GE HealthCare

2024 Sustainability Report

Creating a world where healthcare has no limits

**GE HealthCare
2024 Sustainability Report**

Sustainability at
GE HealthCare

Enable access
to healthcare

Cultivate a
thriving workforce

Build a
sustainable future

Advance sustainability
across our products

Deliver safe and
secure products

Operate
responsibly

Appendices

2

Table of contents

**GE HealthCare
2024 Sustainability Report**

Sustainability at
GE HealthCare

Enable access
to healthcare

Cultivate a
thriving workforce

Build a
sustainable future

Advance sustainability
across our products

Deliver safe and
secure products

Operate
responsibly

Appendices

3

About this report

The GE HealthCare 2024 Sustainability Report details the steps we are taking to **create a world where healthcare has no limits**. Covering our progress and performance in the reporting period from January 1 to December 31, 2024, this document also includes some descriptions of our practices and programs that provide more current information where appropriate. Unless otherwise noted, all progress and performance is reported as of our fiscal year end, December 31, 2024. This report encompasses aspects of our value chain, which includes sourcing and extracting raw materials, manufacturing and transporting products, product use in healthcare facilities, and product end of life. The audit and assessment activities described in this report are distinct from those carried out by GE HealthCare's Internal Audit team, which operates independently as the third line of defense and reports directly to the Audit Committee.

We remain committed to enhancing our reporting. In 2024, GE HealthCare performed a double materiality assessment (DMA) → to refine our sustainability strategy, supplement our risk management program, and align with evolving regulatory requirements.[1] This assessment informs our sustainability reporting, risk management, and strategic planning. Our sustainability strategy → reflects our five main priority areas across our operations.

As a member of the United Nations Global Compact (UNGC), we align our strategy with the United Nations Sustainable Development Goals (UN SDGs). Our reporting also follows internationally recognized standards and frameworks, including the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-related Financial Disclosures (TCFD), the latter of which have been incorporated into the International Financial Reporting Standards Foundation Sustainability Disclosure Standards. Our Scope 1, 2, and 3 greenhouse gas (GHG) emissions have been assured by a third party. Detailed information, including our framework indices, can be found in the appendices. →

To enhance transparency and accountability, this report includes key performance indicators (KPIs) tracking our progress in critical areas. Total values and percentages throughout the report may not sum due to the use of rounded numbers. A comprehensive list of KPIs 🔗 is also available in the appendices. →

To learn more about sustainability at GE HealthCare, visit our sustainability webpage. 🔗 Our reports hub 🔗 includes past sustainability reports and other documents related to our environmental, social, and governance (ESG) reporting.

How to use this report

This report uses interactive icons to link to different parts of the report or additional content on our website.

