Whirlpool CORPORATION

2025 CORPORATE RESPONSIBILITY **TECHNICAL REPORT**

Table of Contents

1 Who We Are

2 Whirlpool Purpose & Corporate Responsibility Strategy

3 Material Topics & Stakeholder Engagement

5 How We Govern Corporate Responsibility

6 Our Products

6 Resource Efficiency
7 Materials Use
8 Product Durability
8 Second Life
9 End of Life
9 Product Safety

10 Responsible Sourcing

10 Supplier Engagement
12 Conflict Minerals Management
12 Supply Chain Emissions

13 Our Operations

13 Energy & Emissions
15 Water
16 Waste
17 Biodiversity
17 Occupational Health & Safety

19 Our People & Communities

19 Employee Experience
26 Community Impact

27 Governance

27 Risk Management
27 Ethics, Integrity & Compliance
28 Cybersecurity & Data Privacy

29 Appendix

29 About This Report
30 Our Emissions Reduction Targets
31 GRI Index
38 SASB Index
39 UN SDGs Index
41 Forward-Looking Statements

Approach to Reporting

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

In 2025, we launched the Corporate Responsibility Resource Center, a hub for information on Whirlpool Corporation's environmental, social and governance efforts. Our recent stories of progress and updates on goals and targets are captured in this 2025 Technical Report and the 2025 Impact Report.

Who We Are

Whirlpool Corporation (NYSE: WHR) is a leading home appliance company, in constant pursuit of improving life at home. As the only major U.S.-based manufacturer of kitchen and laundry appliances, the company is driving meaningful innovation to meet the evolving needs of consumers through its iconic brand portfolio, including *Whirlpool, KitchenAid, JennAir, Maytag, Amana, Brastemp, Consul* and *InSinkErator*. In 2025, the company reported approximately $16 billion in annual net sales — close to 90% of which were in the Americas — 41,000 employees and 35 manufacturing and technology research centers. Additional information about the company can be found at WhirlpoolCorp.com.

Find the full list of our awards and recognitions and learn more about our industry-leading approach on our Corporate Responsibility Resource Center.

OUR VISION

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

OUR MISSION

Earn trust and create demand.

OUR VALUES

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

$15.5B

Annual Sales

41,000

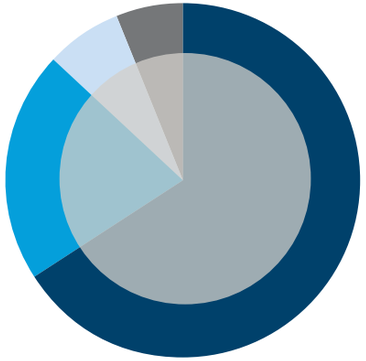
Employees

35

Manufacturing and Technology Centers

SALES BY CATEGORY

- **31%** Refrigeration
- **24%** Cooking Appliances
- **28%** Laundry Appliances
- **17%** Dishwashing and Other



SALES BY SEGMENT

- **66%** Major Domestic Appliances **North America**
- **7%** Small Domestic Appliances **Global**
- **21%** Major Domestic Appliances **Latin America**
- **6%** Major Domestic Appliances **Other**

Whirlpool Purpose & Corporate Responsibility Strategy

From the founding of Whirlpool Corporation in 1911, we have lived by our vision to improve life at home. Guided by our core values, we work to develop innovative products that improve consumers' lives, lessen environmental impact, and support our employees and communities, all while delivering value for our shareholders.

Our corporate responsibility strategy is integral to our strategic imperatives and operating priorities.

"Realizing a more sustainable world is not just about setting ambitious targets. It's about taking action to achieve them. We are always looking for opportunities to drive change through our products and operations, in the way we work with process partners and for the people we serve."

BEAT STOCKER
Senior Director of Global Sustainability
Whirlpool Corporation

IMPROVING LIFE AT HOME WITH OUR:

PRODUCTS

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

PLANTS & OPERATIONS

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

PEOPLE & COMMUNITIES

We value diverse ideas and perspectives, and strive to support our employees and communities.

GOVERNANCE

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

Material Topics & Stakeholder Engagement

Through our Corporate Responsibility structure, we monitor industry trends, regulatory developments, and emerging risks and opportunities. We formally assess environmental, social and governance topics via an annual Enterprise Risk Assessment survey and engage stakeholders to understand and address risks and impacts.

In 2024, we collaborated with a third-party consultant to develop a double materiality assessment. The findings from this assessment were thoroughly reviewed against our previously identified corporate responsibility-related material topics. Following an extensive process in which we benchmarked industry best practices, examined peer companies and gathered insights through surveys and interviews with subject matter experts, we have refined and updated our official reporting topics. We have defined the following as our material topics, aligned with corresponding UN SDGs:

GOVERNANCE			
Material Topic[1,2]	Definition	Corresponding SDGs	Learn More
Corporate Governance & Ethics	The system of rules, practices and processes by which our Board, executive leadership and senior committees oversee corporate responsibility and principled ethical conduct.	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	How We Govern Corporate Responsibility
Risk Management & Resilience	Identifying, assessing and mitigating any internal and external risks, through a process overseen by our Board and senior leadership to support organizational resilience.	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE; 13 CLIMATE ACTION	How We Govern Corporate Responsibility
Cybersecurity & Data Privacy	Protecting our digital systems, network and information from unauthorized access or misuse through a robust governance framework overseen by our Board and in compliance with major global privacy laws.	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Governance > Cybersecurity & Data Privacy

ENVIRONMENT			
Material Topic[1,2]	Definition	Corresponding SDGs	Learn More
Materials Use	The commitment to thoughtfully select materials that support product performance, safety, and reliability while maintaining high quality standards.	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Our Products > Materials Use
Product Safety & Quality	Proactively mitigating consumer safety hazards and delivering the best consumer experience of quality and user satisfaction.	3 GOOD HEALTH AND WELL-BEING; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Our Products > Product Safety Our Products > Product Durability
Responsible Sourcing	Aligning purchasing practices with Whirlpool Corporation's overall environmental, social and governance strategy to enable sustainability through our supply base.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION; 17 PARTNERSHIPS FOR THE GOALS	Responsible Sourcing
End of Life Responsibility	Management of environmental impacts for our appliances and packaging once reuse and refurbishment options are exhausted.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Our Products > Second Life Our Products > End of Life
Energy & Emissions	Management of energy consumption and greenhouse gas (GHG) emissions in our operations, products in use and full value chain.	7 AFFORDABLE AND CLEAN ENERGY; 13 CLIMATE ACTION	Our Products > Resource Efficiency > Energy & Emissions Our Operations > Energy & Emissions Responsible Sourcing > Supply Chain Emissions
Innovation & Design for Sustainability	Designing products with the needs of consumers and the planet in mind, to reduce reliance on nonrenewable resources, lower carbon and water footprint, and maintain standards of excellence for quality and performance.	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Our Products

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

[2] In certain areas, Whirlpool Corporation chooses to report on topics beyond those identified as material. For more information, please refer to the Forward-Looking Statements section of this report.

PEOPLE & COMMUNITIES			
Material Topic[1,2]	Definition	Corresponding SDGs	Learn More
Occupational Health & Safety	Managing and preventing workplace hazards, injuries and illnesses for our employees, contractors and visitors to our sites.	3 GOOD HEALTH AND WELL-BEING; 8 DECENT WORK AND ECONOMIC GROWTH	Our Operations > Occupational Health & Safety
Human Rights	Upholding high standards of human rights and ethics across our operations and ensuring our suppliers do the same.	8 DECENT WORK AND ECONOMIC GROWTH; 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Responsible Sourcing Our People & Communities
Labor Rights	Operating in full compliance with labor and employment laws and regulations in each of our locations worldwide.	8 DECENT WORK AND ECONOMIC GROWTH; 10 REDUCED INEQUALITIES	Our People & Communities > Employee Experience
Pay & Equal Remuneration	Providing competitive total compensation opportunities that prioritize fairness and a true pay-for-performance approach.	5 GENDER EQUALITY; 8 DECENT WORK AND ECONOMIC GROWTH; 10 REDUCED INEQUALITIES	Our People & Communities > Employee Experience
Employee Engagement & Workplace Culture	Promoting engagement and connection so that employees feel valued and empowered at work, through employee resource groups (ERGs), listening sessions and our belonging-driven culture.	8 DECENT WORK AND ECONOMIC GROWTH; 10 REDUCED INEQUALITIES	Our People & Communities > Employee Experience
Training & Development	Providing access to upskilling, mentoring and career growth opportunities to help all employees build skills, capabilities and career pathways.	4 QUALITY EDUCATION; 8 DECENT WORK AND ECONOMIC GROWTH	Our People & Communities > Employee Experience

MATERIALITY ASSESSMENT APPROACH

Assess Corporate Responsibility Topics

Gather input from company materials, global standards, frameworks and regulations, peer and industry leader reports and our external advisors.

Obtain Feedback & Prioritize

Conduct internal and external stakeholder interviews and surveys to narrow topics based on our ability to drive impact and the influence of the issues on our business value.

Review & Finalize

Validate prioritization with functional and regional leadership and subject matter experts. Secure senior leadership and Executive Committee approval.

Engage Continuously

Regularly assess emerging issues and shifts in prioritization with ESG Task Force and Council, including through annual senior leadership approval of corporate responsibility priorities.

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

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How We Govern Corporate Responsibility

Whirlpool Corporation's governance of corporate responsibility is linked to the oversight of our business. Our Board of Directors operates pursuant to Corporate Governance Guidelines, which provide that the Board will periodically review the company's environmental, social and governance policies, initiatives and objectives. This approach enables us to address emerging issues and respond to the evolving needs of our stakeholders.

In addition to the Board of Directors, our leadership teams — including Executive Committee members and the ESG Council — share oversight. The ESG Council, composed of senior leaders from key operational and corporate functions, focuses on strategic priorities for relevant corporate responsibility issues. There is additional oversight at the management and functional levels, including the ESG Taskforce, comprised of subject matter experts who support the execution and reporting of key corporate responsibility initiatives.

Learn more about our Corporate Policies on our website.

Our Corporate Responsibility Oversight

Board of Directors

- Oversees the integration of corporate responsibility principles throughout Whirlpool Corporation
- Reviews annual updates on corporate responsibility strategy and key long-term sustainability initiatives
- Oversees enterprise risk management (ERM)

Board Committees

- Audit Committee: Monitors ethics and compliance risks
- Corporate Governance and Nominating Committee: Monitors governance trends and shareholder feedback
- Human Resources Committee: Reviews human capital management metrics
- Finance Committee: Reviews transactions related to sustainability strategy

CEO/Executive Committee

- Sets strategic corporate responsibility priorities for Whirlpool Corporation
- Sponsors the ESG Council

ESG Council

- Composed of senior leaders from key operational and corporate functions
- Evaluates, provides guidance and supports alignment of corporate responsibility priorities to business strategic imperatives
- Sponsors the ESG Task Force

ESG Task Force

- Responsible for planning, communication, education, prioritization and reporting around key sustainability matters and for monitoring emerging corporate responsibility trends
- Ensures top-down and bottom-up alignment between business units, enterprise functions and the global corporate responsibility strategy

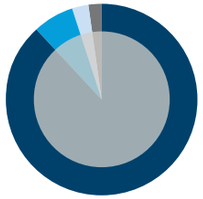
Our Products

We are committed to developing and producing high-performing appliances at affordable prices while reducing energy and water consumption and enhancing durability and recyclability. This focus allows us to create innovative, reliable and efficient appliances that benefit both consumers and the planet.

We use Life Cycle Assessments (LCAs) to analyze the environmental impacts of our products across all stages: materials, transportation, manufacturing, use and end of life (EOL). We have performed numerous LCAs spanning our product portfolio, conducting at least one representative full or simplified LCA for more than half of our product platforms, including *KitchenAid* small appliances.

To learn more about our approach to product development, visit the Corporate Responsibility Resource Center.

DISTRIBUTION OF INDIRECT EMISSIONS ACROSS THE VALUE CHAIN[1]



- **88%** Scope 3, Category 11 Use of Sold Products
- **7%** Scope 3, Category 1 Purchased Goods & Services
- **3%** Scope 3, Category 4 Upstream Transportation & Distribution
- **2%** Other Categories

[1] Emissions profile based on full-year 2024 data.

Resource Efficiency

Energy & Emissions

Whirlpool Corporation quantifies and manages all Scope 3 emissions, prioritizing those from the Use of Sold Products (Category 11), given the significant impact of product energy consumption throughout the product life cycle. Our core strategy aims to enhance product energy efficiency through innovation and design.

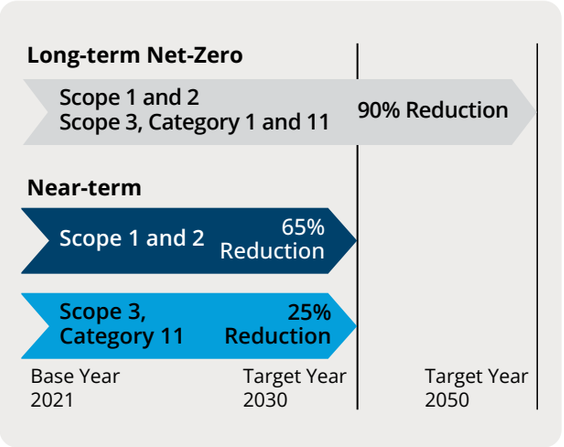
Goals & Targets

In 2025, we evaluated and refreshed our near-term Scope 3, Category 11 emissions target, and obtained approval by the Science Based Targets initiative (SBTi).

