

**APPENDIX IV**  
**HUMAN RIGHTS**  
**STATEMENT 2025**

# Introduction

The content of this Report is made pursuant to the Australian Commonwealth Modern Slavery Act 2018, Canada’s Fighting Against Forced Labor and Child Labor in Supply Chain Section 9 Part II, Section 5 of the Norwegian Transparency Act 2022, Article 964j-I of the Swiss Code of Obligations and the Swiss “Ordinance on Due Diligence and Transparency in Relation to Minerals and Metals from Conflict-Affected Areas and Child Labour,” and the United Kingdom’s Section 54(1) of the Modern Slavery Act 2015.

This report is issued by GE Vernova Inc. on behalf of its subsidiary legal entities required to issue disclosures under the aforementioned regulations in Australia, Canada, Norway, Switzerland, and the United Kingdom, and covered by the aforementioned regulations. For purposes of this Report, references to “we,” the “Company”, or “GE Vernova” for the fiscal year 2025 include GE Vernova Inc. and its subsidiaries and affiliate companies.

This Report discusses actions GE Vernova took in its 2025 fiscal year to address human rights risks including modern slavery<sup>1</sup> and child labor in its own operations and value chain, and which the Reporting Entities (found in Appendix A) participated in as part of GE Vernova’s human rights program.

All Reporting Entities engaged in a consultation process where Board of Directors of the legal entities provided sign-off on the contents of this Report. Additionally, the GE Vernova Board of Directors have also reviewed and approved the contents of this Report on May 20, 2026.

A more detailed description of GE Vernova’s business operations in 2025 can be found in its 2025 Annual Report on Form 10-K, as filed with the U.S. Securities and Exchange Commission. GE Vernova is incorporated in Delaware and maintains executive offices in Cambridge, Massachusetts, USA.



1. For purposes of this report, modern slavery is defined as using exploitative practices to recruit, move, harbor, or obtain people through force, coercion, abuse, or deception including human trafficking, slavery, servitude, forced or compulsory labor, debt bondage, deceptive recruiting, and child labor.

# Human rights policy and commitment

GE Vernova is a purpose-built company with a mission to electrify the world to thrive and decarbonize. Our mission is grounded in our belief that access to safe and reliable energy is a human right. We support the United Nations Sustainable Development Goal (UN SDG) 7, building toward “ensuring access to affordable, reliable, sustainable and modern energy for all.”

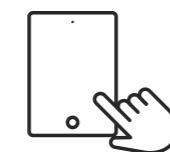
Building toward this future starts with our recognition of the role that we play in respecting inalienable and interconnected human rights: as a global employer of over 85,000 employees, a neighbor to communities in 100+ countries, and a global electric power company whose installed base supports about a quarter of the world’s energy. GE Vernova has established Human Rights Principles (the Policy) which apply to our employees, business partners, agents, suppliers, and vendors.

The Policy establishes our expectation of a commitment to constant vigilance to identify and address human rights risks across our value chain in good faith and to the best of our ability, and to continuous improvement of our procedures to identify, prevent, mitigate, and remedy our salient human rights impacts. Our steadfast commitment to human rights is grounded in the United Nations Guiding Principles on Business and Human Rights (UNGPs), the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, the Ten Principles of the United Nations Global Compact, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and the UN SDGs.

Our Policy requires respecting all human rights identified by the International Bill of Human Rights.

**Driven by those standards, we strive to respect the fundamental dignity of everyone we might affect directly through our operations, products, and services, and indirectly through our business relationships across the globe. Our Policy requires respecting all human rights identified by the International Bill of Human Rights.**

We work to develop and continuously improve our procedures to identify, prevent, mitigate, and remedy our salient human rights impacts (for more information on our salient risks please see Sustainability risks and impact assessments on page 89). Implementing our policies and principles on human rights starts with educating and cascading our Company commitment to those within our organization.



Find out more about GE Vernova’s Human Rights Policy.



# Governance

## OUR STRUCTURE, BUSINESS OPERATIONS, SUPPLY CHAIN, AND BUSINESS MODEL

GE Vernova is a global leader in the electric power industry, with products and services that generate, transfer, orchestrate, convert, and store electricity. We design, manufacture, deliver, and service technologies to create a more reliable and sustainable electric power system, enabling electrification, decarbonization, and prosperity of the communities we serve. Our Power, Electrification, and Wind segments are working together as one GE Vernova to help communities across the world maintain reliable, affordable, and secure electricity systems, while also increasing access to power and reducing carbon emissions.

Our installed base generates approximately 25% of the world’s electricity. Providing access to reliable energy can help lift people out of energy poverty around the globe. Energy poverty is the lack of access to energy needed for everyday necessities due to significant cost, lack of sufficient energy infrastructure, and unsafe or unreliable energy sources.

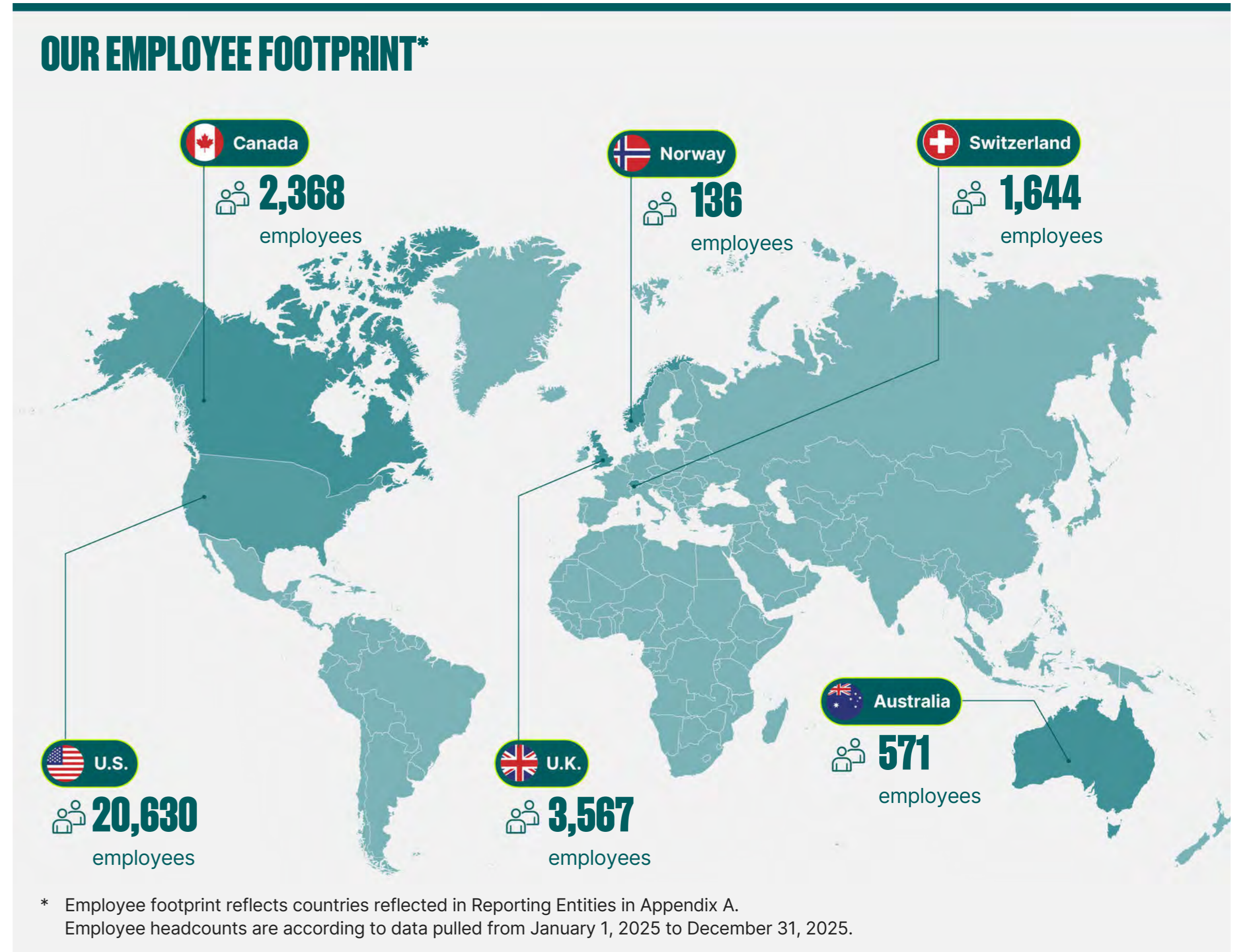
Emerging and developing economies often face significant challenges building and maintaining the energy infrastructure required to sustain population and economic growth. Even in developed countries such as the U.S., blackouts, rising energy bills, manufacturing facility shutdowns, disconnection notices, etc. are prevalent due to limitations in energy access, affordability, and reliability. Low-income and disadvantaged people are the most widely affected, and energy access is not equally distributed around the world.

The UN, among other global organizations, has drawn attention to this issue over the past several years through efforts that address SDG 7 – Affordable and Clean Energy. The aim of this SDG is to help ensure access to affordable, reliable, sustainable, and modern energy for all. Electricity is critical for achieving fundamental rights such as a decent standard of living, healthcare, education, and economic development and social progress. GE Vernova is fully aligned with this goal, as we believe it is critical to address the energy poverty crisis.

We have manufacturing, assembly, and component production facilities in over 100 countries. We also supply and service many of the world’s utilities and grid operations across multiple continents and support our customers with solutions across the Energy Trilemma (reliability, affordability, sustainability) tailored to their individual situations and circumstances.

