittance: Hospital Admittance for treatment (other than for observation or diagnosis) and/or (6) Serious environmental emergency: Fire, explosion, spill, release (to air, water or soil) or other catastrophic enforcement action
Serious Injury & Illness Rate - Employees and Non-employees ²⁰	0.003	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.
Injury & Illness Fatalities - Employees & Non-employees ²⁰	0	The number of fatalities as a result of work-related injury or work-related illness.
Injury & Illness Fatalities – Contractors ²¹	0	The number of fatalities as a result of work-related injury or work-related ill health.
Total Hours Worked - Employees and Non-employees ²⁰	121,807,187	The number of hours worked in the reporting period.

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

External Limited Assurance

Metrics ^{18, 19}	Value	Reporting Unit and Criteria
Lost Workday Rate - Employees and Non-employees	0.31	<p>The number of Lost Workday cases multiplied by 200,000 (100 full time equivalent employees/workers working 40 hours per week for 50 weeks) then divided by the total number of hours worked for the reporting period.</p> <p>A Lost Workday case is a self-reported work-related injury or illness, including fatality that results in one or more Lost Days. A Lost Day occurs when, in the opinion of the medical professional of record, the employee's work-related injury or illness prevents the person from being able to work. The first counted Lost Day is the first day following the injury, regardless of whether it was a scheduled workday, and ends when the person is able, in the opinion of the medical professional of record, to return to work, leaves employment, or reaches 180 Lost Days.</p>
Lost Workday Rate - Employees only	0.33	The number of Lost Workday cases multiplied by 200,000 (100 full time equivalent employees/workers working 40 hours per week for 50 weeks) then divided by the number of employee hours worked for the reporting period.
Lost Workday Rate - Non-employees only	0.16	The number of Lost Workday cases multiplied by 200,000 (100 full time equivalent employees/workers working 40 hours per week for 50 weeks) then divided by the number of employee hours worked for the reporting period.

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

External Limited Assurance

Schedule of Select Product Safety Metrics For the year ended December 31, 2022

Metrics	Value	Unit Reported	Criteria
Number of ^{22, 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, 26, 27}	3.6	Millions \$ (USD)	SASB CG-AM-250a.3

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

²² The reporting boundary for recall metrics is for all products manufactured and distributed by Whirlpool.

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

²⁴ The reporting boundary for monetary loss metrics is for all products manufactured or distributed by Whirlpool where Whirlpool pays cash to plaintiffs; any recoveries received from other parties due to the transfer of risk and responsibility to licensees or original equipment manufacturers are shown net of indemnities in the year they are received by Whirlpool.

²⁵ In accordance with the SASB criteria, monetary losses include indemnities paid in settlement or following a judgment due to bodily injury or property damage that could lead to bodily injury (fire or explosion).

²⁶ For more information on actions Whirlpool is taking for product safety and quality, please see the “Product Governance” section of the sustainability report, which is not subject to assurance.

²⁷ Monetary losses are included in the reported metric when cash is paid out and is shown as net of insurance reimbursements in excess of Whirlpool’s self-insured limit. The reported metric includes indemnities paid in the 12 months ended December 31, 2022 that relate to cases with incident dates between 2015 and 2022. Monetary losses from divested operations are not included.

External Limited Assurance

Schedule of Select Product Life Cycle Environmental Impacts Metrics For the year ended December 31, 2022

Metrics	Value	Unit Reported	Criteria
Percentage of eligible products by revenue certified to the ENERGY STAR Program ^{28, 29}	34.85	%	SASB CG-AM-410a.1

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

²⁸ 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, and Ingles.

²⁹ The metric is calculated as (revenue from ENERGY STAR certified products) / (revenue from ENERGY STAR eligible products).

