

GE HealthCare Ireland Ltd

Ireland Gender Pay Gap Report 2025



GE HealthCare

About GE HealthCare

GE HealthCare is a trusted partner and leading global healthcare solutions provider, innovating medical technology, pharmaceutical diagnostics, and integrated, cloud-first AI-enabled solutions, services and data analytics. We aim to make hospitals and health systems more efficient, clinicians more effective, therapies more precise, and patients healthier and happier. Serving patients and providers for more than 125 years, GE HealthCare is advancing personalized, connected and compassionate care, while simplifying the patient's journey across care pathways. Together, our Imaging, Advanced Visualization Solutions, Patient Care Solutions and Pharmaceutical Diagnostics businesses help improve patient care from screening and diagnosis to therapy and monitoring. We are a \$19.7 billion business with approximately 53,000 colleagues working to create a world where healthcare has no limits.

GE HealthCare in Ireland

GE HealthCare employs approximately 750 people at its key location in Cork, where we manufacture Contrast Media used in X-Ray, CT, MR, Interventional and Ultrasound procedures globally. GE HealthCare's imaging agents are used to support 130 million+ patient procedures per year, globally. We have twenty owned cGMP accredited manufacturing sites, globally, - with Cork, Ireland, being one of them.

Today, we are publishing our Gender Pay Gap report for GE Healthcare Ireland Ltd. This report is based on data from 30th June 2025.



GE Healthcare Ireland Ltd

Pay Gap 2025

Mean	Median
-2.3% All Employees	-6.4% All Employees
7.8% Part Time Employees	0.2% Part Time Employees
0.3% Temporary Employees	12.1% Temporary Employees

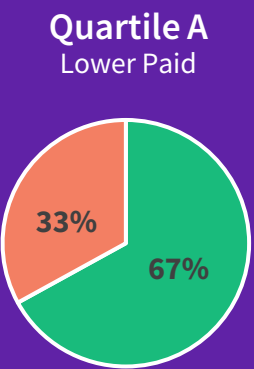
This year, for the ‘All Employee’ figures, we see a small shift in the Mean towards females and a very small increase in the Median, also in favour of females. Since our previous report, the overall number of female employees has increased, and the percentage of women occupying roles in the higher paid quartile has increased although we still have a lower representation of females overall. We will continue to take positive steps to increase female representation during our recruitment processes, particularly in Operations and Engineering where we see higher proportion of males.

Our part-time population has increased slightly from last year, but the number of male part-time employees has increased by over 40%. Given the small overall size of the part-time population, changes of this type can result in notable fluctuations in the pay gap results, hence we have seen a swing in the mean of over 10% towards males, although the median gap has remained more consistent and balanced.

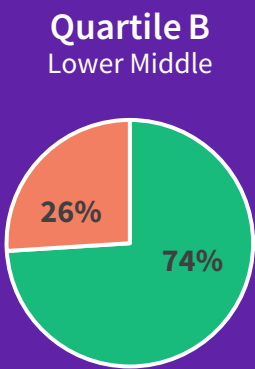
Within our temporary employee base, we have a mix of roles ranging from early career interns to senior technical specialists. Many of this group are also conversions from our agency staff, commonly in operational roles. We continue to see a far higher percentage of females in the lower pay, entry level roles which reflects our efforts to attract more females into our student intern and graduate positions. Whilst this contributes to a higher pay gap in the short term, it is important strategically to create a gender balanced pipeline in the future.



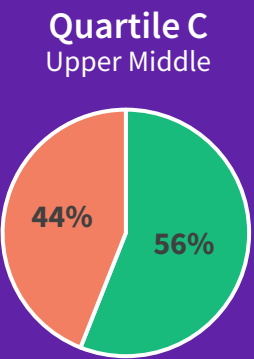
GE HealthCare Ireland Gender Breakdown Pay Per Quartile



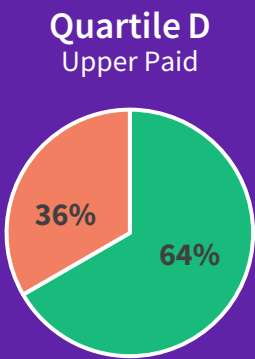
■ Male ■ Female



■ Male ■ Female



■ Male ■ Female



■ Male ■ Female

GE HealthCare Ireland Ltd Bonus Gap

Our bonus gap results have moved closer towards parity compared with last year with the median now shifting in favour of females. We believe gender breakdown, the level of variability that is inherent in bonus awards from year to year and the wide range of reward types captured in the data creating certain data skews, mean it is difficult to draw clear inferences from these figures.

We place more focus on the fact that the % of males and females receiving a bonus is comparable. The small gap in bonus recipients is driven by the number of new hires, and employees on student placements who were not bonus eligible in the reporting period.

The only group not eligible for Benefit in Kind are student placement employees.



99% of male employees
receive benefits in kind



97% of female employees
receive benefits in kind



95.4% of male
employees received a bonus



92.6% of female
employees received a bonus



Male employees earn 7.9% more
MEAN bonus than female employees



Female employees earn 3.2% more
MEDIAN bonus than male employees



Leading in Diversity

Given GE HealthCare Ireland is primarily an industrial manufacturing business where the sector sees a reduced representation of females in senior, higher paid, roles within engineering, technology, manufacturing and technical services, we are pleased to see that this year's figures show that our females are not worse off in respect of pay. Nonetheless we are committed to continuing to addressing the gender balance in our workforce. We recognise that increasing diversity in an industrial business takes time, investment, and dedicated action.

We are focused on ensuring our cohort of graduate and student intake is targeted at hiring diverse talent, generating a diverse pipeline and succession planning for senior positions.

The business is committed to, and has created, a greater flexible working environment within the workplace and empowers People Leaders to support colleagues through life events that can be challenging or require extra flexibility. We continue to benchmark to learn best practices in this area. We train all our colleagues on respectful workplace on an annual basis to reinforce our focus on being an inclusive and diverse organisation.

In 2025, our Cork Campus received the 'Investors in Diversity' Silver Award from the Irish Centre of Diversity, having received the Bronze Award in the prior year. This affirms that we have built further upon our strong foundations to creating a culture of belonging for all

We can see signs of progress year on year, and whilst there is still more to do, this is an area that we will continue to focus on and prioritise to ensure continued development.





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