Our global sales and technical teams work together to understand the needs and emerging plans in markets that still lack access to reliable electricity, such as parts of the Middle East, Asia, and Sub-Saharan Africa. We engage with governments, state-owned utilities, and other private developers and financial services businesses to understand the demand and technology requirements to add and deliver electricity to where it is needed.

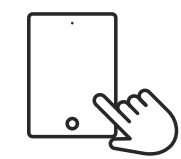
With demand from a global customer base, GE Vernova’s supply chain is expansive and global, capturing a wide variety of raw materials and components that are incorporated into the products and services sold. We buy products and services to support our business operations, that are used to develop or create products or services sold to customers but are not incorporated into them.



## POLICIES, STANDARDS, AND REPORTS

### GE VERNOVA HUMAN RIGHTS PRINCIPLES

Our human rights commitment starts with this Policy, which emphasizes the importance of respect for fundamental human rights, explains the foundational principles for the way we conduct business, and sets our expectations of business partners, suppliers, agents, and vendors to address human rights risks across our value chain.



Further information on GE Vernova's 2025 Human Rights Principles can be found here.

### THE CODE OF CONDUCT

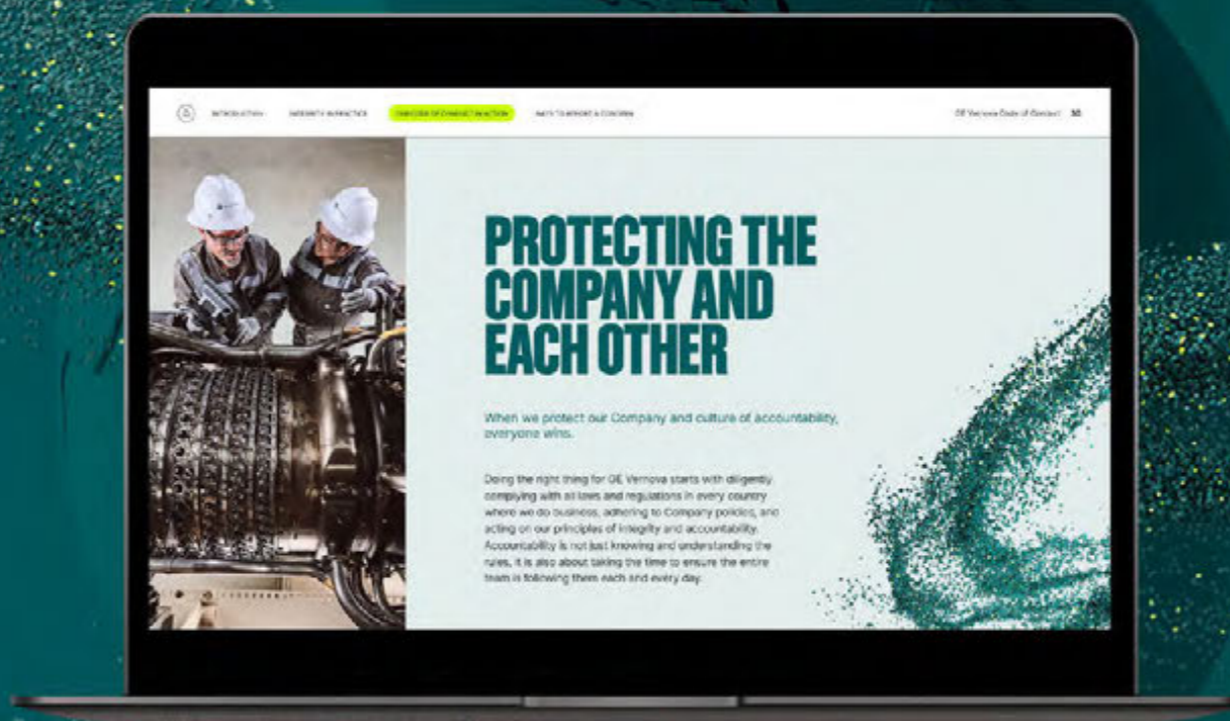
In January 2026, we launched an updated Code of Conduct, further cementing the importance of integrity, ethics, and respect for fundamental human rights for our Company. The Code of Conduct and its corresponding policies apply to everyone who works for us or represents us. That includes GE Vernova directors, officers, employees, subsidiaries, and controlled affiliates. The following sections of the Code of Conduct highlight our commitment to human rights:

- The **Human Rights** section sets the expectation for all to respect fundamental human rights including decent and safe working conditions, freedom of association, no forced or child labor, as well as respect for community security, dignity, safety, and environmental stewardship within our Company, and among our suppliers, contractors, and business partners. We seek to treat everyone affected by our business and value chain with fairness and dignity. This section further incorporates our Human Rights Policy and Supplier Integrity Guide.
- The **Respectful Workplace** section and attendant policy set our commitment to providing a safe, fair, and respectful work environment at GE Vernova.

We do not tolerate any form of harassment, discrimination, or bullying, and protect characteristics including race, color, religion, national or ethnic origin, ancestry, sex (including pregnancy and related conditions), gender (including gender identity and expression), sexual orientation, marital status, genetic information, age, disability, military, and veteran status in addition to any other characteristics protected by law.

- The **Environment, Health & Safety (EHS)** section, which includes our Life Saving Rules, sets the expectation of protecting our people and the communities in which we operate. We comply with all EHS laws that apply to our operations and work to limit our environmental impacts. Safety is a top priority; we believe nothing is more important than the safety of our team members and everyone who works alongside us. We start work only when it is safe and stop when it is not.
- The **Supplier Engagement** section sets our expectations of suppliers to respect fundamental human rights, fair treatment of workers, safe and healthy working environments, and following fair processes for winning work. Our Code establishes an expectation that our employees will work to help ensure suppliers meet these expectations through due diligence, ongoing monitoring, and adherence to our Supplier Integrity Guide.
- We promote an open environment for all to raise concerns and act as the voice of integrity through **Open Reporting**. We encourage the use of our various reporting channels to raise integrity concerns without fear of retaliation to uphold the policies and standards we set.

## OUR CODE OF CONDUCT



### COMPLIANCE POLICIES

- Acceptable Use Policy
- Accepting Gifts & Entertainment Procedure
- Anti-Money Laundering Policy
- Business Courtesies Policy
- Conflicts of Interest Policy
- Cyber Security Policy
- Environment, Health and Safety Policy
- Fair Competition Policy
- GenAI Policy
- Human Rights Policy
- Improper Payments Prevention Policy
- Insider Trading and Stock Tipping Policy

- Intellectual Property Policy
- International Trade Compliance Policy
- Open Reporting Policy
- Privacy Policy
- Quality Policy
- Reporting and Recordkeeping Policy
- Respectful Workplace Policy
- Security Policy
- Supplier Relations Policy
- Sustainability Policy
- Working with Governments Policy

#### IN 2025

# 992

open reporting cases investigated

# 963

open reporting cases closed

### HOW TO RAISE A CONCERN

**Hotline:** 1-800-261-0643

**Email:** Corporate.ombuds@governova.com

## SUPPLIER CODE OF CONDUCT

### Our Integrity Guide for Suppliers, Contractors, and Consultants (Integrity Guide)

Our Integrity Guide for Suppliers, Contractors, and Consultants: The GE Vernova Supplier Code of Conduct (Integrity Guide) extends our commitment to “unyielding integrity and high standards of business conduct” to our suppliers and their subcontractors and sub-tier suppliers, including labor providers and our consortium partners. Suppliers agree to abide by our human rights principles by signing onto the Integrity Guide. The Integrity Guide requires suppliers to go beyond compliance with all applicable local laws and regulations, and to GE Vernova’s ethical standards. It mandates third-party adherence to GE Vernova standards in areas including respectful workplace, environment, health and safety, and human rights, such as freedom of association, adequate wages, and working hours/overtime. In the area of forced labor, the Integrity Guide expressly prohibits any form of compulsion, coercion, or human trafficking; lists prohibited activities associated with trafficking, such as withholding passports, charting recruitment fees, and misleading recruitment; and imposes affirmative obligations on suppliers in certain circumstances such as reimbursement of return transportation costs and providing workers with written contracts in a language they understand. The Integrity Guide also expressly prohibits child labor.

The Integrity Guide is embedded into supplier agreements and serves as the supplier code of conduct. Any potential violation of the Integrity Guide must be promptly raised to GE Vernova regardless of whether it involves the supplier. All suppliers are encouraged to use GE Vernova’s Open Reporting channels to raise any potential violation. Suppliers do not need to be certain that a violation occurred but rather raise a concern when there is a good faith belief that something improper, a violation of law or policy, or a violation of the Integrity Guide has occurred. GE Vernova tracks, reviews, and appropriately addresses every integrity concern raised, including taking remedial actions where appropriate. Our Integrity Guide explicitly forbids retaliation of any kind against any person reporting such concern.

In 2025, we announced an updated Supplier Code of Conduct, which included the following updates aligned with our Human Rights Principles:

#### Global Standards:

- Developed with legal counsel to align with evolving global regulations.
- Reinforces expectation that suppliers uphold internationally recognized human rights and standards.

#### Environment, Health, and Safety (EHS):

- Outlines expectations for climate impact, ethical sourcing, and product sustainability.
- Requires valid permits and compliant emergency response plans.
- Mandates adherence to GE Vernova’s Life Saving Rules and EHS standards at GE Vernova or customer sites.
- Emphasizes procedures to reduce environmental impact in line with GE Vernova’s sustainability goals.