GRI Index

GRI Disclosure Number	Disclosure Name	Whirlpool Response
2-1	Organizational details	Whirlpool Corporation 2000 North M-63, Benton Harbor, Michigan Whirlpool Corporation is a publicly traded company, listed on the NYSE Chicago and New York Stock Exchange. Countries where Whirlpool Corporation operates and that are relevant to the topics covered in this report are: Argentina, Brazil, China, India, Italy, Mexico, Poland, Slovakia, United Kingdom, United States of America.
2-2	Entities included in the organization’s sustainability reporting	Operations data in this report is from majority-owned subsidiaries. Countries where Whirlpool Corporation operates and that are relevant to the topics covered in this report are: Argentina, Brazil, China, India, Italy, Mexico, Poland, Slovakia, United Kingdom, United States of America.
2-3	Reporting period, frequency and contact point	See About this Report , page 99.
2-4	Restatements of information	2021 U.S. Based Underrepresented Minority (URM) and Black representation percentages for office/managerial employees (formerly described as “white-collar”) have been updated due to an inadvertent error identified in the 2021 calculations.
2-5	External assurance	See External Limited Assurance , page 103.
2-6	Activities, value chain and other business relationships	See Who We Are , page 3 and Our Purpose and ESG Strategy , page 6.
2-7	Employees	See Sustainability Report Data Appendix .
2-9	Governance structure and composition	See Board of Directors , page 85.
2-10	Nomination and selection of the highest governance body	See Proxy Statement , pages 2-13.
2-11	Chair of the highest governance body	See Proxy Statement , pages 2-13.
2-12	Role of the highest governance body in overseeing the management of impacts	See our ESG Governance & Leadership , page 7.
2-13	Delegation of responsibility for managing impacts	See our ESG Governance & Leadership , page 7.
2-14	Role of the highest governance body in sustainability reporting	See our ESG Governance & Leadership , page 7.
2-15	Conflicts of interest	See Proxy Statement , pages 7, 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, Integrity and Compliance , page 89.

GRI Index

GRI Disclosure Number	Disclosure Name	Whirlpool Response
2-16	Communication of critical concerns	See Whirlpool Integrity Line and Global Ethics, Integrity, and Compliance , page 89. In 2022, zero publicly disclosed critical concerns were communicated to the highest governing body.
2-17	Collective knowledge of the highest governance body	See Board of Directors , page 85.
2-18	Evaluation of the performance of the highest governance body	See Board of Directors , page 85.
2-19	Remuneration policies	See Pay and Equal Remuneration , page 64. Additional details on our Board of Directors compensation, and our executive compensation policies and programs can be found in our Proxy Statement , pages 21-52, as filed with the SEC.
2-20	Process to determine remuneration	See Pay and Equal Remuneration , page 64 and Proxy Statement , pages 53-60.
2-21	Annual total compensation ratio	See Proxy Statement , page 53 and Sustainability Report Data Appendix .
2-22	Statement on sustainable development strategy	See CEO Message , page 4.
2-23	Policy commitments	See Global Ethics, Integrity and Compliance , page 89 and Corporate Policies , page 92.
2-24	Embedding policy commitments	See Global Ethics, Integrity and Compliance , page 89, Corporate Policies , page 92, and Responsible Sourcing , page 72.
2-25	Processes to remediate negative impacts	See Global Ethics, Integrity and Compliance , page 89.
2-26	Mechanisms for seeking advice and raising concerns	See Global Ethics, Integrity and Compliance .
2-27	Compliance with laws and regulations	Whirlpool Corporation received no significant fines or sanctions for non-compliance with environmental laws/regulations in 2022. 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 85, Commitments and Contingencies—“Competition Investigation”).
2-28	Membership associations	Whirlpool Corporation’s main memberships of industry associations are held with APPLiA, AHAM and ELETROS.
2-29	Approach to stakeholder engagement	See Our Material Topics and Stakeholders , page 10.
2-30	Collective bargaining agreements	See Labor Rights , page 64.

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GRI Disclosure Number	Disclosure Name	Whirlpool Response
3-1	Process to determine material topics	See Our Material Topics and Stakeholder , page 10.
3-2	List of material topics	See Our Material Topics and Stakeholder , page 10.
3-3	Management of material topics	See Our Material Topics and Stakeholder , page 10.
201-2	Financial implications and other risks and opportunities due to climate change	See TCFD , page 124.
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 94. 100% of our operations are regularly assessed and evaluated for multiple compliance and ethics risks, including risks related to corruption.
205-2	Communication and training about anti-corruption policies and procedures	See Anti-Corruption , page 94. 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 and zero public legal cases regarding corruption in 2022.
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	See Form 10-K , pages 84 and 85.
207-1	Approach to tax	See Whirlpool Statement of Policy on Taxes . This tax strategy is reviewed annually by the CEO, CFO, and Vice-President of Tax.