(Previous) 2020 SBT: Reduce absolute Scope 3 GHG emissions from use of sold products by 20% by 2030 from a 2016 base year.

(Updated) 2025 SBT: Reduce absolute Scope 3 GHG emissions from use of sold products by 25% by 2030 from a 2021 base year.

Concurrently, we established a long-term net-zero science-based target that was also validated by the SBTi, setting forth ambitious goals to reduce environmental impact.

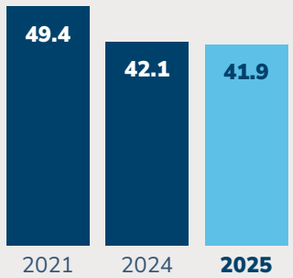


Scope 3, Category 11 Progress

Having successfully renewed and increased our ambition in 2025 through the approval of a refreshed Scope 3, Category 11 SBTi target, we have already achieved a 15% reduction against our 2021 base year. This progress demonstrates a sustained trajectory toward our new goal of a 25% reduction by 2030.

SCOPE 3, CATEGORY 11 EMISSIONS

(MT CO2eq in millions)



In 2025, key product launches that support our emissions-reduction target include new energy-efficient refrigerators in Brazil and an expanded ENERGY STAR® dishwasher lineup in North America Region (NAR). Learn more about these and other product launches and developments in our 2025 Impact Report.

Water

We actively work to minimize our product water footprint by developing innovative, efficient appliances and promoting responsible water usage among consumers.

Many of our washers support water savings through features such as Auto Sensing, Eco Mode and water reuse cycles. A wide range of Whirlpool products are also listed in the GetWaterSmart Product Directory, North America's first single-location listing of certified water-efficient products.

In 2025, key product launches that support our water-reduction efforts include new water-efficient washers in Latin America Region (LAR), an expanded ENERGY STAR dishwasher lineup in NAR and front-load washers with AI in LAR. Learn more about these and other product launches and developments in our 2025 Impact Report.

GHG Emissions[1,2,3]	2023	2024	2025
Scope 3, Category 11 — Use of Sold Products (metric tons of CO2eq)		42,124,150	**41,877,204**

Materials Use

We thoughtfully select materials to support product performance, safety, reliability and our high standards for quality. Additionally, we adhere to current industry compliance standards and disclose what types of materials are restricted to a given component.

Recycled Content Use

In select products, we have replaced virgin plastic materials with post-consumer resin and use recycled steel. We continue to research opportunities to increase recycled materials in our products while maintaining our performance, quality and safety standards.

Restricted Materials

We share a Restricted Materials List (RML) with our suppliers to help ensure that our products comply with various regulations relating to the use of chemicals, materials and other substances. Our policies and materials guidance is reviewed and updated yearly to reflect new restrictions and consumer requirements.

Suppliers play a pivotal role in our efforts, and we focus on equipping them with the tools and capabilities needed to increase and accelerate disclosure. We use surveys and other means to assess their performance and alignment with our standards and policies. All new parts are submitted to this process, and we often revise our assessment of legacy parts as new materials and substances of concern are added to the RML.

Conflict Minerals

Whirlpool has developed a conflict mineral due diligence framework that conforms to the nationally and internationally recognized framework developed by the Organisation for Economic Cooperation and Development (OECD). We rely on first-tier suppliers and collaborative initiatives, such as the Responsible Minerals Initiative and its Responsible Minerals Assurance Process, which uses independent third-party audits to identify conformant smelters and refiners to provide information regarding the origin of 3TG minerals: tin, tantalum, tungsten and gold. Our goal is to continue to improve supply

[1] Scope 3, Category 11 emissions reporting boundary includes appliances from the Air Treatment, Cooking, Dishwasher, Laundry and Refrigeration product categories sold within the Major Domestic Appliances (MDA) North America, MDA Latin America and MDA Asia business segments under Whirlpool Corporation's brands, with the exclusion of *InSinkErator* products. The boundary also excludes the Whirlpool Small Domestic Appliances (SDA) Global segment and products manufactured and sold for third parties (i.e., not under a *Whirlpool* brand). Whirlpool Corporation references the following emission factors in the Scope 3 emissions calculation: US Environmental Protection Agency (EPA) Emission Factors for Greenhouse Gas Inventories and International Energy Agency (IEA) Emission Factors and Brazilian Greenhouse Gas Protocol.

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

[3] Emissions data incorporates reporting boundary adjustments resulting from the divestiture of our Europe, Middle East and Africa (EMEA) business and expanded footprint coverage aligned with our new emissions targets. Historical data has been revised to reflect these adjustments, as well as the correction of immaterial errors in 2021 and a restatement in 2024 to correct an error related to the inclusion of certain internal shipments, which resulted in an overstatement of previously reported 2024 emissions by approximately 3.5M mt CO2eq. Revised amounts have not been subject to assurance.

chain transparency and further mitigate the risk that 3TG minerals in our products might benefit armed groups.

Packaging

Whirlpool Corporation seeks ways to replace non-recyclable packaging and other disposable materials with more sustainable solutions. We are actively exploring alternatives to traditional plastic packaging and have identified opportunities to replace foam and film with more recyclable materials, without compromising product performance. In our consumables business, we are working to replace plastic packaging with paper-based and other recyclable options.

Product Durability

Our product design approach prioritizes quality, reliability and repairability, supporting efficiency and maximizing sustainability throughout the product lifespan. This includes a Product Leadership Scorecard that evaluates quality, user satisfaction and value from a consumer perspective. Quality is embedded throughout the development process via our Quality Principles, the Project Maturity Workbook and dedicated Quality Teams integrated into project execution. Furthermore, our focus on repairability and spare parts availability is central to our commitment to circularity, with the goal of extending product life by making them easy to fix. We support this commitment by providing spare parts for major appliances and most small appliances for at least seven years in NAR and 10 years in Europe and LAR, alongside continually increasing the accessibility of documentation, tools, diagnostics, service parts and firmware to anyone wishing to repair and lengthen the lifespan of their products.

In 2025, key achievements that reflect the durability of our products include receiving the LONGTIME® label for *KitchenAid* stand mixers and automatic espresso machines. Learn more about key product achievements in our 2025 Impact Report.

To learn more about our approach to product durability, visit the Corporate Responsibility Resource Center.

Second Life

Through our Enterprise Circularity program, we have developed a prioritized strategy for assessing products to potentially extend life and to properly handle products at the end of their initial useful life.

To extend the useful life of products, we operate several refurbishment programs globally — in collaboration with logistics providers or independently — where we repair and refurbish products, grading them according to the criticality of the issues and what's required to repair, test and restore to like-new condition. These refurbished items are then resold or donated to nonprofits through initiatives like our Feel Good Fridge program in the U.S.

Our *KitchenAid* Small Appliance Operations facility in Greenville, Ohio, inspects, repairs and refurbishes returns from the U.S. and Canada. Select *KitchenAid* small appliances that meet the certified refurbished program standards are available for consumers to purchase on KitchenAid.com.

For major appliances, including select washers, dryers and refrigerators, we launched a Certified-Refurbished pilot program in the U.S. These certified-refurbished appliances are returned products that have been thoroughly inspected, restored and tested to perform like new, and are sold on our brand websites.

In Brazil, we also operate the Second-Hand ("Seminovos") program for refrigeration and laundry categories, which restores and revitalizes post-consumer appliances and returns them to the market with assured quality. This program supports circularity while expanding access to high-performance appliances at more affordable price points. These refurbished products are sold through our Compra Certa website.

Progress & Metrics

Global Refurbishment Centers	2023	2024	2025
Total Returned Products[1,2]	410,803	618,925	**765,102**
Total Refurbished Products[1,2]	251,931	390,076	**369,080**
Returned Products Refurbished[1,2]	61%	63%	**48%**
Products Donated to Philanthropic Programs[3]			**6,185**

[1] The reported metrics for returned and refurbished products include major appliances from our key operating segments in the U.S., Brazil, Argentina, Colombia, Mexico, Canada and India. Additionally, the boundary includes small appliances from the U.S. and Belgium.
[2] Reflects all appliances flowing through the warehousing network (e.g., trade partner returns, haul-away units) that require processing, grading or certification. "A-Grade" appliances returned directly to inventory without intervention are not counted in refurbishment totals.
[3] Data for donated products was not reported prior to 2025.

End of Life

When it's not possible or no longer environmentally sustainable to extend the useful life of an appliance, we work to recover as many parts and components from the unit as we can to maximize retained value and recovery of resources. Once reuse options are exhausted, appliances are disposed of responsibly and in line with all local, regional and national regulations whenever applicable.

For countries with an Extended Producer Responsibility (EPR) policy in place, we work with partners and/or producer responsibility organizations (PROs) to comply with regional EOL targets. In regions without EOL regulations and policies, we aim to promote responsible collection and treatment of disposed appliances through our strategic relationships with recyclers and third-party logistics providers as well as our extensive warehousing network.

To manage compliance and improve oversight of waste management processes, we have a Recycling Service Agreement with our vendors, requiring compliance with local laws and regulations for proper waste management and providing procedural guidelines to properly identify and process hazardous components. We also require suppliers and subcontractors to follow the Basel Convention, which bans the exportation of e-waste from OECD countries to non-OECD countries, except for signatory nations.

Across the Latin America region, Whirlpool Corporation operates Take Back Systems in Brazil, Colombia, Costa Rica, Ecuador, Mexico City and Peru, promoting compliance with local EPR regulations and responsible EOL management for appliances of any brand.

In Brazil, Whirlpool was the first appliance company to implement an individual take back system. The program offers free home collection nationwide for appliances and electronics of any brand weighing more than 30 kilograms, including refrigerators, washing machines, dryers and ranges. It also facilitates recovery of small electronics and appliances by connecting consumers with more than 17,000 collection points across Brazil, free of charge.

111,000+

tons electronic waste treated through Whirlpool Corporation's Take Back System (September 2023-December 2025)

To learn more about Brazil's Individual Take Back System, visit the Corporate Responsibility Resource Center.

Product Safety

Whirlpool maintains a comprehensive product safety system designed for prevention and focused on identifying, evaluating and mitigating potential hazards that could impact consumer safety.

Key elements of the system include:

- **Design & testing:** New products launched for sale to consumers are evaluated in the company's own engineering test laboratories against internal and external safety standards. All new products are tested and certified by a third-party laboratory.
- **Oversight & training:** To help employees across functional areas meet expectations for product safety, we offer various training and competency programs. In our product development functions, we require each employee to achieve a targeted level of tools and methods proficiency, based on their level in the organization. In our manufacturing function, Whirlpool employees are trained on the importance of process control and critical parameter management to promote the highest standards of quality and product safety.
- **Independent audit program:** Whirlpool maintains an established, independent audit program dedicated to validating our product safety operations. This continuous program provides a vital review of our systems, fostering disciplined execution and identifying necessary corrective actions with fresh eyes.
- **Monitoring:** We have established procedures for monitoring consumer complaints that could indicate a potential product safety risk. Whirlpool publicly discloses any recalls we choose to initiate, with procedures in place to manage recall operations and crisis management.
- **Industry collaboration:** The company participates in industry technical committees to elevate external safety standards that protect consumers and advance product safety across the industry.

Progress & Metrics

In 2025, 174 employees participated in industry technical committees, and 13 employees led committees with insight, data and expertise. We are taking decisive actions to sharpen our involvement and leadership in these efforts in coming years.

Zero

recalls issued in 2025

For more information on our product safety metrics, please review the SASB Index.

Responsible Sourcing

Through our responsible sourcing strategy, we work to align purchasing practices with Whirlpool Corporation's overall corporate responsibility strategy, promote compliance and enable sustainability through our supply base. We provide mandatory training for our buyers to reinforce their role in supplier adherence to our requirements.

Supplier Engagement

We maintain rigorous sourcing standards to promote human rights and the responsible production of materials and components. Our due diligence process follows a clear, cascading framework, designed for systematic risk management and continuous improvement:

- **Establish standards:** Our Supplier Code of Conduct (SCoC) is the foundational document we use to help ensure that third-party providers align with our Enduring Values and compliance requirements. All of our suppliers are required to maintain their compliance with our SCoC.
- **Supplier screening:** To understand a supplier's ESG and business risks, Whirlpool conducts a screening process that assesses both the supplier's strategic dependence and its potential ESG risk profile. We follow up this assessment with continuous due diligence carried out through four main initiatives: third-party due diligence, SCoC audits, sustainability assessments and conflict minerals tracking.
  - All new suppliers are screened for anti-bribery and corruption compliance. SCoC audits are also conducted for all new/potential raw material, components and finished goods suppliers being considered for work and cover environmental, social and governance criteria. Conflict minerals tracking is conducted considering risk factors such as commodity-specific risks.
  - We maintain continuous monitoring for all existing suppliers via our third-party due diligence tool. We also use risk assessment criteria, including country-specific risks, to prioritize the frequency and cadence of audits and screenings across our supply base.
- **Mitigate risk:** This systematic approach enables us to quickly identify and provide remedial support if any compliance issue arises, thereby actively governing responsible sourcing and mitigating supply chain risk. Suppliers with identified findings are encouraged to remediate them and implement agreed-upon corrective action plans within nine months to permanently address the concerns. Suppliers unable to meet these requirements are removed from potential sourcing opportunities until requirements are met.
- **Enhance performance:** In collaboration with EcoVadis, we assess the overall sustainability performance of our suppliers, learning more about their environmental, social and ethical business practices. We leverage these assessments to evaluate labor, human rights and supply chain practices, especially in high-risk areas, and to gauge actions related to carbon emissions management. We provide suppliers with educational and capability-building opportunities to drive improvement in targeted areas.
- **Prioritize strategic development:** Our approach is centered in strategic supplier discovery, actively seeking out and onboarding new, diverse and innovative partners. We employ inclusive procurement practices to significantly widen the pool of potential suppliers, thereby promoting healthy competition and driving superior business results. Beyond merely expanding our network, we invest in robust internal training and development initiatives that build a resilient, diverse supplier pipeline. This helps ensure our sourcing processes not only provide opportunities to expand our network but cultivate innovation, enhance supply chain resilience and maximize our positive social and economic impact.

