

GE HealthCare Ltd

UK Gender Pay Gap Report 2023



About GE HealthCare

GE HealthCare is a leading global medical technology, pharmaceutical diagnostics, and digital solutions innovator, dedicated to providing integrated solutions, services, and data analytics to make hospitals more efficient, clinicians more effective, therapies more precise, and patients healthier and happier. Serving patients and providers for more than 100 years, GE HealthCare is advancing personalized, connected, and compassionate care, while simplifying the patient's journey across the care pathway. Together our Imaging, Ultrasound, Patient Care Solutions, and Pharmaceutical Diagnostics businesses help improve patient care from diagnosis, to therapy, to monitoring. We are an \$18.3 billion business with 50,000 employees working to create a world where healthcare has no limits.

GE HealthCare employs around 1200 people in the UK across all disciplines, with a primary focus on Sales and Services.

Following the separation of GE HealthCare from GE, GE HealthCare Ltd is publishing its first standalone annual Gender Pay Gap report based on snapshot data from April 2023. 2023 & 2024 are expected to be transitional years as we build an organisation structure aligned to our independent status.

I confirm that the information contained within this report is accurate.



Kevin O'Neill
Director GE HealthCare Ltd

GE HealthCare Ltd Pay Gap

The Gender Pay Gap results show a generally balanced picture with the mean calculation favouring males and the median calculation favouring females. In addition, the representation of females though all our pay quartiles is relatively strong. However, we continue to target and work towards an even greater balance on both pay and representation.

GE HealthCare regularly reviews its approach to pay equity and is confident that it offers equal pay between our male and female populations undertaking comparable work.



Male employees earn **2.8%** more
MEAN pay than female employees



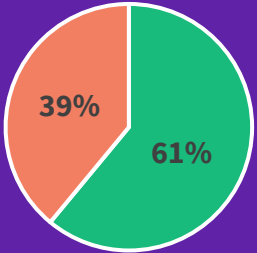
Female employees earn **0.8%** more
MEDIAN pay than male employees





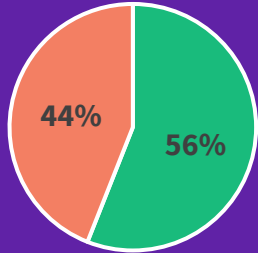
GE HealthCare Ltd Gender Breakdown Pay Per Quartile

Quartile A
Lower Paid



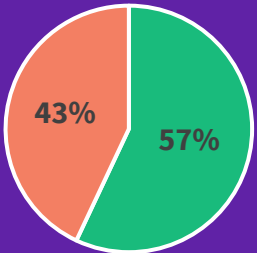
Male Female

Quartile B
Lower Middle



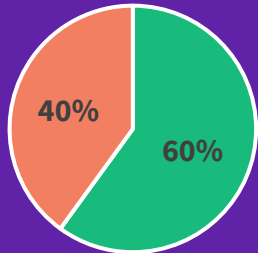
Male Female

Quartile C
Upper Middle



Male Female

Quartile D
Upper Paid



Male Female

GE HealthCare Ltd Bonus Gap

Most of our employees (male and female) receive a bonus in some form. Our bonuses cover a wide range of reward types and this may be why we see a noticeable difference between the mean and the median data with the mean favouring males and the median favouring females. It is difficult to draw clear inferences from these figures and we continue to see variation year on year.



Male employees earn **9.98%** more
MEAN bonus than female employees



88.65% of female employees
received a bonus



Female employees earn **7.21%** more
MEDIAN bonus than male employees



92.03% of male employees
received a bonus



GE HealthCare Volunteering in the UK

GE HealthCare continues to focus on ways to drive greater female representation, in particular in STEM (science, technology, engineering and mathematics) disciplines both in its own business and more broadly.



In 2023, GE HealthCare UK sponsored the Girls into Engineering course, run by the Smallpeice Trust for another year. Also, our homegrown GirlsGetSET inspiration programme is specifically aimed at 12-13 year old girls curious about STEM. This year 180 girls have already received their Bronze Industrial Cadets Accreditation.

90

Active GE HealthCare
UK Volunteers

18

Key School
Relationships

580

GirlsGetSET Participants

5683

Students Reached

From GE HealthCare UK Volunteering January to November 2023 data



GE HealthCare