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GRI Disclosure Number	Disclosure Name	Whirlpool Response
207-2	Tax governance, control, and risk management	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	Stakeholder engagement and management of concerns related to tax	Whirlpool Corporation engages with tax authorities in various jurisdictions through routine tax inquiries and audits. Our Investor Relations team collects comments from external investors, and internal employees participate in multiple questionnaires throughout the year.
207-4	Country-by-country reporting	The Company pays tax in every profitable jurisdiction where it has nexus.
302-1	Energy consumption within the organization	See Energy Management , page 33 and Sustainability Report Data Appendix .
302-3	Energy intensity	See Energy Management , page 33 and Sustainability Report Data Appendix . Fuel, electricity, and steam are included in the intensity ratio. The denominator includes our major product categories (see page 131).
302-4	Reductions in energy consumption	See Energy Management , page 33 and Sustainability Report Data Appendix .
302-5	Reductions in energy requirements of products and services	See Innovation and Design for Sustainability , page 23 and Sustainability Report Data Appendix .
303-1	Interactions with water as a shared resource	See Water Management , page 35.
303-2	Management of water discharge-related impacts	See Water Management , page 35. In every country we are materially compliant with local legal and regulatory requirements.
303-3	Water withdrawal	See Water Management , page 35 and Sustainability Report Data Appendix .
303-4	Water discharge	See Water Management , page 35 and Sustainability Report Data Appendix .
303-5	Water consumption	See Water Management , page 35.
304-3	Habitats protected or restored	See Biodiversity , page 42.
305-1	Direct (Scope 1) GHG emissions	See Greenhouse Gas Emissions , page 29 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. This includes all large global manufacturing facilities and distribution centers with total area equal to or greater than 500,000 square feet.
305-2	Energy indirect (Scope 2) GHG emissions	See Greenhouse Gas Emissions , page 29 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 large global manufacturing facilities and distribution centers with total area equal to or greater than 500,000 square feet.

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GRI Disclosure Number	Disclosure Name	Whirlpool Response
305-3	Other indirect (Scope 3) GHG emissions	See Greenhouse Gas Emissions , page 20 and Sustainability Report Data Appendix . Scope 3 Category 11 Use of Sold Product Emissions includes air treatment, cooking, dishwashers, laundry and refrigeration product categories (defined as “large appliances”) shipped during the year ended December 31, 2022 and excludes small domestic appliances, accessories, filters, ice makers, and hoods. The baseline year is 2016 based on the SBTi methodology. Emission Factors are from IEA.
305-4	GHG emissions intensity	See Greenhouse Gas Emissions , page 29 and Sustainability Report Data Appendix . The numerator used to calculate the ratio includes Scopes 1 & 2 GHG emissions and the denominator is production.
305-5	Reduction of GHG emissions	See Greenhouse Gas Emissions , page 29 and Sustainability Report Data Appendix .
306-1	Waste generation and significant waste-related impacts	See Circular Economy , page 24 and Waste Management , page 38.
306-2	Management of significant waste-related impacts	See Circular Economy , page 24 and Sustainability Report Data Appendix .
306-3	Waste generated	See Waste Management , page 38 and Sustainability Report Data Appendix .
306-4	Waste diverted from disposal	See Waste Management , page 38 and Sustainability Report Data Appendix .
306-5	Waste directed to disposal	See Waste Management , 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 77 and Sustainability Report Data Appendix .
308-2	Negative environmental impacts in the supply chain and actions taken	See Responsible Sourcing , page 77 and Sustainability Report Data Appendix .
401-1	New employee hires and employee turnover	See Sustainability Report Data Appendix .
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	See Coworker Engagement and Workplace Culture , page 58. 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	See Coworker Engagement and Workplace Culture , page 58 and Sustainability Report Data Appendix .
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.