Goals & Targets

Third-party due diligence screenings:

- Screen 100% of existing, new and potential suppliers
- Review 100% of high-risk due diligence findings and establish action plans for resolution or risk mitigation

SCoC audits:

- Audit 100% of new raw material, components and finished goods suppliers
- Re-audit existing suppliers based on risk assessment prioritization and results of previous audits

Responsible Sourcing Metrics[1,2]

Supplier Information and Supplier Screening	2023	2024	2025
Tier 1 suppliers		1,336	**1,187**
Significant suppliers in tier 1		716	**668**
Share of total procurement spent (%) with critical tier 1 suppliers		75%	**76%**
Significant non-tier 1 suppliers		60	**49**

Supplier Assessment	2023	2024	2025
Target for total number of suppliers to be audited (via desk/on-site)		330	**345**
Total number of suppliers assessed		373	**353**
Total significant assessed		267	**239**
Percent of significant suppliers assessed		37%	**36%**
Total new/potential assessment[3]		106	**114**

Supplier Assessment Results	2023	2024	2025
Percent of total significant suppliers identified as having significant actual and potential negative social impacts		1.4%	**0.8%**
Percent of total significant suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment		40%	**100%**
Percent of total significant suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment		0%	**0%**
Percent of total significant suppliers identified as having significant actual and potential negative environmental impacts		2.9%	**2.8%**
Percent of total significant suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment		95%	**100%**
Percent of total significant suppliers identified as having significant actual and potential negative environment impacts with which relationships were terminated as a result of assessment		0%	**0%**

[1] The reporting boundary of the responsible sourcing metrics includes direct suppliers of Whirlpool global operations at December 31, 2025.

[2] In 2025, Whirlpool Corporation updated its responsible sourcing metrics methodology to better align with the GRI standards and industry benchmarks. To ensure year-over-year comparability within this report, 2024 metrics have been adjusted using these revised definitions. Consequently, these figures will differ from the data published in previous sustainability reports. Due to limitations in historical data capture, 2023 metrics are unavailable under the revised methodology.

[3] Data in this row reflects pre-qualification due diligence conducted prior to formal engagement. Suppliers in this category are therefore excluded from the "Significant Supplier" count.

Conflict Minerals Management

We actively engage with suppliers to confirm that they adhere to our Conflict Minerals Policy, including through an annual review of our supply base. Through this review, we communicate with vendors that may handle 3TG minerals to better understand their individual practices and exposure to known areas of concern. We include conflict minerals tracking programs alongside our SCoC auditing and third-party due diligence screening to support compliance.

Progress

In our most recent campaign (which occurred in 2025 to collect calendar year 2024 data) we surveyed more than 884 suppliers of metal and metal components, and 74% of our in-scope suppliers responded with Conflict Minerals Reporting Template declarations, representing a growth of 9% versus the previous reporting cycle.

For more information, please refer to the Supply Chain Transparency section on our corporate website.

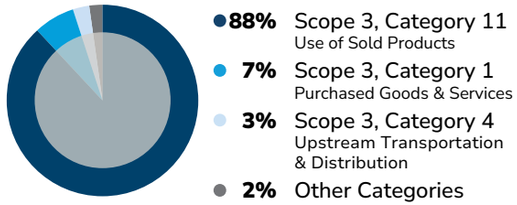
Supply Chain Emissions

Emissions from Purchased Goods & Services

With support from EcoVadis, in 2024 we took a significant initial step forward by initiating the collection of Scope 1 and 2 emissions data from our suppliers. We saw a strong response in the first year of this initiative, obtaining data covering more than half of our estimated direct supplier emissions. In 2025, we expanded our coverage to approximately 70% of estimated direct supplier emissions. Simultaneously, we focused on improving data reliability, including by providing direct feedback to EcoVadis for their reliability indicator development. To support new reporters, we also created a supplier capability-building playbook of resources for collecting and reporting operational emissions.

We are also working with *Salesforce* Agentforce Net Zero, also known as Net Zero Cloud, a software solution that centralizes our company's entire Scope 3 GHG inventory, to integrate supplier-specific emissions data directly into the platform. We aim to replace initial Category 1 (Purchased Goods and Services) spend-based calculations with a more precise hybrid calculation approach. This initiative establishes the basis required to develop targeted emissions-reduction strategies and support our newly SBTi-approved Net Zero target, encompassing a 90% absolute reduction across our value chain by 2050, including Scope 3, Category 1 (Purchased Goods and Services) and Category 11 (Use of Sold Products).

DISTRIBUTION OF INDIRECT EMISSIONS ACROSS THE VALUE CHAIN[1]



Emissions from Upstream Transportation & Distribution

Whirlpool is a proud and recognized SmartWay Partner with the U.S. Environmental Protection Agency (EPA), an honor we have held for several years, recognizing our commitment to improving freight efficiency and contributing to cleaner air. To ensure high standards, all carriers awarded contracts for ground and expedited transport in the U.S. must be SmartWay certified. This commitment means our transportation network is composed of providers who meet the EPA's rigorous standards for environmental performance and operational efficiency. We actively prioritize energy-efficient freight modes, utilizing intermodal (rail) transportation, where feasible, for shipments from our major manufacturing sites. Furthermore, we leverage advanced tools to benchmark the contract freight market, identify market density opportunities and reduce backhaul (empty) miles by seeking relationships with other shippers.

[1] Emissions profile based on full-year 2024 data.

Our Operations

Whirlpool Corporation's "We Care" Environment, Health, Safety & Sustainable (EHSS) Operations Management System is guided by our We Care Policy & Standards Manual. Aligned to International Organization for Standardization (ISO) 14001:2015 and 45001:2018, this operating framework clearly defines our company EHSS requirements.

Whirlpool Corporation also employs the World Class Manufacturing (WCM) methodology, which serves as the operational system for improving safety, productivity and quality. WCM supports sustainability by focusing on reducing waste and losses within production systems.

To learn more about our approach for sustainable operations, visit the Corporate Responsibility Resource Center.

Management System Certifications[1]	2023	2024	2025
Manufacturing Sites ISO 14001 Certified	35%	50%	**40%[2]**
Manufacturing Sites ISO 45001 Certified	69%	50%	**40%[2]**
Manufacturing Sites ISO 9001 Certified[3]			**50%**

Energy & Emissions

Our strategy for decarbonization is defined by a clear cascading hierarchy of action that prioritizes reduction at the source, moving to neutralization only as a last resort. Through our four-point decarbonization plan, we work to:

1. Reduce energy usage through both WCM efficiency projects and facility retrofits
2. Expand renewables with the goal of implementing 100% renewable energy for electricity consumption
3. Electrify and replace fossil fuels (with hydrogen, bio-gas or other) everywhere possible to reduce Scope 1 emissions
4. Invest in a portfolio of high-quality carbon credits to neutralize residual emissions

Learn more about our overall approach to decarbonization on our Corporate Responsibility Resource Center.

Goals & Targets

In 2003, Whirlpool was the first appliance manufacturer to set an emissions-reduction target. We have continued to make significant progress toward reducing our emissions each year.

In 2025, we successfully evaluated, refreshed and received validation from the SBTi for new near-term Scope 1 and 2 targets.

- **(Previous) 2020 SBT:** Reduce absolute Scope 1 and 2 GHG location-based emissions by 50% by 2030 from a 2016 base year.
- **(Updated) 2025 SBT:** Reduce absolute Scope 1 and 2 GHG market-based emissions by 65% by 2030 from a 2021 base year.

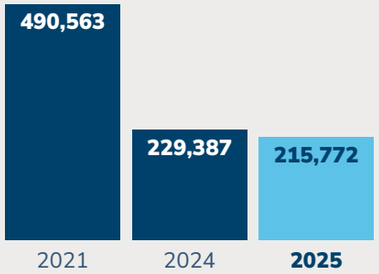
Concurrently, we established a long-term net-zero science-based target that was also validated by the SBTi, setting forth ambitious goals to reduce environmental impact.

Progress & Metrics

Whirlpool has significantly reduced total absolute Scope 1 and 2 emissions from our original 2016 base year, and we plan to keep this strong momentum as we begin working toward the newly established 65% reduction target by 2030. In 2025, we reduced Scope 1 and 2 emissions by 6% compared to 2024, bringing our total reduction to more than 55% against our 2021 base year.

SCOPE 1 AND 2 MARKET-BASED EMISSIONS

(MT CO2eq)



Learn more about our 2025 emissions-reduction efforts in the Impact Report.

[1] The reporting boundary of the metric includes 100% of global manufacturing facilities owned by Whirlpool at December 31, 2025.
[2] The year-over-year percentage decrease in ISO 14001 and ISO 45001 certifications is attributable to the divestiture of our India operations, which included three certified facilities.
[3] Data for ISO 9001 certification was not historically collected prior to 2025.

GHG Emissions[1,2]	2023	2024	2025
Scope 1 (Metric tons of CO2eq)[3]		142,782	**145,654**
Scope 2 Location Based (Metric tons of CO2eq)[4]		266,408	**262,171**
Scope 2 Market Based (Metric tons of CO2eq)[4]		86,605	**70,118**
Scopes 1 & 2 Location Based (Metric tons of CO2eq)		409,190	**407,825**
Scopes 1 & 2 Market Based (Metric tons of CO2eq)		229,387	**215,772**
Scopes 1 & 2 Location Based Intensity (Metric tons of CO2eq/product)[5]		0.0132	**0.0137**
Scopes 1 & 2 Market Based Intensity (Metric tons of CO2eq/product)[5]		0.0074	**0.0073**

Energy[1,2]	2023	2024	2025
Total Energy Consumption (Gigajoules)		5,417,473	**5,563,558**
Energy Intensity (Megajoules/product)[5]		175.2	**187.0**
Energy from Renewable Sources (Gigajoules)		2,094,094	**2,305,674**
% of Total Energy Obtained From Renewable Sources		39.0%	**41.4%**

[1] The reporting boundary of the Subject Matter within the schedule was calculated and disclosed using World Resources Institute (WRI)/ World Business Council for Sustainable Development's (WBCSD) The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (GHG Protocol) and WRI WBCSD GHG Protocol Scope 2 Guidance: An Amendment to the GHG Protocol Corporate Standard. These values include emissions from distribution centers under 75,000 sq. ft. and offices under 20,000 sq. ft. These sources have been quantified as immaterial to the total footprint and have been excluded from the boundary of our science based target.

[2] Our energy and emissions data incorporates reporting boundary adjustments following the divestiture of our EMEA business and expanded footprint coverage aligned with our new emissions targets. Historical data has been revised to reflect these adjustments and correct immaterial errors. Revised amounts have not been subject to assurance.

[3] Scope 1 emissions capture emissions from gasoline, diesel, propane, liquified petroleum gas, aviation fuel and natural gas at the facilities within the reporting boundary. Whirlpool references the following emission factors in the Scope 1 emissions calculation: Brazilian Greenhouse Gas Protocol and US EPA Emission Factors for Greenhouse Gas Inventories.

[4] Scope 2 emissions capture electricity energy consumption at the facilities within the reporting boundary. Whirlpool references the following emission factors in the Scope 2 emissions calculation: Brazilian Greenhouse Gas Protocol, US EPA Emission Factors for Greenhouse Gas Inventories, US EPA Emissions & Generation Resource Integrated Database (eGRID) emission factors and IEA Emission Factors.

[5] Intensity metrics are calculated as total energy or emissions divided by the total number of units of major appliances produced during the reporting period.

Water

Across our operations, our water management strategy is guided by a commitment to water stewardship and continuous improvement.

To manage water effectively and mitigate risk, we:

- **Monitor water intake,** including from municipal sources, surface water, groundwater extraction and rainwater harvesting. We also monitor water discharge and the volume of water reused after treatment.
- **Leverage WCM Environmental pillar:** We identify all of our environmental aspects and impacts and utilize risk ranking and cost analysis tools to prioritize and address those with the greatest impact.
- **Assess current and future water risks** across our different manufacturing locations, leveraging the World Resources Institute's (WRI) Aqueduct tool for analysis.
- **Prioritize water use reduction** at sites located in water-stressed regions, such as our facilities in Mexico.

Goals & Targets

Whirlpool is a signatory to the CEO Water Mandate under the United Nations Global Compact. As an endorsing company, we committed to taking action across six key areas, including direct operations. We are committed to reducing water intensity by 1% year-over-year globally, with a 3% reduction in water-stressed regions.

In the last three years, we have reduced water intake by more than 15% per product produced in our Mexico plants, which are located in water-stressed regions.

To learn more about our initiatives to reduce water intensity, see our Corporate Responsibility Resource Center.

Learn more about our 2025 water reduction efforts in the Impact Report.