→ Hyperlink to other content in the report

↗ Link to more information on our website

🔗 Link to Key performance indicators

---
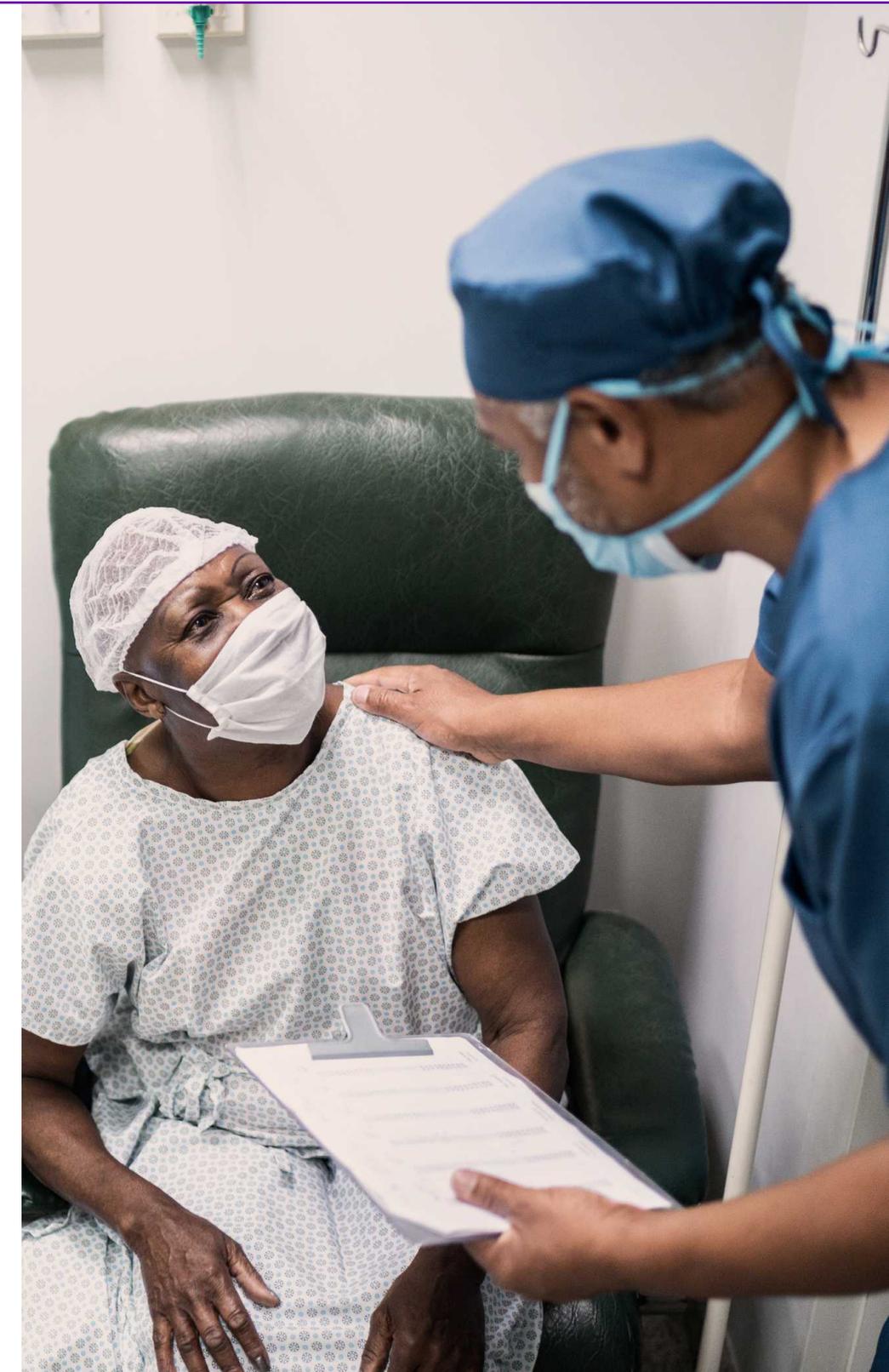
[1] For the purposes of this report, "materiality" refers to the environmental and social impacts of GE HealthCare's strategy and operations. It does not have the same meaning as the term "materiality" used in accounting standards or under U.S. federal securities laws.

GE HealthCare
2024 Sustainability Report

Sustainability at
GE HealthCare

Enable access
to healthcare

Cultivate a
thriving workforce

Build a
sustainable future

Advance sustainability
across our products

Deliver safe and
secure products

Operate
responsibly

Appendices

4

Message from Peter J. Arduini, President and CEO

"**With more than 1 billion patients around the world touched by a GE HealthCare product annually, we recognize the role we play in contributing to a more sustainable world.**"

Dear stakeholders,

For over 125 years, GE HealthCare has been committed to advancing healthcare innovations that improve the quality of life for people across the globe. More than five million of our products installed around the world touch more than one billion patients annually. Each day we come to work with a commitment to impact people, patients, customers, and our planet, driving innovation and creating long-term value. Yet that commitment is challenged with a growing strain on global healthcare systems, environmental impacts, and increasing climate threats.