#### Labor, Human Rights, Forced and Child Labor:

- Expands on expectations for fair work conditions, freedom of association, equality, and dignity, aligned with the Code of Conduct.
- Requires compliance with ILO Conventions 138 (Minimum Age) and 182 (Worst Forms of Child Labor).

#### Responsible Materials Sourcing:

- Prohibits use of restricted or banned materials per standard terms and conditions.
- Requires suppliers to furnish data on materials, energy use, and emissions in GE Vernova products upon request.
- Expects compliance with OECD Guidance for sourcing conflict minerals.

#### Ethics, Fair Business Practices, and Governance:

- Clarifies anti-corruption, privacy, IP, and competition law expectations.
- Requires risk management and due diligence procedures scaled to supplier context.

#### Grievance Mechanisms:

- Provides clearer reporting instructions, including improved escalation paths and grievance channels.

## HUMAN RIGHTS ENTERPRISE STANDARD

Implementation of our human rights program is driven through an internal standard operating procedure known as the Human Rights Enterprise Standard (Enterprise Standard). The Enterprise Standard is intended for business compliance professionals and supplements our Human Rights Policy by setting forth the core human rights expectations of the businesses. It outlines auditable controls and requires our business units to have appropriate mechanisms in place to monitor those controls.

Each business unit must assign an owner who is responsible for executing and implementing the Enterprise Standard. In addition, all business units must train, communicate, execute, and monitor compliance with the Enterprise Standard. The Enterprise Standard further sets out minimum requirements regarding risk assessment and mitigation, due diligence of third parties, and escalation and remediation of any concerns related to human rights.

The Enterprise Standard references key documents that tie into the operationalization and implementation of the human rights program including the commercial and supplier due diligence processes, Supplier Responsibility Governance Enterprise Standard, Respectful Workplace Enterprise Standard, Environment, Health and Safety Framework and Life Saving Rules, and Project Site Assessment Guidelines. The Enterprise Standard is complemented with various guidelines created by the Corporate Human Rights team to help the businesses evaluate risk, conduct due diligence, and remediate identified issues aligned with the Guiding Principles and OECD Guidelines. This helps drive consistency in our approach. As human rights practices evolve and technology and data improve, we refresh our Enterprise Standard on an ongoing basis to implement best practices into our program requirements.

## RESPONSIBLE MATERIAL SOURCING PRINCIPLES

Our Responsible Material Sourcing Principles internally outline our commitments and goals to work to eliminate all conflict minerals, including tin, tantalum, tungsten, and gold (collectively, 3TG) from our products. We commit to due diligence conducted on the source and the chain of custody of minerals in our supply chain, corrective actions to suppliers requiring program improvement, engagement with industry to eliminate conflict minerals in the supply chain, and annual disclosure as part of our business practices. These commitments are carried out internally through our Conflict Minerals Guidelines (the Guidelines) outlining the design of our tin, tantalum, tungsten, and gold due diligence process, based on our broader ethical supply chain program, and conform in material respects to the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas including the Supplement on Tin, Tantalum, and Tungsten and the Supplement on Gold (Third Edition) (the OECD Guidance). The Guidelines contain the operative provisions of our Responsible Materials Sourcing Principles, as well as the process for confirming that risks are adequately managed.

## GE VERNOVA HUMAN RIGHTS TEAM, HUMAN RIGHTS CHAMPION NETWORK, AND ENVIRONMENT, HEALTH AND SAFETY TEAM

The Corporate Human Rights team is led by the Global Sustainability Director and Executive Human Rights Counsel and is comprised of legal and operational experts to execute a streamlined approach to human rights across the Company. The Corporate Human Rights team writes the policies and standards on how to operationalize the human rights program throughout the Company. Each business unit has appointed between one to three Human Rights Champions, from various functions, who work with their business teams to implement the Enterprise Standard. The Corporate Human Rights team convenes a Human Rights Working Group with the Human Rights Champions and other key Corporate functional partners including Human Resources, the Environment, Health and Safety, Compliance, Legal, and Sourcing teams.

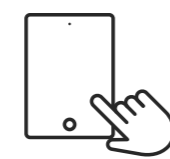
The Champions support Enterprise Standard implementation and the evolving landscape of human rights issues and regulation. They also share best practices and issues arising from investigations, leveraging knowledge sharing to better prevent, detect, and respond to human rights concerns. Each business unit also meets with the Corporate Human Rights team on business-specific issues and how to address, resolve, and remediate them to drive a consistent approach aligned with our Principles and policy.

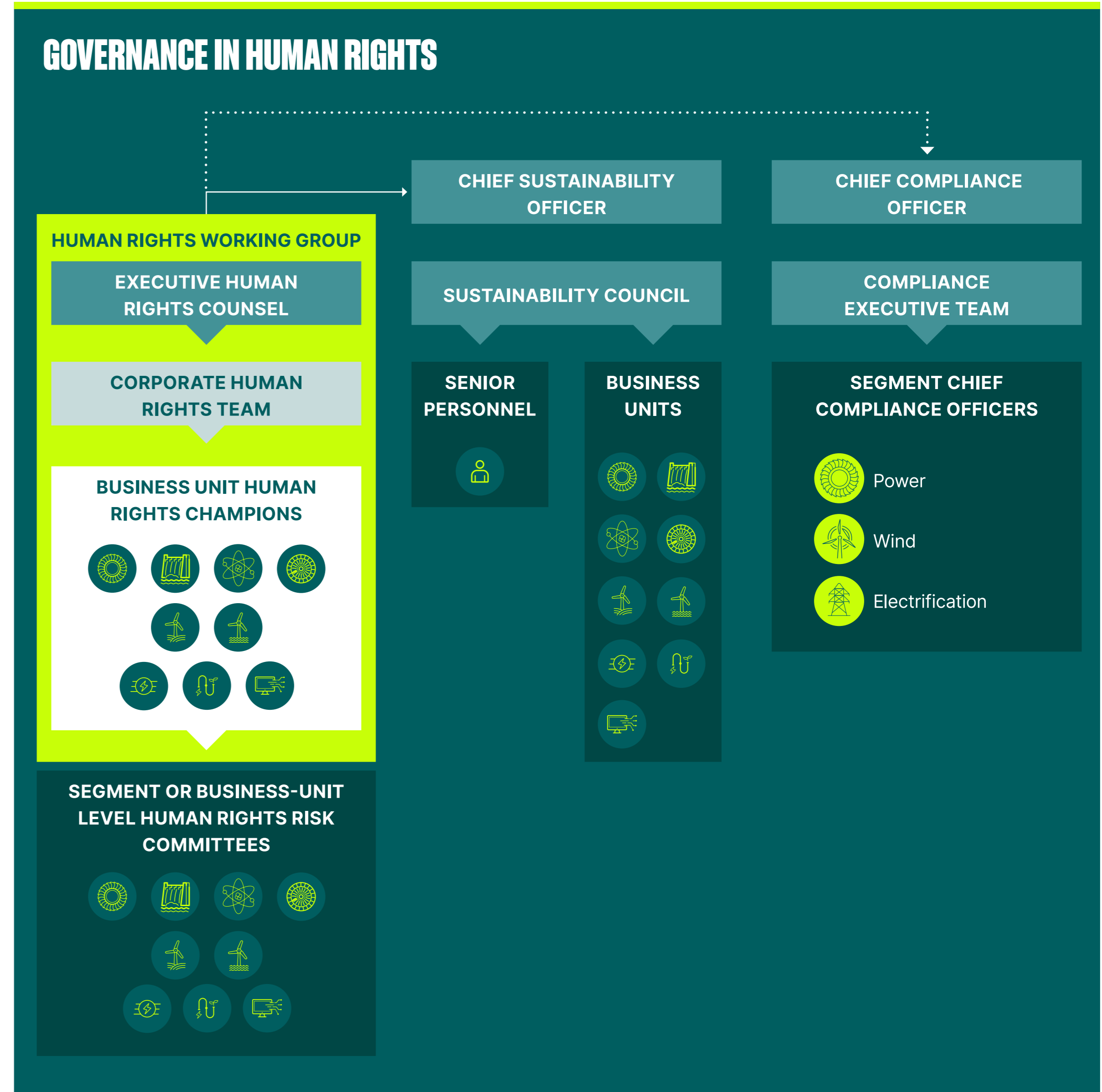
The business unit Human Rights Champions lead their own Human Rights Risk Committees at the segment or business unit level to cascade information from the Human Rights Working Group to their business functional teams. Champions are responsible for assessing the effectiveness of their segment or business program and meeting the Human Rights Enterprise Standard requirements. All business unit programs are subject to an annual compliance risk assessment inclusive of a human rights assessment and may be subject to an internal audit review.

Human Rights is the responsibility of every member of our team, with important roles to play from Compliance, Environment, Health and Safety, Sourcing, and Sustainability team members.

### BOARD OVERSIGHT

The GE Vernova Board provides independent risk oversight with a focus on the most significant risks to the Company, including risks related to finance, operations, legal and compliance, as well as sustainability, climate change, and reputational matters. The GE Vernova Board has also delegated specific risk responsibility to its four committees, the members of which are all independent directors. The Safety and Sustainability Committee is responsible for overseeing the Company’s environmental, health, and safety programs and initiatives, as well as sustainability matters, including those related to environmental issues, climate change, and human rights. In 2025, the Safety and Sustainability Committee specifically amended their charter to explicitly include “human rights” as part of their oversight. The Chief Corporate Officer and the Executive Human Rights Counsel provide ongoing updates to the Safety and Sustainability Committee including progress on the Sustainability Framework inclusive of the Company’s human rights program. The Safety and Sustainability Committee may be briefed and provide comment on external sustainability and human rights reporting, as well as significant political, legislative, regulatory, and public policy trends that could affect the Company’s business operations, performance, and reputation.