Progress & Metrics

TOTAL WATER WITHDRAWAL, DISCHARGE AND CONSUMPTION FROM ALL REGIONS[1,2]

Water Withdrawal By Source(m3)	2023	2024	2025
Third-Party Water	1,669	1,582	**1,704**
Groundwater	730	702	**625**
Surface Water	130	139	**136**
Total Water Withdrawal	2,529	2,422	**2,465**
Water Intensity (m^3/product)	0.086	0.078	**0.083**

Water Discharge By Destination(m3)	2023	2024	2025
Third-Party Destinations	1,415	1,309	**1,352**
Wastewater Surface Water	565	526	**490**
Total Water Discharge	1,979	1,835	**1,842**

Water Use(m3)	2023	2024	2025
Water Consumption	550	587	**623**
Water Reused	104	127	**122**

TOTAL WATER WITHDRAWAL, DISCHARGE AND CONSUMPTION FROM WATER-STRESSED REGIONS[3]

Water Withdrawal By Source(m3)	2023	2024	2025
Third-Party Water	130	134	**109**
Groundwater	354	352	**298**
Surface Water	2	2	**2**
Total Water Withdrawal	486	488	**409**
Water Intensity (m^3/product)	0.054	0.051	**0.048**

Water Discharge By Destination(m3)	2023	2024	2025
Third-Party Destinations	105	90	**95**
Wastewater Surface Water	180	177	**172**
Total Water Discharge	285	267	**266**

Water Use(m3)	2023	2024	2025
Water Consumption	202	221	**143**
Water Reused	76	93	**76**

[1] The reporting boundary of the Subject Matter within the schedule includes all large global manufacturing sites, some large non-manufacturing facilities and some small non-manufacturing facilities and large offices.

[2] Historical data has been revised to account for the divestiture of our EMEA business.

[3] The reporting boundary of the Subject Matter within the schedule includes manufacturing sites and large non-manufacturing facilities located in water-stressed regions. Whirlpool leverages the WRI's Aqueduct tool for analysis of water-stressed regions.

Waste

Our approach to managing waste in operations is anchored by our commitment to circular economy principles and supported by WCM, which facilitates investments in projects aimed at reducing waste generation, increasing recycling efforts and promoting material reuse.

Goals & Targets

Our waste management targets include:

- **Drive Zero Waste to Landfill (ZWtL) diversion:** Maintain at least 97% diversion from landfill and incineration without energy recovery in all our manufacturing sites, following the UL Environmental Claim Validation Procedure 2799 standard.
- **Reduce waste generation, with a focus on hazardous waste:** We monitor total waste and hazardous waste generated intensity and have set specific reduction targets for each site.

35,000 tons

of waste diverted from permanent landfills through ZWtL program since 2016

Progress & Metrics

Our Zero Waste journey began with a definitive goal set in 2012 to reach ZWtL status. This commitment drove over a decade of continuous improvement in waste reduction and recycling programs across our operations. By 2022, we successfully achieved a 95% waste diversion rate across all manufacturing sites. Building on this momentum, we have established a higher standard, and since 2024, all of our large global manufacturing sites have maintained a waste diversion rate of 97% or higher.

Since we set a goal to reduce hazardous waste generation in 2022, hazardous waste intensity has consistently improved.

Learn more about Whirlpool initiatives to reduce waste generation and improve waste diversion on the Corporate Responsibility Resource Center.

Waste Generation (Metric tons)[1,2]	2023	2024	2025
Total Waste	227,649	232,534	**225,018**
Total Non-Hazardous Waste	226,014	230,724	**223,427**
Non-Hazardous Waste Recycled	216,788	222,184	**215,074**
Non-Hazardous Waste Disposed by Incineration (with energy recovery)	4,509	4,994	**4,672**
Non-Hazardous Waste Disposed by Incineration (without energy recovery)	8	1	**1**
Non-Hazardous Waste Disposed by Landfilling	4,708	3,545	**3,679**
Total Hazardous Waste	1,636	1,810	**1,591**
Hazardous Waste Recycled	951	1,024	**913**
Hazardous Waste Disposed by Incineration (with energy recovery)	620	718	**629**
Hazardous Waste Disposed by Incineration (without energy recovery)	50	59	**44**
Hazardous Waste Disposed by Landfilling	14	8	**6**
Waste Intensity (Kg/product)	7.78	7.52	**7.56**
Hazardous Waste Intensity (Kg/product)	0.06	0.06	**0.05**

[1] The reporting boundary of the Subject Matter within the schedule includes all large global manufacturing sites, some large non-manufacturing facilities and some small non-manufacturing facilities and large offices.

[2] Historical data has been revised to account for the divestiture of our EMEA business.

Biodiversity

As a global company, Whirlpool Corporation operates in many types of ecosystems. We are committed to protecting these life-sustaining resources for future generations. Through site-specific programs, our actions focus on operations located in ecologically sensitive areas.

Learn more about Whirlpool biodiversity initiatives on our Corporate Responsibility Resource Center.

Occupational Health & Safety

Our approach to occupational health and safety is governed by the principle that every Whirlpool employee shares responsibility for their own safety and the safety of their colleagues, contractors and visitors. This commitment is formalized through our We Care EHSS Management System, which establishes a systematic process for identifying and evaluating risks, implementing effective controls and driving continuous improvement to protect our people and preserve the environment.

As part of our corporate governance and risk management processes, we conduct annual site self-assessments against regulatory and Whirlpool requirements, as well as a triennial corporate assessment to validate results and drive continual improvement.

Learn more about our approach to occupational health and safety on our Corporate Responsibility Resource Center.

Core Governance Pillars

- **Safeguarding and training employees:** Employees across our manufacturing, warehouse and field service locations face inherent safety hazards. We minimize risk through a standardized risk assessment process, multiple layers of control and a requirement for skilled and authorized workers.

  To prevent serious injuries in high-risk activities, our Attitudes for Life program outlines 10 life-critical topics, defining expected behaviors and vital precautions. This evergreen campaign trains and equips all employees to intervene when colleagues face potentially dangerous situations. Furthermore, we maintain a culture of vigilance. Safety events (unsafe acts, conditions and near misses) are routinely reported by all levels of employees, with the option to escalate concerns confidentially through the Whirlpool Corporation Integrity Line.

- **Contractor safety and due diligence:** Whirlpool expects the same proactive and preventive approach from contractors as we do from our own employees. Contractors performing high-risk activities must be pre-qualified before arriving on site by demonstrating compliance with our EHSS requirements and substantiating a history of positive safety performance. The Attitudes for Life expectations are strictly applied to contractors, and any non-compliance can result in disqualification from working at any Whirlpool location.
- **Safety Focus Site program:** To provide targeted support where needed, we launched the Safety Focus Site program in 2023. Through this program, we work to identify sites falling short of expectations and increase leadership awareness of opportunities for improvement, which can help drive consistent focus on activities that improve safety performance. Site leaders report their progress during regular meetings that enable feedback and accountability. In 2025, six sites were identified based upon opportunities to improve injury-prevention performance.

Over the past five years, Whirlpool has shown a consistent decline in safety incidents. In 2025, we reduced our recordable injury rate by 9% and our lost time injury rate by 36% compared to the same period in 2024.

Health & Safety — Whirlpool Employees & Non-Employees under Whirlpool Supervision[1,2,3]	2023	2024	2025
Total Hours Worked	121,556,376	102,871,501	**95,428,323**
Injury			
Number of Recordable Injuries	338	255	**216**
Total Recordable Injury Rate (TRIR)[4]	0.56	0.50	**0.45**
Lost Time Injuries	155	112	**66**
Lost Time Injury Rate (LTIR)[4]	0.26	0.22	**0.14**
Serious Injuries[5]	8	4	**4**
Serious Injury Rate (SIR)[4]	0.01	0.01	**0.01**
Fatalities	0	0	**0**
Illness			
Number of Recordable Illness	16	9	**6**
Total Recordable Illness Rate[4]	0.03	0.02	**0.01**
Lost Time Illness	7	5	**4**
Lost Time Illness Rate[4]	0.01	0.01	**0.01**

Health & Safety — Contractors[2,3,6]	2023	2024	2025
Fatalities	1	0	**0**

[1] Occupational health and safety metrics include the relevant data for Whirlpool employees and non-employees (i.e., temporary workers) overseen on a day-to-day basis by a Whirlpool employee.

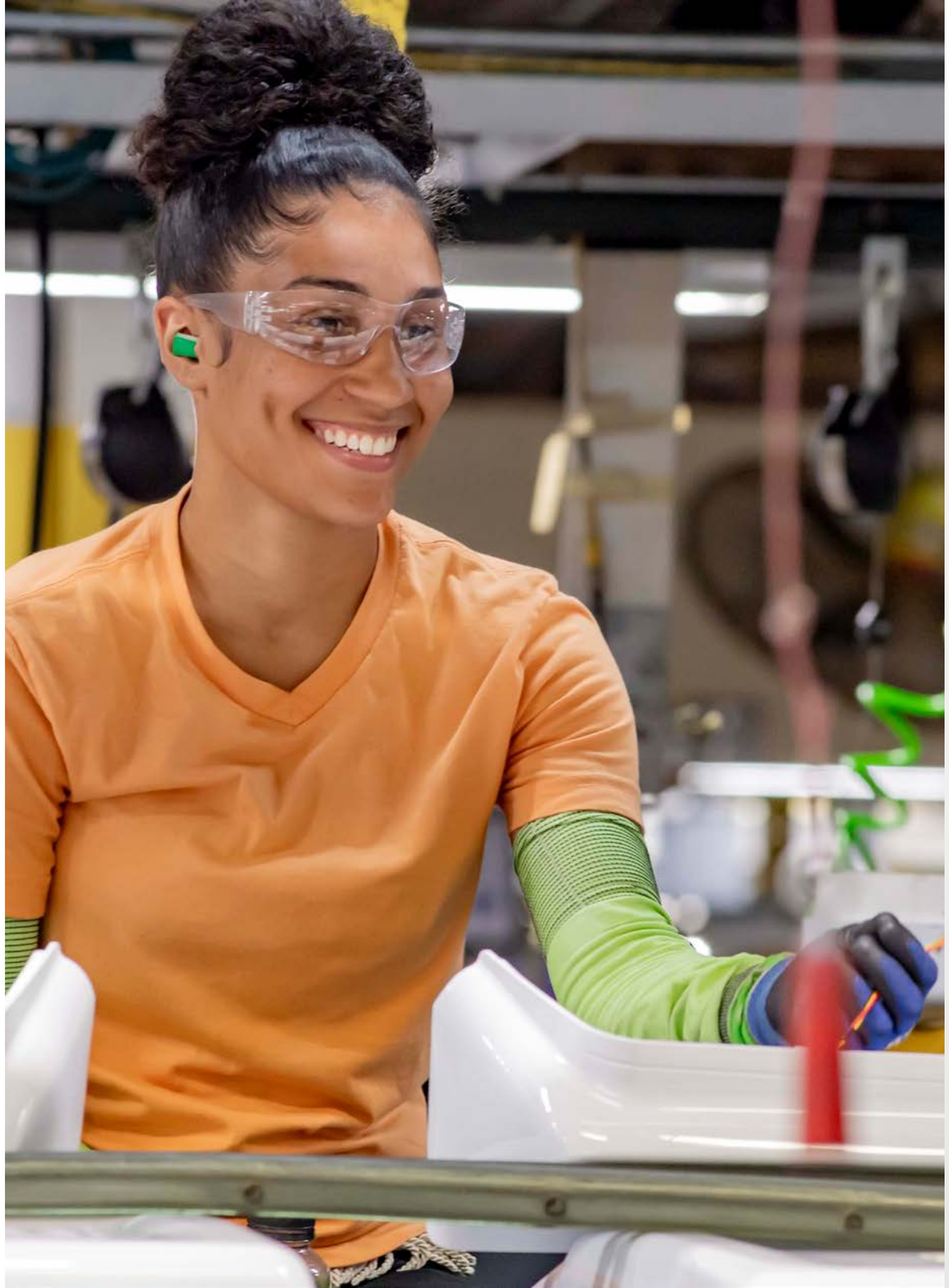
[2] The reporting boundary of the occupational health and safety metrics includes all Whirlpool global manufacturing facilities and non-industrial sites with total area equal to or greater than 100,000 square feet where there are Whirlpool employees and/or non-employees overseen on a day-to-day basis by a Whirlpool employee.

[3] Beginning in 2025, we updated our safety metrics and data aggregation methodologies to ensure closer alignment with GRI disclosure requirements and our internal strategy. Historical data has been revised to follow this new standard.

[4] All Rates are calculated as the number of specific 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.

[5] Whirlpool defines Serious Injuries as work-related injuries or illnesses that result in: fatality, amputation, debilitating injury, in-patient hospitalization or loss of consciousness.

[6] This metric includes the relevant data for non-employees whose day-to-day direction is not given by a Whirlpool employee.



Our People & Communities

People are the driving force of our business. Whirlpool Corporation's approach to people and communities is guided by our core values and reflects our commitments to support the well-being of our employees and improve life at home in our communities.

Employee Experience

Our approach to the employee experience is fundamentally centered on the commitment we make to our people, aligning our organizational structure, core values and development programs to foster a workplace where everyone can thrive. Our company culture is defined by Our Enduring Values: Integrity, Respect, Inclusion and Diversity, One Whirlpool and Spirit of Winning. We believe every employee is a leader, so we invest in cultivating agile leadership and a sustainable pipeline of talent guided by the Whirlpool Leadership Model.

We foster well-being through our Be*Well strategy, which identifies six pathways through which we support employee well-being. This includes a global Employee Assistance Program to support employees and their families with confidential counseling, coaching and referral services to address personal or work concerns that affect their well-being.