Sustainability as a business imperative

Our commitment to sustainability is integral to our business strategy and reflected in our core priorities. We evolved our sustainability strategy based on stakeholder feedback and to better reflect our journey as a standalone company. Our sustainability priorities are aligned with our business goals to create long-term growth, meet customer needs, and help address some of the most pressing global health and environmental challenges of our time.

At the heart of our approach is a customer-centric philosophy: developing products and solutions in collaboration with providers, helping to build resilient healthcare systems and transform patient care.

Innovation and access

Breakthrough AI-enabled technologies hold promise for new advancements in healthcare that can enable clinicians to deliver a more personal, precise, and human approach while expanding access to important medical technology. We are committed to developing AI innovations that meet the highest standards of performance, safety, and accountability. To build scalable solutions designed for differing patient needs, we strengthened our Responsible AI Policy and aligned our Responsible AI Principles with global frameworks to foster safe AI technologies that respect fundamental rights.

Optimization of our advanced solutions can drive efficiency across healthcare systems. We expanded our on-site and remote instructor-led training—reaching over 200,000 healthcare professionals in 2024.

Our growing suite of mobile applications, such as handheld ultrasound devices that provide access to high-quality healthcare regardless of location, aims to broaden access to communities most in need, helping to bridge gaps in healthcare infrastructure and resources.

Colleagues and culture

Defining a culture that can deliver for patients, our people, customers, and our planet remains a key priority. Our dedication to being an industry-leading medical technology provider was recognized as GE HealthCare earned a place on the 2025 **Fortune World's Most Admired Companies™** list, reflecting our position as a trusted partner in healthcare.

We lead with a safety mindset in everything we do. Last year we provided colleagues with over 300,000 online and classroom training sessions related to environmental, health, and safety topics focused on embedding a safety-first approach to how we conduct our operations that protects our people, our environment, and the communities we serve.

In 2024, we evolved our Culture and Belonging strategy, drawing on our Cultural Operating Principles to shape how we work, innovate, and serve our customers. Building a culture of belonging and inclusion remains at the core of our strategy, leveraging the broad perspectives and expertise of our teams to drive future innovations.

Our environmental footprint

Together with hospitals and health systems, we recognize impacts the environment can have on health and access to care. We continue to take significant steps toward optimizing our operations and supply chain, incorporating circular economy principles, and identifying responsible sourcing opportunities wherever practical. We are improving our data collection and analysis to better understand opportunities for reduction strategies across the supply chain and progress on our journey to net zero by 2050.

Our new Circularity Innovation Lab is exploring ways to further introduce circularity principles across product lines and respond to evolving customer expectations. Our long-standing GoldSeal program continues to add products for refurbishment, offering high-quality, cost-effective solutions to healthcare providers in underresourced areas.

In 2024, we delivered a 23% reduction in our Scope 1 and 2 GHG emissions compared to our 2022 baseline. Our progress furthers ambitions across the healthcare industry to build a healthier planet for a healthier future. Recognizing that we have more work to do, we remain positive that the climate actions we take today will deliver long-lasting value for all our stakeholders.

Looking ahead

We are dedicated to collaboration, working closely with our customers and industry organizations to help solve the healthcare challenges of today, tomorrow, and well into the future. Guided by our purpose to create a world where healthcare has no limits, we continue to grow and innovate, driving positive change that benefits both people and the planet.

Sincerely,

Peter J. Arduini
President and CEO

GE HealthCare
2024 Sustainability Report

Sustainability at
GE HealthCare

Enable access
to healthcare

Cultivate a
thriving workforce

Build a
sustainable future

Advance sustainability
across our products

Deliver safe and
secure products

Operate
responsibly

Appendices

5

Sustainability at GE HealthCare

GE HealthCare
2024 Sustainability Report

Sustainability at
GE HealthCare

Enable access
to healthcare

Cultivate a
thriving workforce

Build a
sustainable future

Advance sustainability
across our products

Deliver safe and
secure products

Operate
responsibly

Appendices

6

2024 highlights

Enable access to healthcare

More than **200,000** healthcare professionals trained

$3M in grants awarded by the GE HealthCare Foundation

Cultivate a thriving workforce

0.30 Total Recordable Incident Rate (TRIR), compared to **0.32** in 2023

Named one of 2025 Fortune World's Most Admired Companies™

Build a sustainable future

Science Based Targets initiative (SBTi) climate goals approved

23% reduction in our Scope 1 and 2 GHG emissions compared to our 2022 baseline

Advance sustainability across our products

Recovered approximately **8,050** imaging, ultrasound, magnets, and surgery machines