 Further information on our Board of Directors and committees can be found in our most recent Proxy Statement available here.



## TRAINING

Everyone at GE Vernova has a role to play in respecting human rights and protecting human dignity. We have established GE Vernova’s Human Rights Principles, a company-wide policy that applies to all employees and sets clear expectations to support safe and fair working conditions, prohibit modern slavery, forced labor, and child labor, and explains how to raise concerns. The cornerstone of our approach is constant vigilance – keeping our “Eyes Always Open” to identify, prevent, and address human rights risks across our businesses and value chain.

In 2025, we focused on developing a new, enterprise-wide human rights training program that will launch in 2026. The program is designed to strengthen employees’ understanding of our human rights commitments and provide practical guidance tailored to the realities of their day-to-day work.

The training will be mandatory for employees in critical functions and strongly encouraged for all others. It reinforces our expectations for safe and fair working conditions, our prohibition of modern slavery, forced labor, and child labor, and the importance of raising concerns when something appears wrong. It also explains how employees can use our reporting channels and how concerns are handled. To help ensure relevance and impact, the training includes targeted modules for key functions across the Company, each built around real-world case studies and scenarios.

The module for EHS and Project Site Teams focuses on identifying and responding to human rights risks on job sites, including worker housing, contractor labor practices, and site-level working conditions. Commercial teams receive guidance on how to assess and escalate human rights risks in sales, bids, and third-party engagements. For Sourcing and Procurement, the training emphasizes how to recognize human rights risks in the supply chain and act responsibly when concerns arise. The module for Legal, Labor, and HR teams helps deepen their understanding of human rights law, due diligence expectations, and effective grievance mechanisms.

A general module for all employees provides foundational awareness on how to spot and report human rights concerns in everyday interactions.

The program reflects the cornerstone of our Human Rights Policy: maintaining constant vigilance to respect and address human rights risks across our businesses and value chain. The curriculum explains our four most salient potential human rights impacts to help employees know what to look for: Fair and Safe Working Conditions, Forced Labor and Child Labor, Indigenous and Community Rights, and Environmental Stewardship. The program trains employees on our commitments to human rights due diligence under the United Nations Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, and references key regulatory frameworks including the Modern Slavery Acts in Australia, Canada, and the United Kingdom, the Norway Transparency Act, and the California Transparency in Supply Chains Act.

We train employees on human rights topics throughout the year to help ensure constant vigilance. With a global workforce and evolving demographics, we continuously refresh and tailor our training and communications to remain compliant and sustain engagement on integrity, compliance, and human rights topics. We engage new hires across all sites and businesses through onboarding training that explains what human rights are, why they matter, and how each employee plays a role in respecting them every day. Employees are required to complete refresher training at least every two years and an annual acknowledgment of their understanding of and compliance with our policies, including newly released Code of Conduct.

The Corporate Human Rights team delivers targeted training to internal functions such as Corporate Supply Chain and Sourcing to help employees recognize, escalate, and address human rights risks in our operations and value chain. Externally, GE Vernova provides suppliers with compliance training that reinforces our human rights commitments – particularly forced labor prevention – in support of the Supplier Integrity Guide, with additional targeted training and follow-up for higher-risk activities such as large Engineering,



Procurement, and Construction projects. These efforts are complemented by regular training for auditors under our Supplier Responsibility Governance Program, covering key human rights topics and supporting our ongoing, risk-based human rights due diligence in line with the UN Guiding Principles on Business and Human Rights.

We also reinforce these lessons through a variety of internal communications, including leadership messages, newsletters, integrity campaigns, videos, infographics, and embedded messaging within our Company intranet and other various digital tools. We continuously invest in creating and delivering topical and timely content, and routinely update training and awareness campaigns based on current and emerging risks identified as part of our compliance processes and risk assessments.

Finally, as part of our Supplier Responsibility Governance Program, our auditors are trained regularly to carry out audits at supplier sites. Training covers key human rights topics including forced labor, modern slavery, child labor, freedom of association, and freedom of movement.

# Risks and impacts

## IDENTIFYING SALIENT ISSUES

GE Vernova conducts company-wide human rights saliency assessments aligned to the Guiding Principles, to identify our priorities, salient human rights risk areas, and to track and evaluate our management of these salient risks. We conduct ongoing human rights due diligence through several complementary, embedded, and interconnected processes. For example, human rights risks are assessed annually by each business unit through Compliance Risk Assessments. Business segments prioritize risks according to saliency and track and evaluate governance of the business' salient risk areas. Human rights due diligence questions are also a part of standard supply chain and supplier due diligence efforts, such as our Supplier Responsibility Governance program.

In 2024, working with a leading audit company and human rights counsel, we assessed and prioritized our human rights risks based on severity (scope, scale, irremediability) and likelihood. Working with experts to assess our action and potential impact, we saw a slight variance from our 2023 results. Across these diverse and refined assessments, we have surfaced the following top salient inherent human rights areas for our operations and value chain:

- Safe and Just Working Conditions;
- Modern Slavery, Forced Labor, and Child Labor;
- Community Welfare and Indigenous Rights;
- Environmental Stewardship.

Our Sustainability Framework, and our underlying policies, protocols, and governance, aim to manage our ongoing mitigation, tracking, and evaluation of these salient risk areas.

We further evaluate the strength of our internal controls across all our businesses against these potential risks. We plan to re-assess our salient risks in 2026.

## SAFE AND JUST WORKING CONDITIONS

### Our operations

We believe sustainable economic growth cannot be achieved without safe and decent work. We strive to treat everyone affected by our businesses and value chain with fairness and dignity. GE Vernova is committed to protecting the wellbeing of everyone who works for us and with us, and safety is a core value embedded in how we operate. Our Life Saving Rules set clear, non-negotiable expectations for safe behaviors across all job sites and guide employees in preventing the most serious risks.

We comply with all prevailing work laws regarding minimum wages and living wages, and we expect all contractors and subcontractors at our sites to comply with our expectations regarding fair working conditions. We also support workforce development and training, with a focus on inspiring and educating global future leaders in communities that have been historically underserved in this sector.

In line with our Human Rights Principles, we believe that earning a decent wage is a human right to achieve just work. We have set an ambition to pay all of our own employees at least a living wage covering their basic needs, calculated in line with best practice.

GE Vernova prohibits discrimination or harassment against anyone based on race, color, religion, national or ethnic origin, ancestry, sex, gender, sexual orientation, marital status, genetic information, age, disability, military and veteran status, or any other characteristic protected by law.



The Respectful Workplace Enterprise Standard outlines guidance to help ensure compliance and prohibition of discrimination, harassment, or bullying against any employee or applicant based on any characteristic protected by law. Any employee with a compliance concern can raise that concern through the Open Reporting program.

Our footprint is truly global with approximately 24,000 employees in Europe, 21,000 employees in the U.S., 19,000 employees in Asia, and 6,000 employees in Latin America. GE Vernova's relationship with employee-representative organizations around the world takes many forms.

Within the U.S., we have approximately 1,400 union-represented production and maintenance employees,

of which approximately 1,350 are covered by a five-year collective bargaining agreement that expires in June 2030.

In Europe, in addition to the GE Vernova European Works Council (EWC), we engage with approximately 100 representative organizations such as works councils and trade unions, in accordance with local laws and agreements. Effective and meaningful social dialogue, including information, consultation, and negotiation, is a key component of doing business in Europe.

Globally, we also engage with employee representative bodies in China (3,000 employees), India (2,000 employees), Canada (700 employees), Brazil (700 employees), and Mexico (175 employees).

**Our value chain**

GE Vernova has a vast global supply chain and services customers globally. While our Human Rights Principles, Life Saving Rules, and Supplier Integrity Guide extend our human rights commitments to our suppliers, the scale of our reach comes with real human rights challenges. There are various types of risks in our supply chain and our most salient risks lie in our sub-tier supply chain, where we have the least visibility. Furthermore, our supply chain extends to countries in heightened risk areas from a human rights perspective. We acknowledge that not all countries and companies have the same human rights commitments and principles that GE Vernova works to uphold. Additionally, there are added complexities in countries where our supply chains are facing conflicts, political instability, or civil unrest. This creates a heightened risk within our value chain as it relates to workers' rights including being paid adequate wages, working in environments free from harassment and discrimination, having decent and safe working conditions, working reasonable hours with adequate rest breaks, and/or allowing workers to organize or join associations for the purpose of collective bargaining.

Navigating the challenges of gaining visibility into our supply chain, while safeguarding respect for human rights, requires relentless commitment, collaboration, and innovation, which are the hallmarks of our program. We utilize the principles of our company-wide operating method, "Lean," to encourage a mindset of continuous improvement, identify and solve problems using data and engagement with stakeholders (what we call "going to Genba"), and to prioritize the needs of our customers and those most vulnerable to the impacts of our operations. We know the application of our Lean principles enables us to stay focused on and committed to improving the effectiveness of our human rights program.

**MODERN SLAVERY, FORCED LABOR, AND CHILD LABOR**

**Our operations**

We have identified a minimal inherent risk of modern slavery, forced labor, and child labor in our own operations. We had no documented instances, or complaints in our Open Reporting channel last year regarding modern slavery, forced labor, or child labor in our own operations.