Key pillars of the employee experience include:

- **Compensation & benefits:**
  - **Compensation philosophy:** We provide competitive total compensation opportunities that prioritize fairness and a true pay-for-performance approach. We conduct at least annual evaluations for external competitiveness and internal equity, working to meet or exceed local legal requirements globally.
  - **Commitment to pay equity:** We conduct an annual pay equity practices review in different countries, examining pay between employees of different gender and racial demographics doing similar work. We take action, including making adjustments, in line with our goal that all pay decisions are free of bias.
  - **Comprehensive benefits & flexibility:** We offer industry-leading flexibility, including a four-week paid sabbatical after every five years of service and "Two-Week Work from Anywhere" opportunities for global salaried staff.
  - **Working parents:** We support working families through dedicated facilities, including lactation rooms at all major sites and The "Eddy" Early Childhood Center at our global headquarters (opened in 2019).
- **Learning, leadership & development:**
  - **Strategic focus:** Our programs are rooted in Our Enduring Values and the Whirlpool Leadership Model, aiming to build current and future skills for long, meaningful careers.
  - **Hourly workforce:** We offer targeted classroom and hands-on training for problem solving and skills development (e.g., assembly, materials handling). Through our WCM methodology, hourly employees can learn lean tools and project management skills.
  - **Salaried employee development:** Global salaried employees access learning and growth opportunities via:
    - **WeLEARN:** A digital platform providing mandatory and curated content for self-directed learning.
    - **WeGROW:** A holistic framework that builds talent in-house by encouraging self-reflection and development conversations.
- **Employee engagement:** We use a comprehensive strategy to monitor and drive engagement, including bi-annual global employee surveys, targeted pulse surveys and listening sessions, and life cycle surveys (from onboarding to departure). Feedback is analyzed to develop measurable action plans.
- **Inclusion & Diversity (I&D):** Our commitment to I&D — defined by a three-component agenda — is fundamental, as diverse experiences and perspectives in an inclusive environment drive business results and enrich consumer experiences. The strategy focuses on building an inclusive workplace, a diverse workforce and a vibrant ecosystem.

Learn more about the pillars of Employee Experience — including well-being, compensation and benefits, learning and development, engagement and I&D on our Corporate Responsibility Resource Center.

Employee Data[1]

Employees by Level[2]	2023	2024	2025
Director & Above	495	354	**334**
Senior Manager & Manager	4,016	2,787	**2,497**
Office/Managerial Below Manager[3]	13,167	9,015	**6,969**
All Office/Managerial Employees[3]	17,678	12,156	**9,800**
All Production Employees[4]	41,683	32,251	**31,001**
All Employees	59,361	44,407	**40,801**

Employees by Gender[5]	2023	2024	2025
Men	60%	58%	**56%**
Women	40%	42%	**44%**

Employees by Gender[5] (Executive Committee)	2023	2024	2025
Men	73%	78%	**80%**
Women	27%	22%	**20%**

Employees by Age	2023	2024	2025
> 50	24%	20%	**21%**
30 - 50	53%	53%	**53%**
< 30	23%	27%	**27%**

Employees by Age (Executive Committee)	2023	2024	2025
> 50	64%	67%	**60%**
30 - 50	36%	33%	**40%**
< 30	0%	0%	**0%**

U.S. Based Underrepresented Minority[6]	2023	2024	2025
U.S. Based Underrepresented Minority	28%	29%	**28%**

U.S. Based Underrepresented Minority[6] (Executive Committee)	2023	2024	2025
U.S. Based Underrepresented Minority	11%	13%	**25%**

Underrepresented Minorities (U.S.) by Level[6]	2023	2024	2025
Director & Above	27%	27%	**28%**
Senior Manager & Manager	25%	23%	**23%**
Office/Managerial Below Manager[3]	27%	27%	**27%**
All Office/Managerial[3]	26%	26%	**26%**
All Production[4]	28%	31%	**29%**

[1] Includes all full-time and part-time employees of Whirlpool Corporation-owned entities as of December 31 for each respective year. As EMEA and India operations were divested during the 2024 and 2025 fiscal years, 2025 metrics reflect the current organizational footprint and are not directly comparable to prior periods. For reporting purposes, changes in headcount resulting from these divestitures are not classified as employee terminations.

[2] Decline in total number employees between 2023 and 2024 is primarily attributable to the divestiture of the EMEA business, and decline in total number of employees between 2024 and 2025 is primarily attributable to the divestiture of the Asia business.

[3] 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. 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 Profit & Loss (P&L), including Selling, General & Administrative (SG&A) and Engineering. In prior reporting periods, this employee metric was described as white-collar.

[4] 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 an hourly wage. Typically their wages fall under direct labor or other cost of sales. In prior reporting periods, this employee metric was described as blue-collar.

[5] Employee gender based on employee self-identification.

[6] Underrepresented Minorities (URM) is defined to include all non-white ethnic groups. Specifically, it includes those who identify as Black or African American, Hispanic or Latino, Asian, American Indian/Alaskan Native, Native Hawaiian or Other Pacific Island, or Two or More Races in accordance with US EEO-1 guidelines. All URM designations are based on self-identified information. Employees who choose not to self-identify are excluded from the scope of this metric.

Employee Data (continued)[1]

Black Representation (U.S.) by Level[2]	2023	2024	2025
Director & Above	6%	6%	**5%**
Senior Manager & Manager	4%	4%	**4%**
Office/Managerial Below Manager[3]	14%	14%	**14%**
All Office/Managerial[3]	11%	11%	**11%**
All Production[4]	13%	14%	**12%**

Global Women Representation by Level[5]	2023	2024	2025
Director & Above	31%	32%	**33%**
Senior Manager & Manager	33%	34%	**37%**
Office/Managerial Below Manager[3]	43%	44%	**48%**
All Office/Managerial[3]	41%	41%	**45%**
All Production[4]	39%	42%	**43%**

2025 Employees by Gender[5]	Men	Women	Total
Employees	23,014	17,787	**40,801**
Permanent Employees	22,902	17,675	**40,577**
Temporary Employees	112	112	**224**
Non-Guaranteed Hours Employees			
Full Time Employees	22,925	17,657	**40,582**
Part Time Employees	89	130	**219**

2025 Employees by Business Unit[6]	MDA NAR	MDA LAR	SDA Global	Corporate	Total
Employees	25,086	12,747	1,222	1,746	**40,801**
Permanent Employees	25,057	12,604	1,217	1,699	**40,577**
Temporary Employees	29	143	5	47	**224**
Non-Guaranteed Hours Employees					
Full Time Employees	24,898	12,744	1,212	1,728	**40,582**
Part Time Employees	188	3	10	18	**219**

Total Hire Rate (Professional staff[7] only)	2023	2024	2025
Total Hire Rate (Professional staff only)	7%	10%	**8%**

Hire Rate by Gender[5] (Professional staff[7] only)	2023	2024	2025
Men	7%	10%	**7%**
Women	7%	11%	**8%**

Hire Rate by Age (Professional staff[7] only)	2023	2024	2025
> 50	1%	3%	**3%**
30 - 50	5%	7%	**6%**
< 30	19%	29%	**18%**

[1] Includes all full-time and part-time employees of Whirlpool Corporation-owned entities as of December 31 for each respective year. As EMEA and India operations were divested during the 2024 and 2025 fiscal years, 2025 metrics reflect the current organizational footprint and are not directly comparable to prior periods. For reporting purposes, changes in headcount resulting from these divestitures are not classified as employee terminations.

[2] All designations are based on self-reported information. Employees who choose not to self-identify are excluded from the scope of this metric.

[3] 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. 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. In prior reporting periods, this employee metric was described as white-collar.

[4] 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 an hourly wage. Typically their wages fall under direct labor or other cost of sales. In prior reporting periods, this employee metric was described as blue-collar.

[5] Employee gender based on employee self-identification.

[6] In 2025, we transitioned our workforce reporting from a regional breakdown to a Business Unit (BU) structure to align with our financial reporting segments (MDA North America, MDA Latin America and SDA Global). Employees within Corporate functions are reported as a separate category. Historical data for 2023 and 2024 is not available for this breakdown as it requires historical leader hierarchy data that was not captured in previous reporting cycles. Additionally, significant portfolio changes during these periods — including the divestiture of EMEA and India operations — preclude a consistent year-over-year restatement of these specific metrics.

[7] Professional staff includes employees at or above an analyst level. Metric calculated within subgroup as total external hires divided by average headcount for the period.

Employee Data (continued)[1]

Hire Rate by Business Unit (Professional staff[2] only)[3]	2023	2024	2025
MDA NAR			**5%**
MDA LAR			**11%**
SDA Global			**13%**
Corporate			**7%**

Total Hire Rate[4]	2023	2024	2025
Total Hire Rate	29%	34%	**38%**

Total Internal Hire Rate	2023	2024	2025
Open Positions Filled Internally	57%	58%	**60%**

New Hires by Gender[5]	2023	2024	2025
Men	9,464	8,714	**8,500**
Women	7,501	6,681	**7,063**

New Hire Rate by Gender[5]	2023	2024	2025
Men	26%	33%	**36%**
Women	32%	36%	**39%**

New Hires by Age	2023	2024	2025
> 50	825	591	**553**
30 - 50	5,496	5,077	**4,985**
< 30	10,644	9,727	**10,025**

New Hire Rate by Age	2023	2024	2025
> 50	6%	6%	**7%**
30 - 50	17%	21%	**23%**
< 30	75%	80%	**91%**

New Hires by Business Unit[3]	2023	2024	2025
MDA NAR			**10,268**
MDA LAR			**3,601**
SDA Global			**161**
Corporate			**1,533**

New Hire Rate by Business Unit[3]	2023	2024	2025
MDA NAR			**41%**
MDA LAR			**28%**
SDA Global			**13%**
Corporate			**82%**

[1] Includes all full-time and part-time employees of Whirlpool Corporation-owned entities as of December 31 for each respective year. As EMEA and India operations were divested during the 2024 and 2025 fiscal years, 2025 metrics reflect the current organizational footprint and are not directly comparable to prior periods. For reporting purposes, changes in headcount resulting from these divestitures are not classified as employee terminations.

[2] Professional staff includes employees at or above an analyst level. Metric calculated within subgroup as total external hires divided by average headcount for the period.

[3] In 2025, we transitioned our workforce reporting from a regional breakdown to a Business Unit (BU) structure to align with our financial reporting segments (MDA North America, MDA Latin America and SDA Global). Employees within Corporate functions are reported as a separate category. Historical data for 2023 and 2024 is not available for this breakdown as it requires historical leader hierarchy data that was not captured in previous reporting cycles. Additionally, significant portfolio changes during these periods — including the divestiture of EMEA and India operations — preclude a consistent year-over-year restatement of these specific metrics.

[4] Hire Rate is calculated as Total Hires divided by Average Headcount for each category.

[5] Employee gender based on employee self-identification.

Employee Data (continued)[1]

Total Voluntary Turnover Rate[2] (Professional Staff[3] only, excluding Retirements)	2023	2024	2025
Total Vol (Less Retirement) Turnover Rate (P1-E3)	11%	11%	**10%**

Voluntary Turnover Rate[2] (Professional Staff[3] only, excluding Retirements) by Gender[4]	2023	2024	2025
Men	11%	11%	**10%**
Women	12%	10%	**10%**

Voluntary Turnover Rate[2] (Professional Staff[3] only, excluding Retirements) by Age	2023	2024	2025
> 50	4%	5%	**3%**
30 - 50	12%	11%	**10%**
< 30	18%	14%	**14%**

Voluntary Turnover Rate[2] (Professional Staff[3] only, excluding Retirements) by Business Unit[5]	2023	2024	2025
MDA NAR			**8%**
MDA LAR			**8%**
SDA Global			**8%**
Corporate			**16%**

Total Turnover Rate[2]	2023	2024	2025
Total Turnover Rate	31%	37%	**40%**

Total Voluntary Turnover Rate[2]	2023	2024	2025
Total Voluntary Turnover Rate	21%	24%	**26%**

Employee Turnover by Gender[4]	2023	2024	2025
Men	10,591	9,837	**9,100**
Women	8,071	7,076	**7,439**

Employee Turnover Rate[2] by Gender[4]	2023	2024	2025
Men	29%	37%	**39%**
Women	34%	38%	**41%**

Employee Turnover by Age	2023	2024	2025
> 50	1,969	1,776	**1,415**
30 - 50	7,084	6,284	**6,013**
< 30	9,609	8,853	**9,111**

Employee Turnover Rate[2] by Age	2023	2024	2025
> 50	14%	19%	**17%**
30 - 50	22%	26%	**28%**
< 30	68%	73%	**83%**

[1] Includes all full-time and part-time employees of Whirlpool Corporation-owned entities as of December 31 for each respective year. As EMEA and India operations were divested during the 2024 and 2025 fiscal years, 2025 metrics reflect the current organizational footprint and are not directly comparable to prior periods. For reporting purposes, changes in headcount resulting from these divestitures are not classified as employee terminations.

[2] Turnover Rate is calculated as Total Terminations divided by Average Headcount for each category.

[3] Professional staff includes employees at or above an analyst level. Metric calculated within subgroup as total external hires divided by average headcount for the period.

[4] Employee gender based on employee self-identification.

