

Investing in Our People

Respect for our people is core to our culture at GE Aerospace. We show respect for our employees by prioritizing their safety. Our safety record at our facilities is best in class and has improved every year for the past three years.

Another way we respect our people is by offering a Total Rewards package that focuses on their wellness, helps them grow professionally and positions them to achieve their financial goals.



Compensation & Retirement

Our employees are among the **highest paid** people in their communities

Awarded the Takeoff Grant **special stock award** in 2024, making 52,000 employees owners of the company
This tangible ownership generates value for employees as our stock price increases

Financial planning and education at every stage of life and career

Coupled with our 401(k) plan to help employees confidently prepare for retirement with **company contributions** and **automatic investment options**



Health & Wellness

Comprehensive medical, dental, and vision with immediate coverage starting on day one

No increases in health care contribution rates in last two years; **no rise in deductibles** since 2020, and the option for pre-tax health care savings accounts

No cost Employee Assistance Program counseling and other resources for employees and members of their household

Our **global wellbeing program**, HealthAhead, inspires our employees to achieve their best health through physical, emotional, financial and social wellbeing



Work+Life & Other Important Benefits

Vacation, paid personal and sick time, and paid leave for the birth or adoption of a child, as well as adoption assistance

Up to \$6,000 annually to pursue personal development plans available to production employees

Company-paid life insurance and disability insurance



In 2024, we matched almost \$3 million to employees' charitable donations for a total of nearly \$6 million

Our volunteers are active in the communities and donated 23,000+ hours in 2024 in the U.S.



GE Aerospace

GE Aerospace reserves the right to terminate, amend, suspend, replace or modify its benefit plans and programs at any time and for any reason, in its sole discretion. No individual has a vested right to any benefit under a GE Aerospace welfare benefit plan or program.