We acknowledge, however, that there is always an inherent risk as a global manufacturing company and that iterative and cautious diligence is required. In our industry, modern slavery risks are inherent within the population of contingent workers that support offices and manufacturing sites. We have identified particular inherent risks across our industry for contingent workers providing janitorial, food/ beverage, security and other facility support services. Generally, such contingent workers are primarily provided through an enterprise-wide vendor arrangement but may also be further subcontracted. GE Vernova maintains a strong partnership with the vendors who provide us with our contingent workers and conducts periodic assessments to verify and validate that our vendors are respecting human rights and complying with GE Vernova standards and expectations.

**Our value chain**

One of our most salient inherent risks for our value chain, as for most global multinational companies, relates to modern slavery in our sub-tier suppliers. Given the nature of our products and services, and the complexity of our global supply chain, modern slavery risks inherently may exist within our value chain, and particularly our sub-tier supply chain.

Due to the nature of GE Vernova's products and services, potential, inherent sources of modern slavery risks include manufacturing sites in higher risk countries; mineral sourcing deep in our supply chain; and use of low-skilled and/or migrant workers from subcontractors. Our inherent modern slavery risks are most acute in those parts of our supply chain where we have limited or no visibility, such as subcontractors using seasonal, low-skilled, and/or migrant labor and pre-smelter mineral sourcing.

Child labor is another potential inherent risk for GE Vernova. This is not a risk that we have identified as being likely in our operations or our direct supply chain. We nonetheless recognize that child labor is a systemic risk, particularly in the extraction of minerals, which may feed into global metal supply chains. We seek to adhere to International Labour Organization's (ILO) Conventions 138 and 192, and the ILO/ International Organization of Employers (IOE) Child Labour Guidance Tool, which are embedded into our policies and supplier code of conduct. We have clear policies on child labor, including our Human Rights Principles and Supplier Integrity Guide, which prohibit the employment of workers under the age of 16 and prohibit the employment of workers under the age of 18 for hazardous work.

**COMMUNITY WELFARE AND INDIGENOUS RIGHTS**

We respect the dignity of communities affected by our operations, products, and services. Under our Human Rights Principles, we expect our employees, directors, and officers to respect fundamental rights, including indigenous rights and community welfare. We respect the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) including "Free, Prior and Informed Consent" (FPIC) to respect the collective rights of Indigenous Peoples. We aim to have a positive impact on the communities in which we operate, and we seek out opportunities to engage in our communities and identify avenues to build positive impacts.

**OUR SUSTAINABLE DEVELOPMENT GOALS (SDGS)**



Additionally, our philanthropy efforts reflect our commitment to making a meaningful impact in the communities where we live and work. For more information on Conserve and the GE Vernova Foundation, please see our Sustainability Report.

Indigenous rights are a critical concern for us in our downstream value chain because of the way our products are used in power projects across the globe. Some of those projects touch on land and customary rights of vulnerable communities. Our practical challenge in such contexts is one of leverage, which is often limited with customers.

Where GE Vernova is the party leading the development of a project, we seek to engage nearby communities at the earliest stages. Further, for many of our projects outside of the U.S., we implement the International Finance Corporation’s (IFC) Performance Standards on Environmental and Social Sustainability and the World Bank’s Environment, Health and Safety Guidelines with project partners, which require consideration and management of impacts on affected communities alongside our customers. These standards also include processes for ongoing engagement and measures to assess impacts on local communities, including IFC Standard 1, which requires development of a project-specific environmental and social management system (ESMS) to anticipate, avoid, or mitigate potential environmental and social risks. Applying global standards to mitigate potentially adverse impacts and help ensure community engagement provides mechanisms to support UN Sustainable Development Goals 7, 10, 11, 12, 15, and 16.

We recognize there is more work to do to engage with rightsholders, strengthen trust, and build long-term relationships with Indigenous Peoples and the communities where we operate. We continue to develop our rightsholder engagement processes and procedures, and aim to release our Biodiversity Principles, inclusive of an Indigenous Peoples’ Plan component, this year.

## ENVIRONMENTAL STEWARDSHIP

The core mission of our Company is to electrify the world to thrive and decarbonize. The commitment to electrification for the purpose of “thriving” communities is rooted in our human rights commitment. We recognize our responsibility as environmental stewards and are committed to playing an active role in decarbonization.

To decarbonize is to contribute to the realization of the right to a healthy environment. Environmental stewardship is a critical concern for us across our operations and value chain. We recognize the close links between environmental and human rights risks, which are salient because of their potential scale and difficulty to remedy. We implement a number of protocols to protect the local environment from pollution and waste, and we strive to continuously improve consumption of natural resources as set out in our Conserve pillar. Further, as the world transitions to lower-carbon and renewable sources of energy, it is crucial to help ensure that the transition is just and equitable, addressing the needs and concerns of all people, including those still dependent on traditional sources.

Human rights are interdependent, and decarbonization and electrification stand hand-in-hand. Our management of environmental stewardship is embedded into our operating business model through our Sustainability Framework. We report progress on these principles in our Sustainability Report every year.

## SALIENT RISKS



### How we address our salient risks:

GE Vernova conducts company-wide human rights saliency assessments aligned to the United Nations Guiding Principles on Business and Human Rights, to identify our priority, salient human rights risk areas, and to track and evaluate the management of our salient risks.



Human Rights Policy



Code of Conduct



Partnerships



Supplier Responsibility Governance and Due Diligence

# Due diligence

## DUE DILIGENCE PROCESS

↓ Downstream - Commercial   ↑ Upstream - Sourcing

|  |   |        |
|--|---|--------|
|  | <b>01 COMMERCIAL PARTY DUE DILIGENCE</b>  | ↓      |
|  | <b>02 SUPPLIER DUE DILIGENCE &amp; PRE-QUALIFICATION</b>                            | ↑      |
|  | <b>03 SUPPLIER AND PROJECT ON-SITE ASSESSMENTS<br/>CUSTOMER ON-SITE ASSESSMENTS</b> | ↓<br>↑ |
|  | <b>04 HUMAN RIGHTS IMPACT ASSESSMENT</b>  | ↓<br>↑ |
|  | <b>05 CONFLICT MINERAL DUE DILIGENCE PROCESS</b>                                    | ↑      |
|  | <b>06 REMEDIATION: OPEN REPORTING AND GRIEVANCE MECHANISM PROGRAM</b>               | ↓<br>↑ |

## THIRD-PARTY RISK MANAGEMENT

### 1 COMMERCIAL PARTY DUE DILIGENCE

All customers and commercial third parties undergo a commercial due diligence process. The commercial due diligence Enterprise Standard sets out the minimum compliance requirements for commercial party due diligence to address potential compliance risks within these relationships. These risks include bribery/corruption, trade compliance, and human rights. Before entering into any agreement with a commercial party, we conduct a risk assessment based upon the location of the commercial party, the type of relationship formed, what is being sold to or created with the party, and whether the commercial party will be authorized to represent GE Vernova in the market. Based on this risk analysis, we perform standard or enhanced due diligence on the commercial party.

GE Vernova utilizes a team of global researchers, internal and third-party data, and third-party due diligence firms (including the use of proprietary technology for special human rights research), to provide updates of companies with allegations or negative findings related to human rights violations. By utilizing key developments in technology and staying abreast of alleged violators of human rights, GE Vernova can properly assess, prevent, and/or mitigate adverse human rights impacts that may be directly linked to our operations or any current and prospective business relationships.

Where risks or concerns are identified in the due diligence process, the business onboarding and assessing the commercial party must resolve the risk or concern raised through risk mitigation measures.

Assessments and reviews of commercial parties and transactions along with risk mitigations measures are often reviewed with compliance leaders and Human Rights Champions. If warranted, the Corporate Human Rights team may be engaged in the commercial party or transactional review to seek to ensure mitigation measures and actions are aligned with GE Vernova human rights standards.

GE Vernova sells a wide array of products in the energy sector. We promote responsible and intended use of those products to promote safety and compliance and prevent misuse of our products. Our business units have established processes and standard work procedures, that are applied throughout the product life cycle, to proactively mitigate safety and quality risks and respond to product safety or quality concerns and incidents.

### 2 SUPPLIER DUE DILIGENCE & PRE-QUALIFICATION

The approach to supplier due diligence starts with our Supplier Relationships Policy in our Code of Conduct. We base our relationship with suppliers on lawful and fair practices. This policy commits GE Vernova employees to undergoing due diligence before working with any supplier and only working with suppliers that will commit to our Supplier Integrity Guide, as required by our supplier agreements.

All prospective suppliers undergo a supplier due diligence process before signing an agreement with GE Vernova. The supplier due diligence Enterprise Standard defines the minimum compliance requirements for supplier due diligence to address potential risks within these relationships.

These risks go beyond human rights and also include bribery/corruption, trade compliance, cybersecurity, data privacy, and Environment, Health, and Safety (EHS). We assess each supplier individually based on detailed risk criteria, including the supplier's location, type, amount of work, and product or service provided. Based on the risk, suppliers undergo standard or enhanced due diligence.

Similar to our practices downstream, GE Vernova utilizes a team of global researchers, internal and third-party data, and third-party due diligence firms (including the use of proprietary technology for special human rights research), to provide updates of new or existing companies with allegations or negative findings related to human rights violations. By utilizing key developments in technology and staying abreast of alleged violators of human rights, GE Vernova believes we can better mitigate human rights risks including the risk of modern slavery and child labor from entering its operations and supply chain.

If an issue is identified with the supplier through the due diligence process, the issue must be examined, documented, and resolved in consultation with the appropriate Compliance/Legal leader. If the review concludes that the issue cannot be remediated, appropriate steps (up to and including termination of the engagement) are taken.