[5] In 2025, we transitioned our workforce reporting from a regional breakdown to a Business Unit (BU) structure to align with our financial reporting segments (MDA North America, MDA Latin America and SDA Global). Employees within Corporate functions are reported as a separate category. Historical data for 2023 and 2024 is not available for this breakdown as it requires historical leader hierarchy data that was not captured in previous reporting cycles. Additionally, significant portfolio changes during these periods — including the divestiture of EMEA and India operations — preclude a consistent year-over-year restatement of these specific metrics.

Employee Data (continued)[1]

Employee Turnover by Business Unit[2]	2023	2024	2025
MDA NAR			**11,878**
MDA LAR			**3,908**
SDA Global			**231**
Corporate			**522**

Employee Turnover Rate[3] by Business Unit[2]	2023	2024	2025
MDA NAR			**47%**
MDA LAR			**30%**
SDA Global			**18%**
Corporate			**28%**

Women Representation %[4]	2023	2024	2025
% Women in Management Positions	33%	34%	**37%**
% Women in Top Management	24%	28%	**30%**
% Women in Mid Level Management	33%	33%	**36%**
% Women in Junior Level Management	33%	35%	**38%**
% Women in Revenue-Generating Functions[5]	29%	31%	**41%**
% Women in STEM[6]	24%	24%	**26%**

Women in Management Positions in Revenue-Generating Functions[5]	2023	2024	2025
% Women in Management Positions in Revenue-Generating Functions	29%	34%	**38%**

Workforce Breakdown by Ethnicity[7] (U.S. Only)	2023	2024	2025
Asian	5%	5%	**5%**
Black or African American	13%	13%	**11%**
Hispanic or Latino	7%	9%	**9%**
White	72%	70%	**72%**
Indigenous or Native	1%	1%	**1%**
Others: • Native Hawaiian or Other Pacific Island • Two or More Races	2%	2%	**2%**

Total Salary Expense (USD)	2023	2024	2025
Total Salary Expense (USD)	$2,056,520,075	$1,473,836,432	**$1,443,790,550**

[1] Includes all full-time and part-time employees of Whirlpool Corporation-owned entities as of December 31 for each respective year. As EMEA and India operations were divested during the 2024 and 2025 fiscal years, 2025 metrics reflect the current organizational footprint and are not directly comparable to prior periods. For reporting purposes, changes in headcount resulting from these divestitures are not classified as employee terminations.

[2] In 2025, we transitioned our workforce reporting from a regional breakdown to a Business Unit (BU) structure to align with our financial reporting segments (MDA North America, MDA Latin America and SDA Global). Employees within Corporate functions are reported as a separate category. Historical data for 2023 and 2024 is not available for this breakdown as it requires historical leader hierarchy data that was not captured in previous reporting cycles. Additionally, significant portfolio changes during these periods — including the divestiture of EMEA and India operations — preclude a consistent year-over-year restatement of these specific metrics.

[3] Turnover Rate is calculated as Total Terminations divided by Average Headcount for each category.

[4] Employee gender based on employee self-identification.

[5] Revenue-generating functions include sales functions and exclude support functions such as HR, IT, Legal, etc.

[6] STEM employees include those that are performing Engineering, Information Technology, Digital Marketing, E-commerce, Data Science and related duties.

[7] All designations are based on self-reported information.

Employee Data (continued)[1]

Pay & Equal Remuneration	2023	2024	2025
CEO total annual compensation	$13,504,801	$13,932,075	**$12,583,305**
Median annual compensation of all employees[2]	$30,922	$28,747	**$29,782**
Annual total compensation ratio of highest-paid individual to median total annual compensation for all employees (excl. highest-paid individual)	437 to 1	485 to 1	**423 to 1**
Stock ownership requirements as a multiple of annual base salary — CEO	7x salary	7x salary	**7x salary**
Stock ownership requirements as a multiple of annual base salary — Other executive committee members besides CEO owning shares	CFO, COO and Regional Presidents — 5x salary Other EC Members — 4x salary	CFO, COO and Segment Presidents — 5x salary Other EC Members — 4x salary	**CFO and Executive Presidents — 5x salary** **Other Executive Officers Members — 4x Salary**
CEO compensation — % of short-term bonus deferred in the form of shares or stock options	0%	0%	**0%**
Longest performance period covered by your executive compensation plan	3 years	3 years	**3 years**
Longest time vesting period for variable CEO compensation	3 years	3 years	**3 years**

[1] Includes all full-time and part-time employees of Whirlpool Corporation-owned entities as of December 31 for each respective year. As EMEA and India operations were divested during the 2024 and 2025 fiscal years, 2025 metrics reflect the current organizational footprint and are not directly comparable to prior periods. For reporting purposes, changes in headcount resulting from these divestitures are not classified as employee terminations.

[2] Approximately 75% of Whirlpool employees are production employees, including direct labor and those directly involved in the operation of keeping the factory and warehousing running that are non-managerial in nature.

Community Impact

Corporate Social Responsibility is an integral part of our strategic imperatives and operating priorities, deeply embedded in our vision and our enduring values. We believe that sound corporate citizenship is simply good business, and we are in constant pursuit of improving life at home through our products and social responsibility programs.

Our commitment is formally defined by our House+Home social responsibility strategy, which addresses the critical need for decent, affordable housing worldwide.

House

Focused on helping people find a place to live that is comfortable and nurturing, where families can make healthy choices and build their best lives.

Home

Focused on developing resilient, vibrant communities through education and community development.

Programs Whirlpool Corporation supports under our House+Home strategy include:

- **Habitat for Humanity® International:** Since 1999, Whirlpool has supported Habitat for Humanity International, providing funding and appliances to increase access to affordable housing. Habitat's BuildBetter with Whirlpool initiative focuses on constructing climate-resilient, energy-efficient homes in underserved communities across the U.S.
- **United Way:** Whirlpool supports local United Way chapters in the U.S. and Canada through programs focusing on education, income, health and basic needs.
- **The Washing Machine Project:** Whirlpool Foundation supports this grassroots effort to provide off-grid manual washing machines to people in low-income and displaced communities who lack stable electricity or running water. Whirlpool engineers volunteer to help refine the design of the machine, and employee volunteers help assemble units. The initiative aims to reach 150,000 people and save significant time and water used in handwashing clothes.
- **Community collaborations:**
  - **Consulado da Mulher (Brazil):** Invests in underserved female entrepreneurs by providing business education and support.
  - ***Care Counts* laundry program:** Addresses student absenteeism caused by a lack of clean clothes by donating washers, dryers and supplies to schools in collaboration with Teach for America.
  - **Boys & Girls Clubs of America:** Provides long-term support, including the *Maytag* Feel Good Fridge program placement in Clubs and the annual Dependable Leader Awards recognizing exceptional mentors.
  - **Feel Good Fridge program:** Fights food insecurity by placing refurbished refrigerators across the U.S. filled with fresh, free food for anyone in need.
  - **Whirlpool Community Charity Golf Event (WCCGE):** Annual event raising funds for local charities in Southwest Michigan, with a focus on youth education (e.g., Boys & Girls Clubs, local public school foundations and First Tee).

Learn more about Whirlpool Corporation's approach to community impact in our Corporate Responsibility Resource Center, and read about our recent achievements in the 2025 Impact Report.

Governance

Risk Management

Whirlpool Corporation employs a systematic enterprise risk management (ERM) framework encompassing the identification, assessment, mitigation and monitoring of enterprise, strategic, financial, non-financial, operational, compliance and reporting risks. The Board of Directors oversees the ERM process and reviews a comprehensive enterprise risk assessment and prioritization process each year.

Our ERM process is driven by the Enterprise Risk Committee (ERC), which is sponsored by the chief financial officer (CFO) and composed of senior leadership within the legal, accounting, treasury and internal audit functions. The ERC conducts an annual risk assessment, classifying risks into expected (governed by existing management processes) and extraordinary. Extraordinary risks are categorized by priority (high, medium, low) and assigned to an executive-level owner accountable for monitoring and management.

The ERC meets at least quarterly to review significant risks and mitigation plans, with performance monitored by the ERC itself and internal audit team. Specific risk monitoring is delegated to Board committees based on risk magnitude and committee expertise.

Key committees, such as the Audit Committee, receive annual updates on critical areas like product safety and legal/regulatory compliance. The CFO annually reports the prioritized enterprise risks, categorized by likelihood and impact, directly to the Board.

Learn more about our ERM process on our Corporate Responsibility Resource Center.

Climate Risk Management

Climate change poses a risk to all businesses and communities. Whirlpool faces risks throughout our operational footprint and value chain due to physical and transition risks associated with the impacts of a changing climate. These risks are discussed further in our Task Force on Climate-related Financial Disclosures (TCFD) Index.

Ethics, Integrity & Compliance

Whirlpool Corporation's foundation is a culture of accountability and integrity, driven by the highest standards of compliance and ethics. Our framework is anchored by a "Speak Up, Listen Up" culture, which fosters open communication and shared ownership of the company's success.

The foundational document is Our Integrity Manual, a comprehensive code of ethics that provides a practical guide for applying Our Enduring Values. All employees, including leadership, are mandated to complete annual training and recertification based on this manual. Oversight is managed by a dedicated Global Ethics and Compliance team and is monitored by a steering committee to facilitate alignment across the organization.

Our culture of compliance is reinforced through strong controls and Our Integrity Manual, supported by a system that encourages employees to identify and report concerns. A rigorous global process is in place to investigate, evaluate and resolve every concern raised. The Whirlpool Corporation Integrity Line, a confidential resource administered by an independent third party, is accessible via web or phone with translation capabilities and enables individuals to anonymously report ethics, compliance or values-related concerns without fear of retaliation. Furthermore, Whirlpool reinforces these principles through the Global Integrity Quarter, a dedicated period for educational events covering critical topics such as ethical decision making, fair competition, business integrity and privacy.

Learn more about our ethics and compliance initiatives on our Corporate Responsibility Resource Center.

Cybersecurity & Data Privacy

Whirlpool maintains a unified and robust strategy to manage digital risks, focused on safeguarding stakeholder data and upholding the confidentiality, integrity and availability of our corporate digital environment, Operational Technology, and Internet of Things-enabled products. Our Cybersecurity program is centrally governed by the Global Information Security Officer and is fundamentally guided by the National Institute of Standards and Technology Cybersecurity Framework.

Security monitoring and incident response are managed by a central Global Security Operations Center, supported by continuous investment in defensive capabilities. Our security program includes regular audits and tests of our information systems and is periodically assessed by established, independent third-party consultants who provide assurance.

Oversight is delegated by the Board of Directors. The Audit Committee periodically reviews program effectiveness; the full Board receives an annual comprehensive presentation; and the Global Cybersecurity, Privacy and AI Steering Committee meets periodically to appropriately manage and mitigate risks. All employees receive annual Global Cybersecurity training to reinforce privacy, security and AI awareness and breach response protocols.

Our Data Privacy program is equally comprehensive, led by a Global Data Protection Lead and committed to meeting all compliance obligations, including global standards such as the EU GDPR, CCPA and Brazil's LGPD. We prioritize transparency regarding data collection and usage, committing not to sell or share personal data except as permitted by law, with opt-out mechanisms available to consumers.

Each year, our global operations process an estimated 30,000 Data Subject Requests pertaining to the exercise of individual privacy rights, striving to address and fulfill all such requests in compliance with applicable statutory timelines. The program operates under comprehensive global policies (including Privacy Governance, Privacy by Design, Data Subject Requests, Cookies and Tracking Technologies Governance, Third-Party Risk Management, Privacy Notice Management and Data Retention Policies), utilizes automated technical solutions for efficiency and is subject to regular internal audits. The Global Cybersecurity, Privacy and AI Steering Committee provides oversight, promoting continuous improvement and alignment. Furthermore, our third-party risk management process rigorously assesses the data privacy and AI governance practices of suppliers in line with Whirlpool Corporation's high standards of protection.

For more information, please refer to Whirlpool Corporation's:

- Global Enterprise Policy on Privacy
- Privacy Commitment
- Item 1C of Form 10-K

Appendix

About This Report

This report covers the period from January 1, 2025, to December 31, 2025, for Whirlpool Corporation's operations. Unless otherwise noted, the boundary of this report covers operations from majority-owned subsidiaries, including divested entities for the period for which they were owned by Whirlpool Corporation during the year. In November 2025, Whirlpool Corporation completed the sale of equity interests in its India operations, reducing its shareholdings from a majority to approximately 40% of Whirlpool India's outstanding shares. Because these operations were part of the company for the majority of the 2025 reporting period, their performance data is included in this report through the transaction closing date only, unless otherwise noted. The report has been prepared in parallel with the Annual Report for the same period. Wherever possible, we have guided readers to additional sources of information, including our newly launched Corporate Responsibility Resource Center and annual financial reports. Our previous annual sustainability reports can be found on the Corporate Responsibility Resource Center. This report has been prepared based on definitions established in the GRI standards. This report also includes our Sustainability Accounting Standards Board (SASB) Index and our United Nations Sustainable Development Goals (UN SDG) Index. Please visit our Corporate Responsibility Resource Center for our Task Force on Climate-related Financial Disclosures (TCFD) report.

Additionally, we obtained third-party limited assurance from Ernst & Young LLP on select 2025 reported metrics as shown in the External Limited Assurance report.

For more information about this report, please contact us at corporateresponsibility@whirlpool.com.

Trademarks

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

Our Emissions Reduction Targets

Whirlpool Corporation is committed to climate action in line with the latest science. In 2025, we committed to reaching science-based net-zero greenhouse gas (GHG) emissions across the value chain by 2050. Our net-zero targets have been verified by the SBTi under the Corporate Net-Zero Standard (V1.3).

