



GE VERNOVA INTEGRITY GUIDE FOR SUPPLIERS, CONTRACTORS & CONSULTANTS

This guide also applies to Consortium Partners

A Message from GEV

GE Vernova (“GEV”) is committed to unyielding integrity and high standards of business conduct in everything we do, especially in our dealings with GEV suppliers, contractors, consortium partners and consultants (collectively “Suppliers”). GEV bases its Supplier relationships on lawful, efficient and fair practices, and Suppliers must adhere to applicable legal and regulatory requirements in their business relationships as set out in this GEV Integrity Guide for Suppliers, Contractors and Consultants (the “Guide”) in connection with their activities for GEV.

Suppliers are responsible for ensuring that they and their employees, workers, representatives, suppliers and subcontractors comply with the standards of conduct set out in this Guide and in other contractual obligations to GEV. Please contact the GEV manager you work with or any GEV Compliance Resource if you have any questions about this Guide or the standards of business conduct that all GEV Suppliers must meet.

Responsibilities of GEV Suppliers

You, as a Supplier to GEV, agree:

Respectful Workplace: To (i) observe applicable laws and regulations governing wages, hours, overtime, recruitment and employment contracts; (ii) allow workers to choose freely whether to organize or join associations of their own choosing for the purpose of collective bargaining as provided by local law or regulation; (iii) prohibit discrimination¹, harassment and retaliation; and (iv) treat all workers fairly and with respect.

Environment, Health and Safety: To (i) comply with applicable environmental, health and safety (EHS) laws and regulations and GEV’s contractor EHS requirements; (ii) provide workers a safe and healthy workplace; and (iii) ensure that you are not adversely affecting the local community. If housing is provided or arranged, it must meet host country safety standards.

Forced Labor: To respect human rights of your employees and others in your business operations and activities for GEV, which includes the following: (i) prohibiting the use of forced labor, including prison or indentured labor, and ensuring workers are not subject to any form of physical, sexual or psychological compulsion, exploitation, violence, coercion or inhumane treatment, or other forms of human trafficking; (ii) ensuring that a worker’s identity or immigration documents are not withheld or destroyed; (iii) allowing workers to terminate their employment, for any reason, with reasonable notice; (iv) ensuring that recruitment fees of any type are not deducted from workers’ pay or otherwise charged to workers; (v) prohibiting the use of fraudulent or misleading recruitment practices; (vi) ensuring that, upon end of employment, workers are reimbursed for their return transportation costs (for workers recruited from outside the country); and (vii) providing workers with terms and conditions of employment in a language the worker understands.

Child Labor and Young Workers: To (i) prohibit the employment of workers under sixteen (16) years of age (or local legal age if higher); and (ii) prohibit the employment of workers under eighteen (18) years of age (or local legal age if higher) for hazardous work.

¹GEV prohibits discrimination based on any protected characteristics, which include: race, color, religion, national or ethnic origin, ancestry, sex (including pregnancy and related conditions), gender (including gender identity and expression), sexual orientation, marital status, genetic information, age, disability, military and veteran status or any other characteristic protected by law.



GE VERNOVA INTEGRITY GUIDE FOR SUPPLIERS, CONTRACTORS & CONSULTANTS

This guide also applies to Consortium Partners

Working with Governments, Improper Payments and Dealings with GEV Employees and Representatives: To maintain and enforce (i) a policy requiring adherence to lawful business practices, including a prohibition against bribery; (ii) a prohibition against offering or providing, directly or indirectly, anything of value that would constitute a bribe or a kickback, including but not limited to cash, gifts, entertainment, offers of employment, or other types of benefit, to any GEV employee, GEV representative, GEV customer or to any government official in connection with any GEV procurement, transaction or business dealing; and (iii) to agree to provide supporting data to GEV when requested.

Competition Law: Not to share or exchange any price, cost or other competitive information or engage in any collusive conduct with any third party with respect to any proposed, pending or current GEV procurement.

Intellectual Property: To respect the intellectual property rights of GEV and of third parties, including all patents, trademarks, copyrights and trade secrets.

Security and Privacy: To (i) respect individual privacy rights by collecting, handling and protecting GEV Personal Information responsibly and compliantly; (ii) implement and maintain appropriate physical, administrative and technical controls that meet GEV standards and are designed to ensure the security and confidentiality of GEV Confidential Information² in order to prevent the unauthorized or unlawful destruction, alteration, modification or accidental loss of GEV Confidential Information; and (iii) protect Supplier operations and facilities against exploitation by criminal or terrorist individuals and organizations.

Trade Controls and Customs Matters: Not to transfer GEV technical information to any third party without the express, written permission of GEV, and to comply with all applicable trade control laws and regulations in the import, export, re-export or transfer of goods, services, software, technology or technical data including any restrictions on access or use by unauthorized persons or entities.

Controllership and Tax Law: To ensure that all invoices and any customs or similar documentation submitted to GEV or governmental authorities or audited by third parties in connection with transactions involving GEV accurately describe the goods and services provided or delivered and the price thereof, to ensure that all documents, communications and accounting are accurate and honest and not to take or participate in any actions that may be viewed as tax evasion or the facilitation of tax evasion.

Responsible Mineral Sourcing: To (i) adopt policies and establish systems to procure tantalum, tin, tungsten, gold and other rare earth minerals from sources that do not directly or indirectly finance armed groups in the Democratic Republic of the Congo or Conflict Affected High Risk Areas; and (ii) provide supporting data on your supply chain for tantalum, tin, tungsten, gold, or other requested rare earth minerals to GEV when requested, on a platform to be designated by GEV.

Conflicts of Interest: Avoid all conflicts of interest or situations giving the appearance of a potential conflict of interest. A relevant conflict of interest typically occurs when personal interests interfere with or appear to interfere with Supplier's ability to perform the work/services without bias. Suppliers are expected to notify GEV if an actual or potential conflict of interest arises. This includes any situations of potential or apparent conflicts between Suppliers' or their employees' personal interests and the interests of GEV.

²GEV Confidential Information is information created or collected by GEV that would pose a risk of causing harm to GEV if disclosed to or used improperly, and includes but is not limited to GEV Highly Confidential Information and Personal Information.



GE VERNOVA INTEGRITY GUIDE FOR SUPPLIERS, CONTRACTORS & CONSULTANTS

This guide also applies to Consortium Partners

Get Help – How to Raise a Question or Concern

Subject to local laws and any legal restrictions applicable to such reporting, each GEV Supplier is expected to inform GEV promptly of any concern related to this Guide affecting GEV, whether or not the concern involves the Supplier, as soon as the Supplier has knowledge of such an occurrence. GEV Suppliers also must take such steps as GE may reasonably request to assist GEV in the investigation of any such occurrence involving GEV and the Supplier. If Supplier's work is related to a U.S. government contract, Supplier must notify GEV of any alleged non-conformance with this Supplier Integrity Guide.

Prompt reporting is crucial — a question or concern may be raised by a GEV Supplier as follows:

- By discussing with a GEV Manager; OR
- By calling the GEV Integrity Helpline: +1 833-955-4949 or +1 617-443-3077; OR
- By emailing ~GE Vernova Corporate Ombuds Corporate.Ombuds@ge.com OR
- By contacting any Compliance Resource (e.g., GEV legal counsel or auditor).

Note: Suppliers do not need to be certain that a violation has occurred, but rather should raise a concern when there is a good faith belief that something improper, a violation of law or policy, has occurred. GEV fully examines every integrity concern raised and takes necessary remedial actions where appropriate.

GEV forbids retaliation against any person reporting such a concern.