

GE Medical Systems Ltd

UK Gender Pay Gap Report 2023



GE HealthCare

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 Medical Systems Ltd (part of the GE HealthCare group) 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.

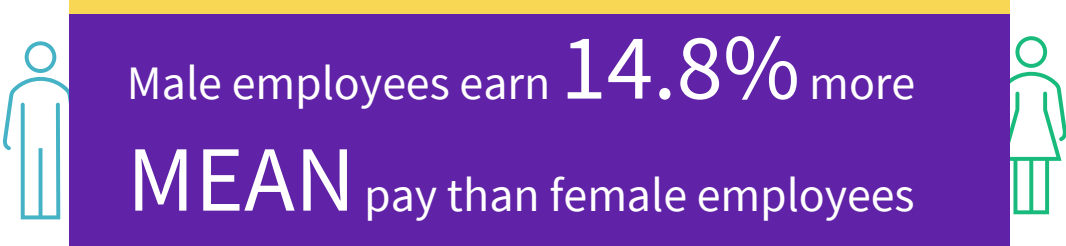


Jane Beastall
Director GE Medical Systems Ltd

GE Medical Systems Ltd Pay Gap

The Gender Pay Gap results show both mean and median calculations favouring males. This entity largely includes our sales and services populations. Whilst we see a relatively strong balance of male and female employees in the lowest pay quartile, there is a clear imbalance in the other quartiles. This is driven by a high representation of male employees in STEM related technical roles which are field based. It has historically been challenging to attract females into these types of positions due to the general underrepresentation of females with STEM skill sets and the demands of work based travel. We continue to target and work towards achieving a greater balance on both pay and representation.

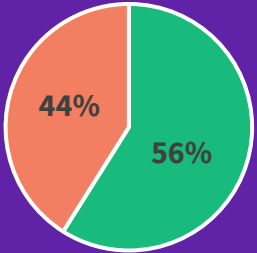
GE HealthCare regularly reviews its approach to pay equity and is confident that it offers equal pay between our male and female populations undertaking comparable work.





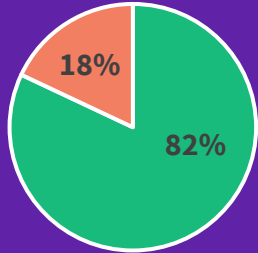
GE Medical Systems Ltd Gender Breakdown Pay Per Quartile

Quartile A
Lower Paid



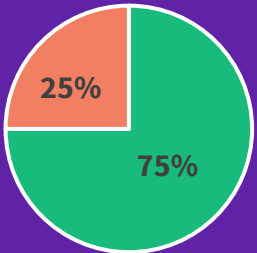
Male Female

Quartile B
Lower Middle



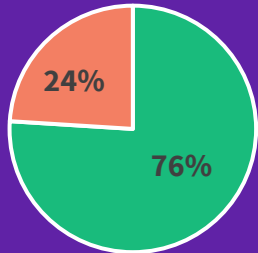
Male Female

Quartile C
Upper Middle



Male Female

Quartile D
Upper Paid



Male Female

GE Medical Systems 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 **4.5%** more
MEAN bonus than female employees



89.5% of female employees
received a bonus



Female employees earn **16%** more
MEDIAN bonus than male employees



91.5% of male employees
received a bonus

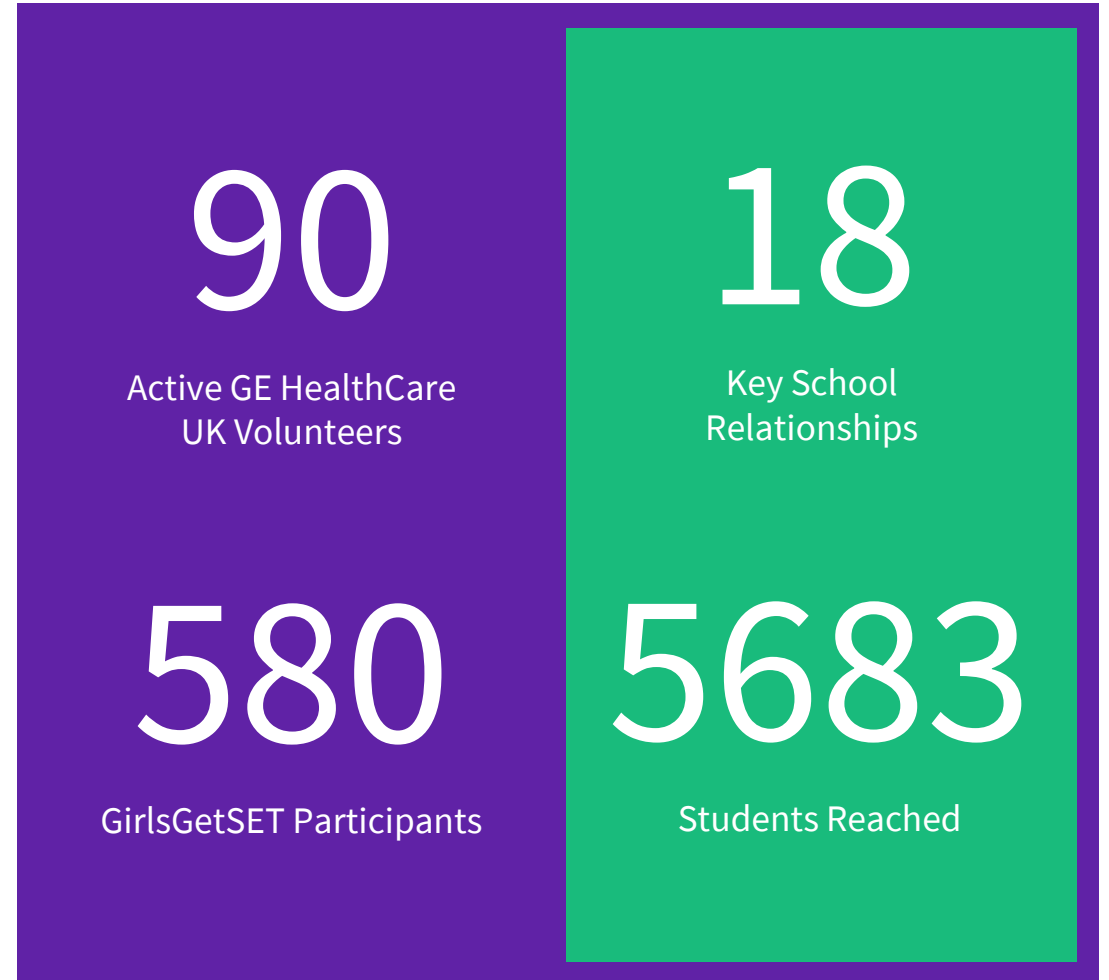


GE HealthCare Volunteering in the UK

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.



From GE HealthCare UK Volunteering January to November 2023 data



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