Near-Term Targets (2030)

We have committed to the following near-term reductions by 2030, using 2021 as our base year:

- **Scope 1 and 2:** Reduce absolute GHG emissions by 65.0%.
- **Scope 3:** Reduce absolute GHG emissions from the use of sold products by 25.0%.

Long-Term Targets (2050)

To achieve net-zero, we will prioritize direct emissions reductions (decarbonization) across our operations and value chain. Our long-term targets for 2050 (from a 2021 base year) are:

- **Scope 1 and 2:** Reduce absolute GHG emissions by 90.0%.
- **Scope 3:** Reduce absolute GHG emissions from purchased goods and services and use of sold products by 90.0%.

Technical Disclosure Details

- **Methodology:** We utilize the market-based approach to calculate and track performance for all Scope 2 targets.
- **Operational Boundary (Scope 1 and 2):** These targets cover all manufacturing sites and large offices/distribution centers. Exclusions are limited to distribution centers under 75,000 sq. ft. and offices under 20,000 sq. ft. and have been quantified as immaterial to the total footprint.
- **Value Chain Boundary (Scope 3):**
  - **Near-term:** Covers the vast majority of Category 11 emissions, including appliances from the Air Treatment, Cooking, Dishwasher, Laundry and Refrigeration product categories sold under Whirlpool brands, with the exclusion of *InSinkErator* products. The boundary also excludes the Whirlpool Small Domestic Appliances Global segment and products manufactured and sold for third parties (i.e., not under a Whirlpool brand).
  - **Long-term:** Covers the vast majority of Scope 3 emissions, expanding to include Category 1 (Purchased Goods and Services) for raw materials, components and finished product sourcing.

Please check the SBTi Target Dashboard at sciencebasedtargets.org/target-dashboard for our full target language and validation details.

About the Science Based Targets Initiative

The Science Based Targets initiative (SBTi) is a corporate climate action organization that enables companies and financial institutions worldwide to play their part in combating the climate crisis. It develops standards, tools and guidance which allow companies to set GHG emissions reductions targets in line with what is needed to keep global heating below catastrophic levels and reach net-zero by 2050 at latest.

The SBTi is incorporated as a charity, with a subsidiary which will host its target validation services. Its partners are CDP, the United Nations Global Compact, the We Mean Business Coalition, the World Resources Institute (WRI) and the World Wide Fund for Nature (WWF).

SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

GRI Index

GRI Disclosure	Disclosure Name	Whirlpool Response
The Organization and Its Reporting		
2-1	Organizational details	Whirlpool Corporation is a Delaware corporation and a publicly traded company listed on the New York Stock Exchange (NYSE: WHR). Our global headquarters is located at 2000 North M-63, Benton Harbor, Michigan, 49022, USA
2-2	Entities included in the organization's sustainability reporting	This report covers operations from majority-owned subsidiaries. Primary countries of operation relevant to this report include: Argentina, Brazil, China, India*, Mexico, and the United States. *In November 2025, Whirlpool Corporation completed the sale of equity interests in its India operations, reducing its shareholdings from a majority to approximately 40% of Whirlpool India's outstanding shares. Because these operations were part of the company for the majority of the 2025 reporting period, their performance data is included in this report.
2-3	Reporting period, frequency and contact point	See About This Report
2-4	Restatements of information	See Our Products — Energy & Emissions
2-5	External assurance	External Limited Assurance report
Activities and Workers		
2-6	Activities, value chain and other business relationships	See Who We Are
2-7	Employees	See Our People & Communities

GRI Disclosure	Disclosure Name	Whirlpool Response
Governance		
2-9	Governance structure and composition	See How We Govern Corporate Responsibility See Proxy Statement — Board of Directors and Corporate Governance
2-10	Nomination and selection of the highest governance body	See Proxy Statement — Board of Directors and Corporate Governance
2-11	Chair of the highest governance body	See Proxy Statement — Board of Directors and Corporate Governance
2-12	Role of the highest governance body in overseeing the management of impacts	See How We Govern Corporate Responsibility See Proxy Statement — Board of Directors and Corporate Governance
2-13	Delegation of responsibility for managing impacts	See How We Govern Corporate Responsibility See Proxy Statement — Board of Directors and Corporate Governance
2-14	Role of the highest governance body in sustainability reporting	See How We Govern Corporate Responsibility
2-15	Conflicts of interest	See Governance — Ethics, Integrity & Compliance See Proxy Statement — Board of Directors and Corporate Governance See Whirlpool Corporate Governance Guidelines and Policies
2-16	Communication of critical concerns	See Governance — Ethics, Integrity & Compliance In 2025, zero publicly disclosed critical concerns were communicated to the highest governing body.

GRI Index

GRI Disclosure	Disclosure Name	Whirlpool Response
2-18	Evaluation of the performance of the highest governance body	See Proxy Statement — Board of Directors and Corporate Governance
2-19	Remuneration policies	See Proxy Statement — Non-Employee Director Compensation
2-20	Process to determine remuneration	See Proxy Statement — Non-Employee Director Compensation
2-21	Annual total compensation ratio	See Our People & Communities See Proxy Statement — Non-Employee Director Compensation
Strategy, Policies and Practices		
2-22	Statement on sustainable development strategy	See A Message From Our CEO, Marc Bitzer in our Corporate Responsibility Impact Report
2-23	Policy commitments	See Governance — Ethics, Integrity & Compliance See Corporate Policies
2-24	Embedding policy commitments	See Governance — Ethics, Integrity & Compliance See Responsible Sourcing See Corporate Policies
2-25	Processes to remediate negative impacts	See Governance — Ethics, Integrity & Compliance
2-26	Mechanisms for seeking advice and raising concerns	See Governance — Ethics, Integrity & Compliance

GRI Disclosure	Disclosure Name	Whirlpool Response
2-27	Compliance with laws and regulations	Whirlpool Corporation did not receive nor pay any significant fines or sanctions for non-compliance with environmental laws/regulations in 2025. Our "We Care" Environment, Health, Safety & Sustainable (EHSS) Management System guides our compliance checks. Each manufacturing location self-assesses against these standards annually, and an on-site corporate governance assessment validates the results every third year. Further information on significant fines from prior periods is contained in the company's most recent Form 10-K filed with the SEC. In particular, the company paid Beko Europe approximately $57 million in the second quarter of 2025 to satisfy indemnification obligations related to the fine issued by the France Competition Authority's regarding the investigation of appliance manufacturers and retailers in France, with the remainder satisfied by cash provided in connection with transaction closing. See Form 10-K, page 79
2-28	Membership associations	Whirlpool Corporation's main memberships of industry associations are held with Association of Home Appliance Manufacturers (U.S. and Canada), National Association of Manufacturers (U.S.), National Association of Manufacturers of Electrical and Electronic Products — ELETROS (Brazil), Asociación Nacional de Fabricantes de Aparatos Domésticos — ANFAD (Mexico) and APPLiA Europe.
Stakeholder Engagement		
2-30	Collective bargaining agreements	Whirlpool Corporation respects the rights of our employees to associate with whom they choose. We estimate that, during 2025, 55% of our hourly employees globally were covered by a collective bargaining agreement. See Form 10-K, page 22 See Whirlpool Corporate Governance Guidelines and Policies

GRI Index

GRI Disclosure	Disclosure Name	Whirlpool Response
Material topics		
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	See Material Topics & Stakeholder Engagement
3-2	List of material topics	See Material Topics & Stakeholder Engagement
3-3	Management of material topics	See Material Topics & Stakeholder Engagement
GRI 201: Economic Performance		
201-2	Financial implications and other risks and opportunities due to climate change	See Governance — Risk Management See TCFD Index
GRI 202: Market Presence		
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.
GRI 204: Procurement Practices		
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 65% of our purchasing budget is within the locality where our product is produced.

GRI Disclosure	Disclosure Name	Whirlpool Response
GRI 205: Anti-corruption		
205-1	Operations assessed for risks related to corruption	See Form 10-K, pages 19-20
205-2	Communication and training about anti-corruption policies and procedures	All members of the Board of Directors and the Executive Committee have received Whirlpool's Global Integrity Manual, which outlines our anti-corruption policies and procedures. The Board's Audit Committee receives an annual update on the Ethics and Compliance program. Additionally, members of the Executive Committee — representing senior leadership across all regional operations — participate in our Global Integrity Quarter. This initiative provides targeted training and messaging on anti-corruption practices and our commitment to integrity. Participation extends to Senior Leaders (Director level and above) and Mid-Level employees (Associate to Senior Manager levels), ensuring our anti-corruption expectations are reinforced throughout the organization.
205-3	Confirmed incidents of corruption and actions taken	We had zero confirmed incidents of corruption and zero public legal cases regarding corruption in 2025.
GRI 206: Anti-competitive Behavior		
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	See Form 10-K — Legal Proceedings

GRI Index

GRI Disclosure	Disclosure Name	Whirlpool Response
GRI 207: Tax		
207-1	Approach to tax	See Statement of Policy on Taxes Tax strategy is reviewed annually by the chief executive officer, chief financial and administrative officer and head of tax.
207-2	Tax governance, control and risk management	The tax governance and control framework is embedded in Whirlpool Corporation's internal controls, and compliance with these controls is assessed through routine reviews by the company's Internal Audit function and independent external auditors. The head 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.
GRI 302: Energy		
302-1	Energy consumption within the organization	See Our Operations — Energy & Emissions
302-3	Energy intensity	See Our Operations — Energy & Emissions
302-4	Reductions in energy consumption	See Our Operations — Energy & Emissions

GRI Disclosure	Disclosure Name	Whirlpool Response
GRI 303: Water and Effluents		
303-1	Interactions with water as a shared resource	See Our Operations — Water
303-2	Management of water discharge-related impacts	See Our Operations — Water
303-3	Water withdrawal	See Our Operations — Water
303-4	Water discharge	See Our Operations — Water
303-5	Water consumption	See Our Operations — Water
GRI 304: Biodiversity		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	See Our Operations — Biodiversity
304-3	Habitats protected or restored	See Our Operations — Biodiversity
GRI 305: Emissions		
305-1	Direct (Scope 1) GHG emissions	See Our Operations — Energy & Emissions
305-2	Energy indirect (Scope 2) GHG emissions	See Our Operations — Energy & Emissions
305-3	Other indirect (Scope 3) GHG emissions	See Our Products — Resource Efficiency
305-4	GHG emissions intensity	See Our Operations — Energy & Emissions
305-5	Reduction of GHG emissions	See Our Operations — Energy & Emissions See Our Products — Resource Efficiency

GRI Index

GRI Disclosure	Disclosure Name	Whirlpool Response
GRI 306: Waste		
306-1	Waste generation and significant waste-related impacts	See Our Operations — Waste
306-2	Management of significant waste-related impacts	See Our Operations — Waste
306-3	Waste generated	See Our Operations — Waste
306-4	Waste diverted from disposal	See Our Operations — Waste
306-5	Waste directed to disposal	See Our Operations — Waste
GRI 308: Supplier Environmental Assessment		
308-1	New suppliers that were screened using environmental criteria	See Responsible Sourcing
308-2	Negative environmental impacts in the supply chain and actions taken	See Responsible Sourcing
GRI 401: Employment		
401-1	New employee hires and employee turnover	See Our People & Communities
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	See Our People & Communities — Employee Experience In every country we meet local legal and regulatory requirements and in many cases add to that additional benefits to strive to achieve market competitiveness in each respective country.
GRI 402: Labor/Management Relations		
402-1	Minimum notice periods regarding operational changes	In jurisdictions where there is a legally mandated notice, we comply with all local laws and requirements. Whirlpool Corporation also provides severance where applicable based on local law and or company policy.

GRI Disclosure	Disclosure Name	Whirlpool Response
GRI 403: Occupational Health and Safety		
403-1	Occupational health and safety management system	See Our Operations — Occupational Health & Safety
403-2	Hazard identification, risk assessment and incident investigation	See Our Operations — Occupational Health & Safety
403-3	Occupational health services	See Our Operations — Occupational Health & Safety
403-4	Worker participation, consultation, and communication on occupational health and safety	See Our Operations — Occupational Health & Safety
403-5	Worker training on occupational health and safety	See Our Operations — Occupational Health & Safety
403-6	Promotion of worker health	See Our Operations — Occupational Health & Safety
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	See Our Operations — Occupational Health & Safety
403-8	Workers covered by an occupational health and safety management system	See Our Operations — Occupational Health & Safety Certain contractors executing temporary projects under the direct supervision of their own employer may not participate in the full Whirlpool Corporation health and safety management system, based on the specific scope, duration and legal requirements of the project. These contractors are covered by applicable management system elements pertaining to the work activities they perform while on Whirlpool property. Furthermore, these contractors are bound to their own Environmental, Health and Safety (EHS) policies, procedures and practices. Whirlpool Corporation hires such contractors based upon their unique expertise in the subject matter.
403-9	Work-related injuries	See Occupational Health & Safety
403-10	Work-related ill health	See Occupational Health & Safety

GRI Index

GRI Disclosure	Disclosure Name	Whirlpool Response
GRI 404: Training and Education		
404-2	Programs for upgrading employee skills and transition assistance programs	See Our People & Communities — Employee Experience
404-3	Percentage of employees receiving regular performance and career development reviews	See Our People & Communities — Employee Experience 100% of office/managerial employees globally receive a performance review, regardless of gender. Whirlpool's performance management process, Everyday Performance Excellence, focuses on both the "What" and the "How" of performance. Employees create objectives in each of four performance categories (Business Performance, Strategic/Project Impact, Organization and Talent, and My Leadership and Values). Formal reviews at mid-year and year-end are supplemented with continuous coaching and feedback from People Leaders and cross-functional partners to drive extraordinary results. Global salaried employees participate in Everyday Performance Excellence. Performance management processes for our hourly workforce vary by geography; however, they do not vary by gender and incorporate various manufacturing plant metrics for performance measurement.
GRI 405: Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	See How We Govern Corporate Responsibility See Our People & Communities — Employee Experience
405-2	Ratio of the basic salary and remuneration of women to men	See Corporate Policies Whirlpool does not make compensation decisions based on race, gender or any other protected category.