7.8 million kilograms of reused and recycled material

Deliver safe and secure products

100% of facilities participated in third-party quality audits

Launched our first Responsible AI Policy

Operate responsibly

99.8% of colleagues completed training on *The Spirit & The Letter*

Launched a new Global Interactions Policy

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 have approximately 53,000 colleagues dedicated to our mission to **create a world where healthcare has no limits**. We operate at the center of the healthcare ecosystem, enabling precision care by increasing health system capacity, enhancing productivity, digitizing healthcare delivery, and improving clinical outcomes while serving patients' demand for greater efficiency, access, and personalized medicine. Our products, services, and solutions are designed to enable clinicians to make more informed decisions quickly and efficiently, improving patient care from screening and diagnosis to therapy and monitoring. We have more than 125 years of experience and one of the strongest reputations in the global healthcare industry, built on our demonstrated record of delivering industry-defining innovation. This is complemented by our broad service capabilities and dedication to quality and integrity, with a strong operational culture, deeply embedded in lean continuous improvement.

GE HealthCare's extensive reach

1B
patients served annually

$19.7B
revenue in 2024

More than
160
countries with customers

Approximately
53,000
colleagues

Approximately
5M
installed base equipment

>$1.3B
annual research and development (R&D)

Our four segments

Imaging

Our Imaging portfolio includes five product lines and associated service capabilities: molecular imaging (MI), computed tomography (CT), magnetic resonance (MR), women's health, and X-ray.

$8.9B
2024 revenue

Advanced Visualization Solutions

Our Advanced Visualization Solutions portfolio serves customers across two core areas: specialized ultrasound and procedural guidance.

$5.1B
2024 revenue

Patient Care Solutions

Our Patient Care Solutions portfolio serves care teams and healthcare systems across multiple patient care needs, including monitoring solutions and life support solutions.

$3.1B
2024 revenue

Pharmaceutical Diagnostics

Our Pharmaceutical Diagnostics (PDx) business develops and produces two types of imaging agents: contrast media and radiopharmaceuticals.

$2.5B
2024 revenue

Innovation at GE HealthCare

Through our commitment to advancing innovation, we create meaningful value that benefits our customers, stakeholders, and the broader ecosystem of our business. Our R&D efforts focus on creating innovative products and solutions, developing new applications for products, and enhancing our existing products to improve outcomes for customers and their patients. We employ approximately 10,900 engineers and scientists worldwide, including hardware, systems, and software engineers and those focused on clinical research. We also engage in and sponsor clinical research and product development through collaborations with universities, medical centers, and other organizations.

▶ See the Enable access to healthcare → section for information about how GE HealthCare's innovations are enhancing access to healthcare.

▶ See the Advance sustainability across our products → section for information about how GE HealthCare embraces environmentally conscious design and circular economy principles.

▶ See the Deliver safe and secure products → section for information about how GE HealthCare is using AI to advance healthcare responsibly and ethically.

This focus on innovation is nothing new. We have been working to improve patient care since the 1890s, when we made the forerunner of today's X-ray machines.