#### i. Contractor Prequalification

Contractors undergo an additional Contractor Prequalification Process where they are required to go through screening for EHS and Human Rights prior to commencing any work on behalf of GE Vernova. For human rights and safety, there is a contractor prequalification questionnaire to better understand the practices within the organization and assess if those practices align with the Integrity Guide expectations.

Depending on the question, documentation or detailed descriptions may be required to qualify a contractor.

After submission, the questionnaire is evaluated and additional review and corrective actions may be required in order for the contractor to conduct work for GE Vernova. The prequalification questionnaire and assessment are dependent upon the contractor’s location, scope of work, work type assignment, and associated risk classification. All collected information is tracked in a proprietary tool.

**ii. Supplier Responsibility Governance (SRG)**

The Supplier Responsibility Governance (SRG) program supports GE Vernova’s commitment to unyielding integrity and high standards of business conduct in our business and procurement operations. The SRG program is instrumental in helping us identify and work with ethical, sustainable, and socially and environmentally responsible suppliers. Direct material suppliers presenting higher risk for human rights and EHS considerations undergo an in-depth assessment of their manufacturing site, both before they are approved for onboarding and periodically thereafter, to help ensure supplier compliance with GE Vernova’s policies on human rights. These assessments inquire specifically into how workers are recruited into their jobs, assess the safety protocols and working conditions of the site, and evaluate the treatment of workers by their employers to detect any human rights risk including modern slavery. The program specifically prohibits any use of forced or child labor by our suppliers and requires those suppliers to apply the same standards to their suppliers upstream.

GE Vernova utilizes its SRG program to manage and assess its direct material suppliers, the first tier of its value chain. GE Vernova requests its first-tier suppliers to disclose their sub-tier suppliers, particularly where a sub-component or part is made solely for the purpose or use for a GE Vernova product. Gaining visibility into GE Vernova’s supply chain is a challenge, as suppliers are often unwilling to disclose information that may give up their competitive advantage. Nonetheless, where suppliers disclose this information,

**AI supporting human rights**

As part of our commitment to human rights due diligence across GE Vernova’s global operations and value chain, we conducted a pilot program utilizing an AI-powered supply chain mapping tool in 2025. Global supply chains are inherently complex and opaque, making complete visibility a challenging, but essential, objective for identifying potential risks, such as human rights violations, labor issues, or environmental concerns before they escalate into critical problems. Traditional approaches to supply chain due diligence have often focused narrowly on direct or Tier 1 suppliers, where risks are typically less severe, while the most significant adverse impacts frequently occur deeper in the value chain at extraction sites and lower-tier production facilities. Our pilot leveraged AI-driven mapping capabilities to move beyond these limitations, enabling us to potentially identify and assess suppliers across multiple tiers and trace materials to their origin, providing visibility into areas of our supply chain that were previously difficult to monitor through conventional methods.

This investment in advanced technology reflects a deliberate shift in our approach from reactive incident response to proactive risk identification and prevention. The pilot also helps position us to meet evolving global regulatory requirements, including the EU’s Corporate Sustainability Due Diligence Directive (CSDDD), which mandates that companies identify, prevent, mitigate, and account for human rights and environmental impacts across their chains of activity. The CSDDD and similar regulations increasingly require multi-tier supply chain visibility and a risk-based approach grounded in internationally recognized standards such as the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. This is the first chapter to potentially integrate AI-enabled mapping into our due diligence processes. We are building the foundational capabilities necessary for robust compliance, enabling more accurate risk assessments, enhanced transparency, and audit-ready documentation. We view this pilot not as an isolated initiative, but as part of a broader transformation in how we manage supply chain sustainability: one that embeds visibility, accountability, and proactive risk management at the core of our human rights business strategy.

GE Vernova processes these sub-tier suppliers through its due diligence processes.

During the course of the supplier relationship, if any red flags or triggering events arise, due diligence and an SRG audit may be re-conducted on the existing supplier to assess compliance with GE Vernova standards.

SRG Auditors are responsible for executing the SRG Program and are trained regularly to carry out audits at supplier sites. SRG audits are performed by certified auditors. The certification process includes a virtual classroom training and co-auditing. Refresher training is required at least every three years or when there is a significant change in the SRG program. In 2025, we executed multiple training campaigns to provide certification and refresh training directed by human rights, EHS, Security, and Sustainability experts.

The language capabilities of auditors in our SRG program include English, Chinese, French, Portuguese, Turkish, and Spanish. SRG Auditors record all SRG audits in a reporting tool where any potential issues or findings are monitored and tracked. Suppliers are expected to cooperate and address findings in a timely manner, and the Auditor will verify the elimination of or appropriate mitigation of identified issues. We aim to work with suppliers to address and remediate noncompliance. As stated in our supplier agreements, suppliers who do not comply and remediate any necessary issues will be suspended until issues are remediated. Where suppliers fail to make efforts to comply and remediate, GE Vernova will terminate those supplier engagements. We reinforce this messaging and our SRG requirements at a number of GE Vernova hosted supplier conferences globally.

The overall SRG program conditions are managed by an SRG Council which is comprised of human rights experts, legal, sourcing compliance, EHS, and sustainability teams. The SRG Council oversees the governance of the program and meets regularly to assess policies, procedures, training, and analyzes the SRG data to determine if adjustments or changes need to be made to the program to improve its effectiveness. The SRG Council strives for ongoing improvement in the program.

They benchmark with best-in-class companies, assess new tools and software, and factor in new risk factors in how to recalibrate and enhance the risk assessment process for suppliers that require initial and ongoing SRG audits.

**3 ON-SITE ASSESSMENTS**

We strive to maintain visibility into operations at our power generation and distribution projects. On-site assessments provide our program with valuable insights as we continuously evaluate ongoing compliance with our rigorous human rights standards.

As general practice, most assessments are carried out by our dedicated Human Rights Champions or Integrity Champions, who have undergone specialized human rights training. For the on-site assessments, the Champions assess contractors on-site to help ensure compliance with the Supplier Integrity Guide. Detecting any modern slavery and other human rights risks is a critical objective of these assessments and site visits follow standard guidelines and procedures.

The scope of these on-site assessments extends beyond the immediate project site and manufacturing floor. Recognizing that many of our project locations are in remote and challenging environments, our Human Rights and Integrity Champions also inspect worker accommodation sites as mentioned above. These additional evaluations help ensure that workers are provided with safe, adequate, and humane housing conditions, aligning with our commitment to ethical practices and the dignity of every worker.

Through these efforts, we continue to set a benchmark in responsible energy production, safeguarding human rights, and fostering an ethical work environment at every level of our operations.

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## HUMAN RIGHTS IMPACT ASSESSMENT

In 2025, we conducted human rights due diligence exercises across our segments at different current and prospective project sites. These human rights due diligence exercises were specialized, in-depth forms of human rights due diligence that aim to identify actual and potential human rights impacts on workers and communities in a defined geographic area. The risk findings help inform improvements to corporate, functional, and site level governance procedures, protocols, and policies.

### ELECTRIFICATION

Reinforcing our commitment to the international framework on human rights, Electrification Systems has reinforced its due diligence process by setting rigorous new governance around human rights at the segment level. The compliance review Board has oversight on human rights programs at the segment level. Electrification Systems' Leadership team, along with an accredited external advisor, reviewed human rights field assessments across four global regions (Americas, India, APAC, and Europe) covering numerous workers and contractors.

Findings have been reviewed, focusing on root cause, to improve the internal processes and further enhance our human rights program at the segment level. The deep engagement from site management and the leadership teams demonstrates the success of improved governance structures.

### WIND

Wind Compliance team visited several manufacturing and project sites in 2025. As part of these visits, the Compliance team conducted integrity and compliance sessions for contract workers and their representatives. Across our projects site visits, the Compliance team led awareness checks on our Human Rights Policy related to workers' rights.

### GAS POWER

At Gas Power, human rights assessments were conducted over a number of global sites, enabling proactive identification of gaps against our standards and supporting timely remediation where applicable.

These site assessments included our fixed facilities and project sites. Improvements were identified in two fixed facility sites and were quickly improved upon.

Additionally, GE Vernova teams visited four customer project sites in North Africa supporting Steam Services and Gas Power operations. These visits included Gemba walks and compliance observations, as well as direct engagement with employees through discussions that included Human Resources, reinforcing expectations related to human rights, respectful workplace practices, and open reporting. In Southeast Asia, the local indirect sourcing team hosted an Integrity training for local suppliers, delivered through a hybrid and virtual format, with content that included human rights expectations.

Separately, Hydro Power employees in Asia participated in a virtual training session covering Human Rights, Respectful Workplace, and Open Reporting. The session was facilitated by Ombuds, Human Resources, and Compliance, and formed part of a broader series designed to cover GE Vernova's Speak & Listen policies.

### NUCLEAR

GE Vernova Hitachi Nuclear Energy (GVH) continues advancing the deployment of the BWRX-300 small modular reactor, an innovative nuclear energy project designed to provide reliable, low-carbon electricity. While the project supports broader sustainability and energy transition goals, it also involves lands and interests of Indigenous Nations. In Canada, Indigenous Peoples – including First Nations, Inuit, and Métis – have distinct rights that are recognized and protected under Section 35 of the Constitution Act, 1982 and reinforced by federal legislation (Bill C-15) passed in 2021 that commits the country to aligning its laws with the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP). In collaboration with its customer, GVH is committed to supporting meaningful engagement with these communities on project design, development, and potential impacts, with the aim of ensuring Indigenous perspectives are heard, understood, and respected.