GRI Disclosure	Disclosure Name	Whirlpool Response
GRI 406: Non-discrimination		
406-1	Incidents of discrimination and corrective actions taken	In 2025, we received 170 internal cases of harassment and discrimination. Of these, 69 were substantiated (35 fully and 34 partially) and resulted in corrective actions, 75 were unsubstantiated, 5 were referred to third-party management, and 21 remained pending at year-end. In addition, we had 12 external cases of which three have been closed. As a standard process, 100% of incidents are reviewed by Whirlpool Corporation's Global Legal Ethics and Compliance and Employee Relations teams. While the 75 unsubstantiated cases involved no findings of wrongdoing, Whirlpool utilized 26 of them to enhance controls, processes, and training to support a strong compliance culture.
GRI 407: Freedom of Association and Collective Bargaining		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	See Responsible Sourcing See Governance — Ethics, Integrity & Compliance
GRI 408: Child Labor		
408-1	Operations and suppliers at significant risk for incidents of child labor	See Responsible Sourcing See Governance — Ethics, Integrity & Compliance
GRI 409: Forced or Compulsory Labor		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	See Responsible Sourcing See Governance — Ethics, Integrity & Compliance
GRI 410: Security Practices		
410-1	Security personnel trained in human rights policies or procedures	All direct-hire security personnel receive the same formal human rights policy training as other employees, with team-specific discussions held when necessary to address practical applications. Contracted security guards are required to comply with our internal policies and receive specialized human rights training through their respective employers.

GRI Index

GRI Disclosure	Disclosure Name	Whirlpool Response
GRI 413: Local Communities		
413-1	Operations with local community engagement, impact assessments and development programs	See Our People & Communities — Community Impact
GRI 414: Supplier Social Assessment		
414-1	New suppliers that were screened using social criteria	See Responsible Sourcing
414-2	Negative social impacts in the supply chain and actions taken	See Responsible Sourcing
GRI 415: Public Policy		
415-1	Political contributions	The Corporate Governance and Nominating Committee of the Board exercises oversight of Whirlpool Corp.'s political contributions and lobbying activities. See https://whirlpoolcorp.com/global-public-policy-engagement/ for more information on U.S. Political Contributions.

GRI Disclosure	Disclosure Name	Whirlpool Response
GRI 416: Customer Health and Safety		
416-1	Assessment of the health and safety impacts of product and service categories	See Our Products — Product Safety
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	While we may have had incidents of regulatory noncompliance, these are not safety risks to our consumers.
GRI 418: Customer Privacy		
418-1	Complaints concerning breaches of customer privacy	Complaints received from outside parties: 12 Complaints from regulatory bodies: 4

The following GRI metrics were omitted from this report: 2-8, 2-17, 2-29, 101-1, 101-2, 101-3, 201-1, 201-3, 201-4, 202-2, 203-1, 203-2, 301-1, 301-2, 301-3, 302-2, 302-5, 304-2, 304-4, 305-6, 305-7, 401-3, 404-1, 411-1, 413-2, 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 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.

SASB Index

Topic	Accounting Metric	Category	Code	Unit of Measure	2025 Response
Product Safety	Number of (1) recalls issued and (2) total units recalled	Quantitative	CG-AM-250a.1	Number	(1) Zero voluntary product safety recalls issued and zero involuntary product safety recalls issued (2) Zero total units recalled[1]
	Discussion of progress to identify and manage safety risks associated with the use of its products	Discussion and Analysis	CG-AM-250a.2	n/a	See Our Products
	Total amount of monetary losses as a result of legal proceedings associated with product safety	Quantitative	CG-AM-250a.3	Presentation currency	$2.8 million[1]
Product Life cycle Environmental Impacts	Percentage of eligible products by revenue certified to an energy efficiency certification	Quantitative	CG-AM-410a.1	Percentage by revenue	22.90%[2,3]
	Percentage of eligible products by revenue certified to an environmental product life cycle standard	Quantitative	CG-AM-410a.2	Percentage by revenue	0% in 2025, due to lack of usage in the marketplace by our retailer consumers
	Description of efforts to manage products' end-of-life impacts	Discussion and Analysis	CG-AM-410a.3	n/a	See Our Products

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

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

UN SDGs Index

Material Topic[1]	Approach & Commitments	2025 Key Achievements	SDGs
Corporate Governance & Ethics	We commit to operating sustainably and creating long-term value through the highest standards of ethical conduct.	Improved corporate responsibility reporting with the launch of the Corporate Responsibility Resource Center and two focused reports issued annually: Impact Report and Technical Report. Delivered robust training and increased engagement during our Global Integrity Quarter furthering our culture of ethics and compliance.	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Risk Management & Resilience	Whirlpool Corporation employs a systematic enterprise risk management (ERM) framework encompassing the identification, assessment, mitigation and monitoring of enterprise, strategic, financial, non-financial, operational, compliance and reporting risks.	Our Enterprise Risk Committee, composed of senior corporate leadership, actively drove the ERM process by meeting at least four times to review, prioritize and address significant risks, ensuring robust resolution strategies were executed across the organization.	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 13 CLIMATE ACTION
Cybersecurity & Data Privacy	Whirlpool maintains a unified digital risk strategy to ensure the integrity of our corporate digital environment, Operational Technology, and Internet of Things-enabled products. We uphold data privacy through transparent collection practices and a firm commitment to consumer data protection.	Our Board of Directors participated in a deep-dive session on the opportunities and risks of artificial intelligence for the company, including the prioritization of use cases and the principles and processes to control risk. We continue to annually assess and refresh our mandatory Global Cybersecurity and Privacy training for all salaried employees to reflect evolving risks.	16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Material Topic[1]	Approach & Commitments	2025 Key Achievements	SDGs
Materials Use	We thoughtfully select materials to support product performance, safety, reliability and our high standards for quality. Additionally, we adhere to current industry compliance standards and disclose what types of materials are restricted to a given component.	Achieved a 74% response rate from over 884 suppliers, marking a 9% year-over-year increase in conflict mineral transparency.	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Product Safety & Quality	Our product safety system is designed for prevention and focused on mitigating potential hazards that could impact consumer safety. We craft our products for enduring quality and improve life at home by being the undisputed quality leader in appliances while delivering the best consumer experience.	Zero voluntary or involuntary product safety recalls issued. Several *KitchenAid* brand small appliances in Europe received the LONGTIME label.	3 GOOD HEALTH AND WELL-BEING 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Responsible Sourcing	Through our responsible sourcing strategy, we work to align purchasing practices with Whirlpool Corporation's overall corporate responsibility strategy, promote compliance and enable sustainability through our supply base.	353 suppliers assessed for environmental, social and governance risks. Increased our Scope 1 and 2 supplier data collection to cover approximately 70% of estimated direct production emissions, up from over 50% in the program's inaugural year.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 17 PARTNERSHIPS FOR THE GOALS

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

UN SDGs Index

Material Topic[1]	Approach & Commitments	2025 Key Achievements	SDGs
End of Life Responsibility	When appliance life extension is no longer viable, we prioritize resource recovery by harvesting components to maximize retained value, followed by responsible disposal in full compliance with all local and national regulations.	111,000+ tons of electronic waste treated through Brazil Individual takeback system, the first system of its kind in Brazil. Expanded our "Troca Certa" e-commerce program to our *Brastemp* and *Consul* brand websites, offering consumers trade-in incentives to promote responsible appliance disposal.	12 Responsible Consumption and Production
Energy & Emissions	Whirlpool is committed to climate action in line with the latest science, including a commitment to reaching science-based net-zero greenhouse gas (GHG) emissions across the value chain by 2050.	Successfully evaluated, refreshed and received validation from the Science Based Targets initiative (SBTi) for new near-term and long-term targets. Reduced Scope 1 and 2 emissions by 6% compared to 2024 and by more than 55% compared to our 2021 base year.	7 Affordable and Clean Energy 13 Climate Action
Innovation & Design for Sustainability	We utilize the principles of Design for Sustainability (DfS) to help us identify opportunities to integrate environmental criteria in product development.	Reduced Scope 3, Category 11 emissions by 15% compared to our 2021 base year.	9 Industry, Innovation and Infrastructure 12 Responsible Consumption and Production
Occupational Health & Safety	Through our We Care Management System, we work to identify risks, implement effective controls and drive continuous improvement to protect our people.	Reduced our recordable injury rate by 9% and our lost time injury rate by 36% compared to the same period in 2024.	3 Good Health and Well-Being 8 Decent Work and Economic Growth

Material Topic[1]	Approach & Commitments	2025 Key Achievements	SDGs
Human Rights	We uphold high standards of human rights and ethics across our operations and work to ensure our suppliers do the same.	353 suppliers assessed for environmental, social and governance risks. 100% of significant suppliers identified as having actual or potential negative social impacts successfully agreed to improvement plans following our assessments.	8 Decent Work and Economic Growth 16 Peace, Justice and Strong Institutions
Labor Rights	We operate in full compliance with labor and employment laws and regulations in each of our locations worldwide.	In every country, we meet local legal and regulatory requirements and, in many cases, provide additional benefits to achieve market competitiveness.	8 Decent Work and Economic Growth 10 Reduced Inequalities
Pay & Equal Remuneration	Whirlpool does not make compensation decisions based on race, gender or any other protected category, and we remain committed to ensure our pay decisions are free of bias and focused on performance.	Conducted an annual pay equity practices review in different countries and continue to take action, including making adjustments when appropriate, in line with our goal that all pay decisions are free of bias.	5 Gender Equality 8 Decent Work and Economic Growth 10 Reduced Inequalities
Employee Engagement & Workplace Culture	We align our organizational structure, core values and development programs to foster a workplace where everyone can thrive. Our company culture is defined by Our Enduring Values: Integrity, Respect, Inclusion and Diversity, One Whirlpool and Spirit of Winning.	Improved employee engagement scores compared to 2024 surveys. Employee Resource Group Milestones: Whirlpool Women's Network (WWN) celebrated 30 years; Awareness of Visible and Invisible Disabilities (AVID) celebrated 10 years.	8 Decent Work and Economic Growth 10 Reduced Inequalities
Training & Development	Rooted in Our Enduring Values and the Whirlpool Leadership Model, our learning and leadership development programs support our belief that every employee is a leader.	Launched our General Management Development Program to develop current and future general managers.	4 Quality Education 8 Decent Work and Economic Growth

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

Forward-Looking Statements

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

This document contains forward-looking statements about Whirlpool Corporation and its consolidated subsidiaries ("Whirlpool") that speak only as of this date. Whirlpool disclaims any obligation to update these statements. Forward-looking statements in this document may include, but are not limited to, statements regarding future financial results, environmental, social, and governance efforts, long-term sustainability and Net Zero goals, including emissions reduction targets, risk management and resilience, product innovation, durability and resource efficiency, product safety and quality, second life and end-of-life initiatives, responsible sourcing and supply chain management, sustainable operations and investments in renewable energy, and efforts related to workplace health and safety, employee engagement, and community impact. Many risks, contingencies and uncertainties could cause actual results to differ materially from Whirlpool's forward-looking statements. Among these factors are: (1) intense competition in the home appliance industry, and the impact of the changing retail environment, including direct-to-consumer sales; (2) Whirlpool's ability to maintain or increase sales to significant trade customers and builders; (3) Whirlpool's ability to maintain its reputation and brand image; (4) Whirlpool's ability to achieve its business objectives and successfully manage its strategic portfolio transformation and outsourced business unit service model; (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 transactions; (8) the ability of suppliers of critical parts, components and manufacturing equipment to deliver sufficient quantities to Whirlpool in a timely and cost-effective manner; (9) risks related to Whirlpool's international operations; (10) Whirlpool's ability to respond to unanticipated social, political and/or economic events, including epidemics/pandemics; (11) information technology system and cloud failures, data security breaches, data privacy compliance, network disruptions, and cybersecurity attacks; (12) product liability and product recall costs; (13) Whirlpool's ability to attract, develop and retain executives and other qualified employees; (14) the impact of labor relations; (15) fluctuations in the cost of key materials (including steel, resins, and base metals) and components and the ability of Whirlpool to offset cost increases; (16) Whirlpool's ability to manage foreign currency fluctuations; (17) impacts from goodwill, intangible asset and/or inventory impairment charges; (18) health care cost trends, regulatory changes and variations between results and estimates that could increase future funding obligations for pension and postretirement benefit plans; (19) impacts from credit rating agency downgrades; (20) litigation, tax, and legal compliance risk and costs; (21) the effects and costs of governmental investigations or related actions by third parties; (22) changes in the legal and regulatory environment including environmental, health and safety regulations, data privacy, taxes and generative AI; (23) the impacts of changes in foreign trade policies, including tariffs; (24) Whirlpool's ability to respond to the impact of climate change and climate change or other environmental regulation; and (25) the uncertain global economy and changes in economic conditions.

Other Important Notes & Disclaimers

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

Whirlpool CORPORATION

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