Produced the **forerunner of today's X-ray systems**

Advanced Workstation™ TAVI analysis for comprehensive surgical workup planning

World's first **mammography system** that puts compression control in the hands of women

First MR lightweight, ultra-flexible, versatile, and durable **coil**

First **drug-device** combination technology for multidose contrast media delivery

FDA clearance of **first on-device AI** to prioritize critical chest X-ray review

Launched GE HealthCare's fastest-ever-selling **PET/CT**

Launched enhanced Venue **family point-of-care ultrasound systems** featuring AI-driven caption guidance

First **handheld ultrasound**

2013

2015

2018

2020

2023

2010

2014

2016

2019

2022

Introduced first positron emission tomography (PET) agent for **color imaging** of amyloid plaque in diagnosis of Alzheimer's disease

First hospital **Command Center** (Johns Hopkins University)

First **deep-learning image** reconstruction software in CT

First **ultrasound system with AI capability** to support auto-recognition

Completion of spin-off from GE

FDA clearance of **deep learning–based MR image reconstruction technology;** now used on 16 million patients worldwide

Launched a **digital tool** designed to assist clinicians in visualizing longitudinal data relevant for disease progression from multiple data sources

GE HealthCare
2024 Sustainability Report

Sustainability at GE HealthCare

Enable access to healthcare

Cultivate a thriving workforce

Build a sustainable future

Advance sustainability across our products

Deliver safe and secure products

Operate responsibly

Appendices

9

Conversation with our sustainability leader

A conversation with Kelvin Sanborn

Kelvin Sanborn is Head of ESG at GE HealthCare. In this role, he leads a cross-functional team to develop and execute our sustainability strategy.

Why is sustainability a core focus for GE HealthCare?

At GE HealthCare, we recognize that sustainability is an important investment to support strategies to strengthen healthcare systems and improve patient health. We are experiencing in real time how environmental challenges can significantly impact health outcomes and further exacerbate health disparities. By embedding sustainability throughout our operations, we drive innovation, support long-term business resilience, and help create a world where healthcare has no limits. This approach delivers tangible business value while meeting the evolving expectations of customers, investors, and regulators for responsible and transparent practices.

How does GE HealthCare engage with stakeholders and collaborate to advance sustainability?

No single company can tackle the complex challenges of sustainability alone. That's why we actively engage with stakeholders and companies throughout the healthcare ecosystem, including customers, suppliers, policymakers, and industry organizations. We highlight many of these collaborations in this year's report. For example, in 2024, we worked with the Radiological Society of North America to improve breast screening and reduce mortality rates in Tanzania. → We also partnered with the Medical Equipment Proactive Alliance for Sustainable Healthcare (MEPA) to launch new sustainability criteria for the procurement of medical imaging equipment. → In the United States, we engaged with Capitol Hill representatives, administration officials, and others to develop comprehensive governing principles for the use of AI in healthcare. →

How has sustainability evolved at GE HealthCare?

GE HealthCare has built a strong sustainability foundation, anchored by a multitiered governance structure and five strategic pillars aligned with our business objectives. In keeping with our continuous improvement mindset, we routinely review our programs, structures, and processes as our business and the broader environment evolve.

As part of this effort, we've revised our sustainability strategy, reflecting our evolution as a company and incorporating additional stakeholder feedback.

We are translating our strategy into concrete actions and measurable goals. In 2024, we made further progress integrating environmentally conscious design (ECD) principles across our product portfolio to ease pressure on natural resources and support our customers in reaching their sustainability goals. By designing products for reuse, refurbishment, and recycling, we are able to extend the useful life of existing equipment. We offer MR upgrades that preserve the existing MRI magnet, resulting in avoidance of approximately 100 tons of CO_2 emissions as compared with installation of a new system.[2]

This report highlights our achievements and provides expanded disclosure on topics including our climate risk assessment, approach to advancing sustainability across our products, and responsible AI policies and practices. We continue to monitor the evolving regulatory landscape, remaining committed to transparent reporting and stakeholder engagement.

What are some of the biggest opportunities GE HealthCare sees on the horizon for advancing sustainability?