In 2025, GVH attained the Canadian Council for Indigenous Business (CCIB) Bronze Partnership Accreditation in Indigenous Relations (PAIR). This recognition highlights GVH's commitment to build respectful relationships with Indigenous communities in Canada and understand Indigenous rights, improving internal awareness and integration into business practices. Also, GVH and GE Vernova Canada regularly encourage employee participation in Indigenous community events, including the recognition of key Indigenous days of significance and participation in Indigenous-led conferences and industry events. GE Vernova and GVH remain committed to strengthening Indigenous relations in Canada through continued engagement, learning, and collaboration with Indigenous communities.

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## CONFLICT MINERAL DUE DILIGENCE PROCESS

Essential to so many of GE Vernova’s innovations is the use of metals and rare earth minerals, sourcing of which is several tiers deep in our supply chain. When obtaining products containing tin, tantalum, tungsten, or gold (known collectively as “3TG”) – all of which are common constituents of many of our products – we strive to assure that our supply chains are ethical and sustainable. We are committed to working to eliminate all conflict minerals from our products that directly or indirectly finance or benefit armed groups. Our conflict minerals principles and program conform in all material respects to the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from conflict affected and high-risk areas (CAHRAs). We have a dedicated cross-functional team (led by a sourcing and sustainability professional) that analyzes information in industry standard Conflict Minerals Reporting Template (CMRT) reports from direct suppliers.

We undertake reasonable due diligence to determine if any of our products containing 3TG originated in the DRC or other CAHRAs. We collaborate with industry working groups and encourage our suppliers to participate in the Responsible Minerals Institute’s (RMI’s) assessment process, known as the Responsible Minerals Assurance Process (RMAP). Through our conflict minerals process, we aim to eliminate 3TG originating from the Democratic Republic of Congo (DRC), and anywhere we see evidence of forced labor or other conflict-affected and high-risk areas (CAHRAs).

On an annual basis, we file a report with the U.S. Securities and Exchange Commission on the use of 3TG in our products and the outcome of our 3TG sourcing due diligence. For more information, see our Conflict Minerals Report.

We recognize that conflict is just one of the risks related to mineral sourcing, and other critical issues such as poverty, environmental degradation, child labor, and general inequality must be addressed as well. For more information, see our Responsible Materials Sourcing Principles.

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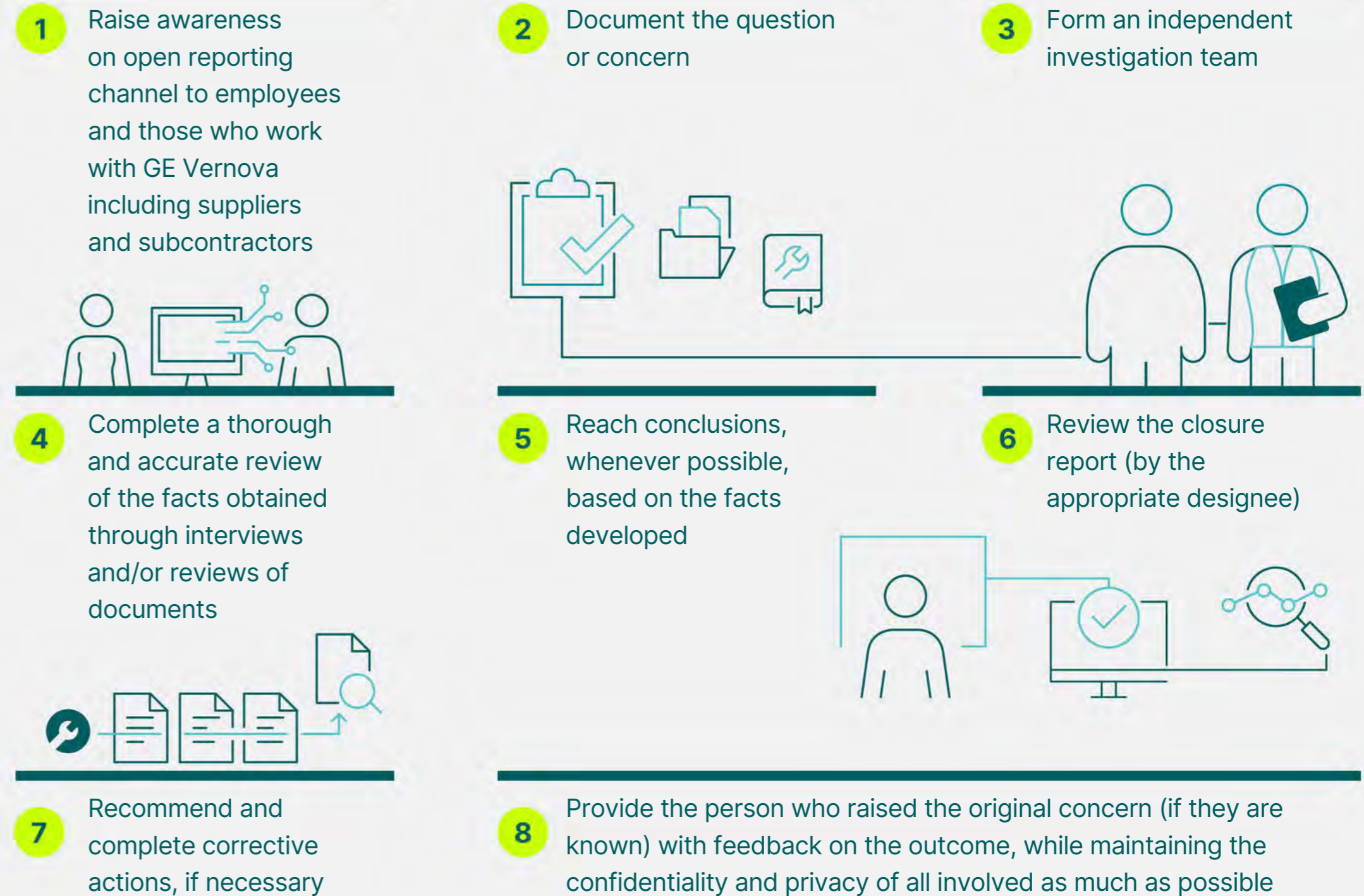
## REMEDATION: OPEN REPORTING AND GRIEVANCE MECHANISM PROGRAM

Our Open Reporting channels serve as a critical mechanism for individuals to safeguard their rights and raise concerns or grievances. We believe in providing a trustworthy and transparent process for concern raisers which helps ensure and maintain an ethical, reliable, and effective open reporting system. We do not need concern raisers to be certain that a violation of a policy or rights has occurred, but rather, the concern should be raised when there is a good faith belief that a violation of law or policy has occurred.

Every employee is responsible for integrity and serves as the best line of defense for detecting potential issues early. We expect our leaders to foster an environment where employees are encouraged to raise concerns about integrity without fear of retaliation. Open Reporting activity is a key indicator of a culture of integrity and compliance engagement.

Our open reporting channels serve as our grievance mechanism process where anyone – employees, contractors, supplier workers, community members, and other stakeholders – can raise concerns on any known or suspected violations of GE Vernova policy, law, or regulation. Multiple channels are offered to report concerns including through managers, human resources, legal, compliance, internal audit, the ombuds network, and through a webform or an Open Reporting hotline available to accommodate multiple languages. Our ombuds networks is comprised of multiple ombudspersons in each business located at various sites where these individuals serve as a point of contact within the business to listen and intake concerns. Concerns can be submitted anonymously and the Open Reporting program is a safe forum for whistleblowers, as we understand it can be difficult to come forward with concerns. We carefully examine every integrity concern raised and take necessary remediate actions where appropriate.

## OUR OPEN REPORTING PROCESS



Each business has at least one full-time ombudsperson as well as a network of part-time ombudsmen with whom concerns can be raised. The program serves as a safe forum for whistleblowers, as we understand it can be difficult for some employees to come forward with their concerns. As such, the anonymous reporting channel is a critical pillar of the Open Reporting program.

# Ongoing effectiveness and continuous improvement

GE Vernova strives for continuous improvement in all aspects of its operations. Our operating method is Lean which enables us to progress the leading goals of our Sustainability Framework including our human rights program. Our team uses the Lean operating methods, including Kaizens and Lean roadmaps, to improve our human rights program including developing action plans and maintaining operating reviews and assessments to review the effectiveness of our program.

Utilizing tools, deploying training, sharing best practices, and incorporating integrated thinking and collaboration allows our program to improve and evolve. The Human Rights Working Group reviews and analyzes the program including data coming from our Supplier Responsibility Governance (SRG) program and Open Reporting program to pinpoint areas to focus and improve on.

On an annual basis, the Ethics and Compliance team runs an assessment that focuses on evaluating the inherent risks and the strength of our internal controls across the business segments. The assessment process asks each business to benchmark its own compliance program against the Human Rights Enterprise Standard (among others), which the Ethics and Compliance team includes in an overall assessment as to how the Company performs in this key policy area. Insights from this process are used in many aspects of the compliance program including the identification of additional training needs, control improvements, and other areas that may need remediation efforts. The results of the assessment along with insights into improvements are brought back to the Corporate Human Rights team to discuss implementation through the Human Rights Working Group.

To continuously improve our program, we believe establishing external partnerships and engaging with key stakeholders helps us learn and incorporate best practices into our operations.