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GRI Disclosure Number	Disclosure Name	Whirlpool Response
403-1	Occupational health and safety management system	See Occupational Health & Safety , page 53.
403-2	Hazard identification, risk assessment and incident investigation	See Occupational Health & Safety , page 53.
403-3	Occupational health services	See Occupational Health & Safety , page 53.
403-4	Worker participation, consultation, and communication on occupational health and safety	See Occupational Health & Safety , page 53.
403-5	Worker training on occupational health and safety	See Occupational Health & Safety , page 53.
403-6	Promotion of worker health	See Occupational Health & Safety , page 53.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	See Occupational Health & Safety , page 53.
403-8	Workers covered by an occupational health and safety management system	See Occupational Health & Safety , page 53 and Sustainability Report Data Appendix . Contractors executing a temporary project that are under direct supervision of their employer may not participate in the full health & 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 53 and Sustainability Report Data Appendix . Workers that are not supervised by a Whirlpool employee are not included in Whirlpool Injury and Illness records.
403-10	Work-related ill health	See Occupational Health & Safety , page 53 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 59. Training is offered at Whirlpool Corporation to all employees based on development needs and company requirements regardless of race, gender and ethnicity
404-2	Programs for upgrading employee skills and transition assistance programs	See Training and Development , page 61.

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GRI Disclosure Number	Disclosure Name	Whirlpool Response
404-3	Percentage of employees receiving regular performance and career development reviews	See Coworker Engagement and Workplace Culture , page 58 and Sustainability Report Data Appendix . 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 18,000) 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.
405-1	Diversity of governance bodies and employees	See Board of Directors , page 85. See Inclusion and Diversity , page 46. See Sustainability Report Data Appendix .
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 2022, there were 67 internal cases of which 8 (15 including partially substantiated reports) were substantiated and we took corrective actions, and 37 were unsubstantiated. The remaining 15 internal cases were still pending at year end. We also had 14 external cases of which 6 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 37 unsubstantiated incidents; however, Whirlpool did take the opportunity in 7 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.
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	See Labor Rights , page 64. See Responsible Sourcing , page 77 and our Supplier Code of Conduct. Through Whirlpool's Supplier Code of Conduct audits Whirlpool did not have any instances in 2022 which our suppliers violated freedom of association or collective bargaining
408-1	Operations and suppliers at significant risk for incidents of child labor	See Human Rights , page 95 and Responsible Sourcing , page 77. 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 significant risk for incidents of forced or compulsory labor	See Human Rights , page 95 and Responsible Sourcing , page 77.
410-1	Security personnel trained in human rights policies or procedures	Security personnel receive the same formal training as all other employees on human rights policies. Discussions about applications specific to security occur within individual teams.

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GRI Disclosure Number	Disclosure Name	Whirlpool Response
413-1	Operations with local community engagement, impact assessments, and development programs	See Local Communities , page 68. We engage with our communities in every facility around the globe. 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 77 and Sustainability Report Data Appendix .
414-2	Negative social impacts in the supply chain and actions taken	See Responsible Sourcing , page 77 and Sustainability Report Data Appendix .
415-1	Political contributions	The Corporate Governance & Nominating Committee of the Board exercises oversight of the Company's political contributions and lobbying activities. See https://whirlpoolcorp.com/global-public-policy-engagement/ for more information on U.S. Political Contributions
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.
418-1	Complaints concerning breaches of customer privacy	Complaints received from outside parties: 2 Complaints received from regulatory bodies: 2

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

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<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 established a new Senior Director of Sustainability that reports directly to our Senior Vice President, Corporate Relations and Sustainability, an Executive Committee member. Whirlpool provides monetary incentives to our CEO and Executive Committee members for the management of climate-related issues. In addition to other strategic priorities, the CEO's and Executive Committee members' individual performance objectives include sustaining progress in our ESG program and sustained progress towards net zero emissions by 2030 (Scopes 1 & 2). Whirlpool Corporation's Corporate Controller 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. 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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Strategy

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

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

PHYSICAL RISKS

Operations Continuity

Risk type: Acute and chronic physical

Time horizon: Short-term

Likelihood: More likely than not

Magnitude of impact: Medium

Description:

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

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

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

Adaptation plans and mitigation measures at sites with higher risk exposure are coordinated by an EHS and Sustainability group that prioritize actions to address risks and opportunities related to our assets and infrastructure. In 2022, we worked to develop a global Water Management Procedure which is part of our "We Care" EHS Policy and Standards Manual. The procedure is aligned with our climate change physical risk scenario analysis for the development of long-term plans for water consumption minimization in sites located in water stressed, high-risk areas.