Looking ahead, we will continue working to enhance access to healthcare for patients around the world, reduce our emissions, and advance circular economy initiatives, always with unyielding integrity. To maintain transparent communication with stakeholders, we are actively reviewing and preparing for international disclosure frameworks. Incorporating appropriate frameworks into our future reporting will allow us to provide stakeholders with clear, comparable, and comprehensive updates on our sustainability efforts. As we move forward, we will continue to monitor the evolving landscape, listen to our stakeholders, and collaborate with others to build a healthier future.

[2] Based on internal estimates. This includes the system carbon footprint and its transportation. Carbon footprint is the reduction of carbon emission that would have happened if the client exchanged the system instead of upgrading it. The transportation CO_2 emission is estimated according to the weight of the items not replaced, the mode of the shipment, the distance of the shipment, and SimaPro. SimaPro estimates sustainability KPIs. The magnet/system carbon footprints are based on screening lifecycle assessment (LCA) estimated with SimaPro. The CO_2 emission is estimated using the weight and material type of the system components, energy consumption, and mix of energy source in manufacturing, assumptions related to recyclability of raw materials, and transportation mode for shipping the system from the factory to the customer.

Our sustainability strategy and priorities

As we work to deliver on our purpose to create a world where healthcare has no limits, we continue to evolve our sustainability strategy. We revised this strategy based on ongoing learnings, stakeholder feedback, and initial insights from our DMA. →

GE HealthCare's sustainability strategy is integrated throughout our business across five main areas. These focus areas are guided by our Cultural Operating Principles, which direct our behaviors, deliver on our purpose, and create value for all stakeholders. Our strategy will continue to evolve as we grow and adapt to changing global sustainability landscapes.

> ▶ **UN SDGs**
> To learn more about how GE HealthCare implements the SDGs throughout its operations, please see the appendices. →

Our sustainability strategy

Our sustainability strategy focuses on the following five pillars:

| **Enable access to quality healthcare for more patients**	**Cultivate a workplace where all colleagues can thrive**	**Build a more sustainable, healthier future**	**Advance sustainable practices throughout the product lifecycle**	**Deliver safe and secure products and services**
We aim to enable earlier, better, and faster diagnosis and treatment for more patients.	We seek to foster an inclusive environment for our colleagues that represents the communities we serve.	We are working to decarbonize across the value chain to create a healthier environment and a more resilient future.	We incorporate environmental considerations into the development of our products to support a circular economy.	We develop innovative products and services with a patient-first focus grounded in safety and integrity.
Leading objectives:	**Leading objectives:**	**Leading objectives:**	**Leading objectives:**	**Leading objectives:**
• Broaden access to quality healthcare. • Improve healthcare delivery through clinician training.	• Lead with a safety-first mindset. • Advance progress on our Culture and Belonging strategy. • Attract and develop the best talent.	• Achieve net zero by 2050. • Reduce GHG emissions and pollutants.	• Optimize energy use and decrease emissions from our products. • Expand product and parts circularity programs.	• Develop safe and reliable products. • Further AI capabilities aligned with our responsible AI strategy.

Our Cultural Operating Principles

Our Cultural Operating Principles define our core values and expected behaviors, serving as the foundation of our organizational culture.

Serve our people, patients, and customers	**Lead with a lean mindset**	**Empower entrepreneurial spirit**	**Deliver the future of healthcare**	**Win together and have fun**
We are focused and passionate about making a difference.	We make things better every day.	We are all owners here, and we act with speed.	We dream big to deliver the future of healthcare.	We make a difference as one inclusive team.

Always with the highest integrity

GE HealthCare
2024 Sustainability Report

Sustainability at
GE HealthCare

Enable access
to healthcare

Cultivate a
thriving workforce

Build a
sustainable future

Advance sustainability
across our products

Deliver safe and
secure products

Operate
responsibly

Appendices

11

Double materiality assessment

A DMA examines both how an organization impacts the environment and society (impact materiality) and how sustainability factors affect the company's financial performance (financial materiality). In 2024, we performed a DMA to identify and evaluate sustainability topics by integrating insights from internal and external stakeholders. This assessment explored the impacts, risks, and opportunities associated with various sustainability matters. We conducted desktop research, interviewed subject matter experts, reviewed our value chain, and collaborated with internal teams and senior leaders to identify and assess material topics.