# Our partnerships and external engagement

External stakeholder and rightsholder engagements are foundational to our sustainability and human rights programs. We believe that listening to and partnering with a diverse breadth of stakeholders is as essential to our success as our own work at GE Vernova. GE Vernova is a Signatory and Participant in the United Nations Global Compact (UN Global Compact), a member of the Global Business Initiative on Human Rights (GBI), and engages with the Leadership Group for Responsible Recruitment (LGRR).

GE Vernova supports the Ten Principles of the UN Global Compact on human rights, labor, environment, and anti-corruption. We work to incorporate into our strategy, culture, and day-to-day operations efforts to further the United Nations Sustainable Development Goals (SDGs). We see close alignment between 10 of the 17 SDGs and the pillars of our Sustainability Framework (see page 90 of this report for more information).

In 2025, GE Vernova underwent a careful review by the Global Business Initiative on Human Rights (GBI) Steering Group and was approved for continued membership in GBI. GBI's mission is to shape practice, inspire commitment, and build capacity to implement respect for human rights. The members of GBI are comprised of multinational corporations in various industries and regions who are committed to aligning their human rights practices to be in line with the Guiding. Through peer learning, deep dive projects, understanding legal and policy changes, and working with a network of human rights experts, we are able to leverage our learnings from this organization to continuously improve and build upon our human rights program.

GE Vernova holds a partner membership with the Responsible Minerals Initiative (RMI). The RMI is one of the most utilized and respected resources for companies from a range of industries addressing responsible mineral sourcing issues in their supply chain. The RMI's vision is to work globally to enable businesses and stakeholders in mineral supply chains to work collaboratively on the definition and adoption of policies, practices, data, and tools that foster responsible mineral sourcing and production, to achieve sustainable and resilient minerals supply chains.

GE Vernova is also engaged with the Leadership Group for Responsible Recruitment (LGRR) through the Institute for Human Rights and Business. LGRR works with leading companies and expert organizations to make positive changes in how migrant workers are recruited. By engaging with LGRR, we commit to The Employer Pays Principle where no worker should pay for a job or any cost of recruitment to secure employment. We work to implement this principle throughout our supply chain to eradicate recruitment fees being paid by workers.

The Executive Human Rights Counsel serves as a Committee Member of the United States Department of State's Responsible Business Conduct Advisory Committee. This Committee, chartered in September of 2023, works to bring to the Department of State knowledge and expertise related to responsible business conduct. Meetings provide a forum for businesses to share their challenges and practices in conducting business responsibly while emphasizing the need of a level playing field to maintain economic competitiveness in the global economy. The membership of the committee consists of 34 experts from U.S. organizations, companies, associations, institutions, and other relevant stakeholders who serve in a representative capacity to support the objective of the Committee for its 2023-2025 term.

In Canada, GE Vernova Hitachi (GVH) is registered with the Canadian Council for Indigenous Business (CCIB) and is pursuing certification on their Partnership Accreditation in Indigenous Relations (PAIR), Canada's leading corporate recognition program for indigenous relations. GVH and GE Vernova Canada continue to strengthen their commitment to indigenous relations through collaborations with key associations and groups.

No organization can afford to be complacent regarding human rights issues like modern slavery, forced labor, and child labor. We constantly strive to strengthen our program to uphold our human rights commitments. We aim to leverage new technology and partnerships to enhance our due diligence and minimize adverse impacts. As the demand for electricity grows and we work to build a more sustainable electric power system, we believe we can do so while decarbonizing and meeting the global energy demands with people at the forefront.

This statement was approved by the Board of the Reporting Entities as listed in Appendix A as required by law.

*/s/ Stephen Angel*

**Stephen Angel**

Chairman of the Board

*/s/ Scott Strazik*

**Scott Strazik**

Chief Executive Officer

# Reporting Entities

## REPORTING ENTITIES

As set out above, GE Vernova owns and controls the Reporting Entities listed herein, with company-wide policies and processes embedded throughout our global organization. The corporate Human Rights team, supported by the Chief Corporate Officer and Chief Compliance Officer, oversees the administration of the Responsible Material Sourcing Principles and Human Rights Principles, and engages on sustainability and human rights strategies through close collaboration across various internal functions such as human resources, sourcing, commercial, legal, compliance, with outcomes of our human rights due diligence, audits, and annual compliance risk assessments regularly reported to the Reporting Entities' Boards of Directors. This Human Rights Report serves as the GE Vernova 2025 Modern Slavery Statement, and has been approved and adopted by way of resolution by the various boards prior to publication, as required by the relevant regulation, following briefing to the directors by the local legal and compliance teams.

### Australia

This statement is made voluntarily pursuant to the Australian Commonwealth Modern Slavery Act 2018 on behalf of the following Reporting Entities:

- GE Power Holdings Australia Pty Ltd
- GE Power Australia Pty Ltd
- GE Renewable Energy Australia Pty Ltd
- GE Grid Australia Pty Ltd

### California

This report is responsive to the five areas listed under the California Transparency in Supply Chains Act:

- Verification. See pages 124-125
- Audits. See pages 125-127
- Certification. See pages 116-117
- Accountability. See pages 127-128
- Training. See page 120

### Canada

This Statement is made voluntarily pursuant to Canada's Fighting Against Forced Labor and Child Labor in Supply Chain Section 9 Part II on behalf of the following Reporting Entities:

- Director: GE Renewable Energy Canada Inc.
- Director: GEPR Energy Canada, Inc.
- Director: LM Wind Power Blades (Canada) Inc.

### Norway

This statement is made pursuant to Section 5 of the Norwegian Transparency Act entered into force on July 1, 2022. The obligations under the Transparency Act apply to the activities of GE Power Norway AS and GE Renewable Norway AS. These entities maintain a portfolio of solutions for hydropower generation, including water to wire, individual equipment to complete turnkey solutions, for new plants and its installed base. The boards of GE Power Norway AS and GE Renewable Norway AS have approved this Human Rights Statement.

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#### GE Renewable Energy Canada Inc.

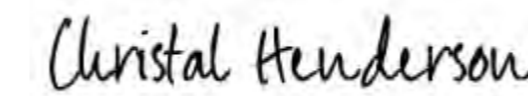


**Heather Chalmers**

Director

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#### LM Wind Power Blades (Canada) Inc.



**Christal Henderson**

Director

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#### GEPR Energy Canada, Inc.



**Heather Chalmers**

Director

## Switzerland

GE Vernova complies with Art. 964j-I of the Swiss Code of Obligations and the Swiss “Ordinance on Due Diligence and Transparency in Relation to Minerals and Metals from Conflict-Affected Areas and Child Labour” via compliance with internationally recognized equivalents.

- In our Human Rights Principles, we state our commitment to the United Nations Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and we seek to adhere to ILO Conventions 138 and 192, and the ILO/IOE Child Labour Guidance Tool, including that we “prohibit employing workers younger than sixteen (16) years of age or below the applicable minimum age, whichever is higher, and we prohibit employing workers younger than eighteen (18) for any hazardous tasks.”
- Further, in our Responsible Mineral Sourcing Principles, we explain our commitment to the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict and High-Risk Areas.

We publish disclosures on our human rights due diligence and compliance program and progress with these international standards in this Human Rights Report, and additionally, in our annual enterprise-wide Sustainability Report, and Conflict Minerals Report, available on our Sustainability Reporting Hub. For the period of January 1, 2025 to December 31, 2025, there were 14 entities under the scope of these obligations:

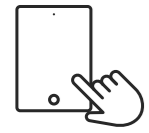
- GE Vernova Swiss Holdings GmbH
- FieldCore Service Solutions GmbH
- GE Vernova (Switzerland) GmbH
- GE Vernova Technology GmbH
- GE Vernova Global Services GmbH
- GE Energy Switzerland GmbH
- GE Vernova Parts & Products GmbH
- GE Steam Power Services Switzerland GmbH
- GE Steam Power Switzerland GmbH
- GE Grid (Switzerland) GmbH
- GE Renewable (Switzerland) GmbH
- GE Vernova International LLC, Wilmington, Delaware, Baden Branch
- GE Vernova Hitachi Nuclear Energy International LLC, Wilmington, Delaware, Zurich Branch

## United Kingdom

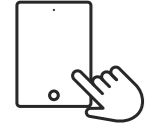
This Statement is made voluntarily pursuant to the United Kingdom’s Section 54(1) of the Modern Slavery Act 2015 for the following Reporting Entities:

- UK Grid Solutions Limited
- GE Vernova Global Services GmbH, UK Branch
- GE Vernova Energy Services (UK) Limited
- GE Energy (UK) Limited
- GE Grid Solutions (UK) Limited
- GE Energy Power Conversion UK Limited
- FieldCore Service Solutions International LLC (UK)
- GE Vernova Electrification Software UK Limited

# Human Rights Documents and Policies

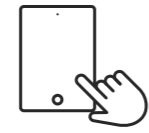


## **GE Vernova's Human Rights Principles**



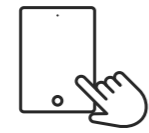
## **GE Vernova's Code of Conduct**

- Human Rights Policy – full policy for internal use only
- Respectful Workplace Policy – full policy for internal use only
- Environment, Health and Safety – full policy for internal use only
- Open Reporting Policy – full policy for internal use only

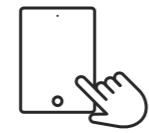


## **Supplier Integrity Guide – GE Vernova's Supplier Code of Conduct**

- GE Vernova's Human Rights Enterprise Standard – standard available for internal use only
- GE Vernova's Conflict Minerals Guidelines – guidelines available for internal use only



## **GE Vernova's Conflict Mineral Report**



## **GE Vernova's Responsible Material Sourcing Principles**