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TCFD RECOMMENDATION	WHIRLPOOL CORPORATION DISCLOSURES
<p>Strategy (continued)</p>	<p>Supply Chain Disruption Risk type: Acute physical Time horizon: Short-term Likelihood: Likely Magnitude of impact: Medium</p> <p>Description: We use a wide range of materials and components in the global production of our products, which come from numerous suppliers around the world. Because not all of our business arrangements provide for guaranteed supply, and our suppliers also are subject to the economic, social and political conditions in the countries in which they operate and, moreover, some key parts may be available only from single-source unaffiliated third-party suppliers or a limited group of suppliers, we are subject to supply chain risk. 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 as agreed, which could adversely affect our product sales and operating results. Our operations and those of our suppliers are subject to disruption for a variety of unexpected reasons, including, but not limited to, COVID-19-related disruptions, sudden changes in business conditions, supplier plant shutdowns or slowdowns, transportation delays due to port delays or any disruption on the supply chain, hazards such as fire, earthquakes, flooding, or other natural disasters, including due to climate change. Insurance for certain disruptions may not be available, affordable or adequate. The effects of climate change, including extreme weather events, long-term changes in temperature levels and water availability may exacerbate these risks. Such disruption has in the past and could in the future interrupt our ability to manufacture certain products. Any significant supply chain disruption for the reasons stated above or otherwise could have a material adverse impact on our financial statements.</p> <p>TRANSITION RISKS Regulatory Compliance and External Commitments Risk type: Emerging regulation Time horizon: Medium-term Likelihood: Likely Magnitude of impact: Medium-high</p> <p>Description: The effects of climate change, whether involving physical risks or transition risks, could have an impact on our business and have in the past and could in the future cause us to incur capital and other expenditures to comply with various laws and regulations, especially relating to the protection of the environment, human health and safety, and water and energy efficiency, and may also exacerbate other risks discussed elsewhere in Item 1A. Risk Factors in our Annual Report on Form 10-K, which could have an adverse effect on our business. Climate change regulations at the federal, state or local level, or in international jurisdictions, or customer or consumer preferences or expectations, could require us to limit emissions, change our manufacturing processes or product offerings, or undertake other costly activities. For example, various municipal, state, and federal regulators have discussed, proposed, or enacted new regulations or bans on appliances that utilize natural gas citing climate change and other regulatory concerns, which would impose transition costs and impact our product mix and product offerings, among other impacts. We recognize that making changes to our supply chain, manufacturing processes and product offerings can and does introduce transition risks. Among these are the risk that our more efficient product offerings are not competitive in terms of price or consumer perception; the risk that our upstream suppliers are unable to deliver lower emissions sources of supply that are cost and quality-competitive; the risk that we fail to continually innovate to develop products and manufacturing processes with a lower carbon footprint; and, specific to our recycled plastics initiative (a pledge in our EMEA region to use an average 18% recycled plastic content by 2025), the risk that we fail to develop solutions to incorporate reformulated plastics materials that meet our rigorous quality and safety standards.</p>