We integrated the insights from our DMA process into our existing priority topics, resulting in the following list:

Our priority topics

Access to healthcare

Climate action and resiliency

Circular economy and product lifecycle

Health, safety, and well-being

Ethical supply chain and human rights

Respectful and inclusive workplace

Geopolitical stability

Product quality and safety

Company culture

Ethics and compliance

These topics are informing our approach to meeting upcoming regulatory requirements. They have also been incorporated into our enterprise risk management (ERM) program and are essential in shaping our sustainability strategy.

GE HealthCare
2024 Sustainability Report

Sustainability at GE HealthCare

Enable access to healthcare

Cultivate a thriving workforce

Build a sustainable future

Advance sustainability across our products

Deliver safe and secure products

Operate responsibly

Appendices

12

Stakeholder engagement

We remain committed to transparent communication and stakeholder engagement through a variety of initiatives. These valuable insights inform our business strategies, initiatives, and continuous improvement efforts. In 2024, we engaged with our internal and external stakeholders in a variety of ways.

Stakeholder	2024 engagement	2024 outcomes
Colleagues	Daily interactions between managers and colleagues; annual performance and development reviews; quarterly town halls with leadership; departmental team meetings; colleague surveys; Ombuds hotline; careers webpage (for future colleagues); Next Generation Resource Groups (NGRGs).	Culture surveys indicated that colleagues generally feel valued and have a sense of belonging. Of our eligible colleagues across all locations, 97% completed an annual performance review, and each of our colleagues completed an average of 22 hours of training. Cultivate a thriving workforce →
Customers	Education and training; regular customer engagement and dialogue; communication with sales, marketing, and service teams; participation in industry events and conferences; dedicated team of field service engineers.	GE HealthCare engages with customers through enterprise collaborations to address critical shortages, advance accuracy of disease diagnoses, and leverage the transformative power of AI-enabled technology to improve operational efficiencies. We also engage with customers at key industry conferences, including HLTH 2024 and Radiological Society of North America (RSNA) 2024. Advance sustainability across products → and Deliver safe and secure products →
Communities	Local site-specific processes to address complaints and concerns; donations of equipment and time to communities in need; community engagement focused on addressing health access.	The GE HealthCare Foundation provided approximately $3 million in grants to organizations for projects including research, training, and empowerment for maternal and infant care providers. GE HealthCare launched the Powering Milwaukee Forward initiative in collaboration with the Charles Antetokounmpo Family Foundation. Enable access to healthcare →
Government bodies and policymakers	Engagement with government agencies and authorities with oversight of the healthcare sector; advocacy through industry associations.	GE HealthCare supported healthcare innovations and access for patients through advocacy work and donations via the GE HealthCare Political Action Committee (PAC). Operate responsibly →
Suppliers	Regular dialogue from initial screening to onboarding and auditing by our sourcing team; annual Supplier Summit; supplier portal, including training and other resources.	GE HealthCare held its annual Supplier Summit as a virtual event in 2024, inviting top strategic suppliers to learn, develop, and grow together. We continue to work toward having our top 70% of suppliers by spend complete an EcoVadis ESG assessment. Deliver safe and secure products →
Stockholders	Regular engagement with investors and analysts, including quarterly calls; public filings and reports; investor roadshows and conferences; annual meeting of stockholders.	In 2024, we held our first Investor Day as an independent company, with topics including the progress made in our first two years as a public company, our digital strategy, and key product innovations. Operate responsibly →

How GE HealthCare works with customers to develop products

At GE HealthCare, we take a customer-centric approach to product development, focusing on understanding and addressing the needs of healthcare professionals and patients. We employ a variety of methods to gather customer insights, including market trend analysis, direct customer feedback, and collaborations with clinicians. We conduct customer roundtables, participate in advisory boards, and undertake pilot programs to collect real-world input from healthcare providers.