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<p>Strategy (continued)</p>	<p>We are also subject to global regulations related to chemical substances and materials in our products (such as the U.S. Toxic Substances Control Act), which may require us to modify the materials used in our products or undertake activities which may have a cost impact. There is also increased focus by governmental and non-governmental entities on sustainability matters. In addition, a number of governmental bodies have finalized, proposed or are contemplating additional legislative and regulatory changes in response to the potential effects of climate change. In particular, cleanup obligations that might arise at any of our manufacturing sites or the imposition of more stringent environmental laws in the future could adversely affect our business.</p> <p>We have set rigorous science-based targets for greenhouse gas reductions and related sustainability goals, including a net zero emissions target in our plants and operations that was announced in 2021. Any failure to achieve our sustainability goals or reduce our impact on the environment, any changes in the scientific or governmental metrics utilized to objectively measure success, or the perception that we have failed to act responsibly regarding climate change could result in negative publicity and adversely affect our reputation as well as our relationships with customers, investors and other stakeholders, which could in turn adversely affect our business operations, reputation, including a reduction in customer and consumer sentiment and negatively impact our financial condition, including our access to capital and cost of debt. In addition, not all of our competitors may seek to establish climate or other ESG targets and goals, or at a comparable level to ours, which could result in our competitors achieving competitive advantages through lower supply chain or operating costs, which could adversely affect our business, results of operations, financial condition and prospects. Additionally, any failure in our procedures to monitor climate related regulatory and policy changes in the jurisdictions in which we operate or in our processes and tools to track our greenhouse gas emissions and assess both operational and financial impacts of climate-related regulations, and any failure to comply with any such regulations and policies, could subject us to additional costs and penalties and harm to our reputation. Violations of environmental, health and safety laws are subject to civil, and, in some cases, criminal sanctions. As a result of these various uncertainties, we may incur unexpected interruptions to operations, fines, penalties or other reductions in income which could adversely affect our business, financial condition and results of operations, and harm our reputation.</p> <p>Carbon Pricing 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. In 2022, we began using shadow carbon pricing to lower Scope 1 emissions via direct investments in retrofits and accelerated our investment in onsite and offsite renewable energy in every region. While we believe 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 can mitigate these impacts.</p>

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TCFD RECOMMENDATION	WHIRLPOOL CORPORATION DISCLOSURES
<p>Strategy (continued)</p>	<p>Market and Technology Shifts 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 more energy-efficient, water-efficient and/or 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 in the long-term 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> <p>CLIMATE-RELATED OPPORTUNITIES Innovative and Efficient Products for Our Consumers Opportunity type: Products and services Time horizon: Short-term Likelihood: Likely Magnitude of impact: Medium</p> <p>Description: As a global leader and technology driver 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. In 2022, 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 2022, we were over 97% hydrofluorocarbon (HFC) free in our products and operations. In addition to driving individual product efficiency, we are developing innovations that drive resource efficiency through more dynamic interactions with the grid through connected appliances and smart homes. These innovations and engagement with our consumers have the ability to drive significant gains in the emissions of our products in use to exceed our 2030 goals, while providing savings on consumer utility bills and a more resilient grid more capable of renewable energy generation. Additionally, we believe 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>

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TCFD RECOMMENDATION	WHIRLPOOL CORPORATION DISCLOSURES
<p>Strategy (continued)</p>	<p>Zero Impact Operations Opportunity type: Resource efficiency Time horizon: Short-term Likelihood: Virtually certain Magnitude of impact: Medium-low</p> <p>Description: Through our industry-leading brand portfolio and robust product innovation pipeline, we are able to leverage both our global scale and innovative manufacturing processes to drive best-in-class energy performance across all regions. The WCM (World Class Manufacturing) system that we adopted at all of our production sites includes an Environmental pillar that addresses the identification and assessment of environmental aspects and impacts, including understanding energy losses and implementing projects to reduce emissions, energy consumption and waste. We know that managing the use of natural resources in the manufacturing process is the right thing to do as part of our efforts to reduce our environmental footprint. We invest in driving continuous improvement in emissions and energy efficiency by developing and utilizing local renewable energy generation or procurement and dedicated capital for deep energy retrofits, while investing in on and off-site renewable energy options. In 2022, we reached commercial operation of a second Virtual Power Purchase Agreement (VPPA) that we expect to cover 100% of our Scope 2 electricity emissions from U.S. plants when combined with our other VPPA and renewable investments and help reduce our overall global carbon footprint in operations by nearly 30%. Additionally, we added onsite renewable energy in India and contracted renewable energy from our utilities in Mexico and Brazil. 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>
<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 EHSS 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 2022 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>

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TCFD RECOMMENDATION	WHIRLPOOL CORPORATION DISCLOSURES
<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 landfill 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 2022 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>

SASB Disclosure

SASB—SUSTAINABILITY ACCOUNTING STANDARDS BOARD

Consumer Goods Sector—Appliance Manufacturing

Sustainability Disclosure Topics & Accounting Metrics:

Topic	Accounting Metric	Category	Code	Unit of Measure	2022 Response
Product Safety	Number of (1) recalls issued and (2) total units recalled	Quantitative	CG-AM-250a.1	Number	(1) Zero voluntary 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 Governance
	Total amount of monetary losses as a result of legal proceedings associated with product safety	Quantitative	CG-AM-250a.3	Reporting currency	\$3.6M ¹
Product Life Cycle Environmental Impacts	Percentage of eligible products by revenue certified to the Energy Star program (NAR)	Quantitative	CG-AM-410a.1	Percentage (%) by revenue	34.85% ^{2,3}
	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 2022, 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 Governance

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

² 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.

³ 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.

ESG Data Appendix

The [Data Appendix](#) contains historical performance related to Environmental, Social and Governmental (ESG) metrics for Whirlpool Corporation and its consolidated subsidiaries. An excel download of these metrics can be found on our website at: whirlpoolcorp.com/2022SustainabilityReport. See the External Limited Assurance report for metrics assured by Ernst & Young LLP (EY), an external third-party.

Forward-Looking Statements

The Private Securities Litigation Reform Act of 1995 provides a safe harbor for forward-looking statements made by us or on our behalf. Certain statements contained in this 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,” “ensure,” “estimate,” “expect,” “promote,” “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, waste reduction and other environmental targets, product innovation, safety and quality, materials and supply chain transparency, corporate social responsibility and human capital management initiatives, 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) 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; (2) Whirlpool’s ability to maintain or increase sales to significant trade customers; (3) Whirlpool’s ability to maintain its reputation and brand image; (4) the ability of Whirlpool to achieve its business objectives and leverage its global operating platform,

and accelerate the rate of innovation; (5) Whirlpool’s ability to understand consumer preferences and successfully develop new products; (6) Whirlpool’s ability to obtain and protect intellectual property rights; (7) acquisition, divestiture, and investment-related risks, including risks associated with our past acquisitions; (8) the ability of suppliers of critical parts, components and manufacturing equipment to deliver sufficient quantities to Whirlpool in a timely and cost-effective manner; (9) COVID-19 pandemic-related business disruptions and economic uncertainty; (10) Whirlpool’s ability to navigate risks associated with our presence in emerging markets; (11) risks related to our international operations, including changes in foreign regulations; (12) Whirlpool’s ability to respond to unanticipated social, political and/or economic events; (13) information technology system failures, data security breaches, data privacy compliance, network disruptions, and cybersecurity attacks; (14) product liability and product recall costs; (15) our ability to attract, develop and retain executives and other qualified employees; (16) the impact of labor relations; (17) fluctuations in the cost of key materials (including steel, resins, base metals) and components and the ability of Whirlpool to offset cost increases; (18) Whirlpool’s ability to manage foreign currency fluctuations; (19) impacts from goodwill impairment and related charges; (20) triggering events or circumstances impacting the carrying value of our long-lived assets; (21) inventory and other asset risk; (22) health care cost trends, regulatory changes and variations between results and estimates that could increase future funding obligations for pension and postretirement benefit plans; (23) litigation, tax, and legal compliance risk and costs, especially if materially different from the amount we expect to incur or have accrued for, and any disruptions caused by the same; (24) the effects and costs of governmental investigations or related actions by third parties; (25) changes in the legal and regulatory environment including environmental, health and safety regulations, data privacy, and taxes and tariffs; (26) Whirlpool’s ability to respond to the impact of climate change and climate change regulation; and (27) the uncertain global economy and changes in economic conditions which affect demand for our products.



*Whirlpool Corporation ownership of the Hotpoint brand in EMEA and Asia Pacific regions is not affiliated with the Hotpoint brand sold in the Americas.