These actions provide us with detailed insights into evolving requirements and industry challenges, allowing us to deliver technology-led innovative products coupled with our industry-leading solutions that directly address our customers' needs. Many cross-functional teams across GE HealthCare work together to create innovative products to serve customers.

Additionally, business leaders, product managers, product marketers, clinical applications specialists, field service engineers, sales specialists, and others across the company interact in an ongoing way with current and future customers and experts in the field to understand their needs, expectations, and future clinical trends and requirements.

Advocacy and trade associations

GE HealthCare actively participates—in some cases, with leadership roles—in several international trade and advocacy groups, including:

 The Advanced Medical Technology Association (AdvaMed)

 The European Coordination Committee of the Radiological, Electromedical, and Healthcare IT Industry (COCIR)

 The Global Diagnostic Imaging, Healthcare IT, and Radiation Therapy Trade Association

 The Global Medical Technology Alliance

 MedTech Europe

 The Society of Nuclear Medicine and Molecular Imaging

 German Medical Technology Association

 French National Association for the Industry for Medical Technology and Industries

Work with AdvaMed

In December 2023, GE HealthCare's President and CEO Peter J. Arduini was elected Chair of the Board of Directors for AdvaMed, a role he plans to hold until the end of 2025. The association represents GE HealthCare and hundreds of other device, diagnostics, and digital technology companies that play a critical role in helping clinicians screen, diagnose, and treat patients. While focused on U.S. policymaking, AdvaMed has more than 500 members, with a global presence in Europe, India, China, Brazil, Japan, and other areas.

Arduini's vision for transforming healthcare through medical technology focuses on building trust, accountability, and equity in AI; enabling resilient healthcare systems and increasing access to medical technology innovation; and celebrating and embracing the power of medical technology. In addition to Arduini serving as Chair of the Board of Directors, GE HealthCare holds the most leadership positions in the industry at AdvaMed, including some in the most impactful areas of focus for our company. The Chief Technology Officer at GE HealthCare is the first-ever appointed Chair of the AdvaMed Digital Health Tech division. GE HealthCare also serves in leadership roles on AdvaMed committees on reimbursement, regulatory topics, AI, and government relations.

GE HealthCare
2024 Sustainability Report

Sustainability at
GE HealthCare

Enable access
to healthcare

Cultivate a
thriving workforce

Build a
sustainable future

Advance sustainability
across our products

Deliver safe and
secure products

Operate
responsibly

Appendices

14

Sustainability governance

The **Board of Directors** (the Board) oversees our ESG program and the establishment and execution of corporate strategy by management. The Board receives regular updates to stay apprised of risks and opportunities, including through its committees, which have specific oversight responsibilities:

- **The Nominating and Governance Committee** (the Governance Committee) oversees the company's ERM framework as well as risks relating to corporate governance; quality assurance and regulatory matters; public policy initiatives, including policies and strategies related to political contributions and lobbying; human rights; and environmental, health, and safety matters.
- **The Talent, Culture, and Compensation Committee** (the Compensation Committee) oversees risks relating to executive and director compensation, and human capital management, which may include matters such as culture, belonging, and workplace environment.

- **The Audit Committee** assists the Board in its oversight of the integrity of the financial statements of the company, compliance with legal and regulatory requirements, the independence and qualifications of the independent auditor, and the performance of the company's internal audit function and independent auditor. The Audit Committee's role includes oversight as it relates to cybersecurity risk.

At the management level, our Enterprise Stewardship Program (ESP) Committee oversees GE HealthCare's ESG efforts and ERM program. It supports goals related to environmental stewardship, social responsibility, human capital, and sustainability. The committee identifies and addresses risks and opportunities affecting our business, implements our sustainability strategy, and maintains transparent communication with stakeholders.

GE HealthCare also has a number of management committees and councils that oversee specific issues. More information about these bodies is included in each section of this report.

GE HealthCare's sustainability governance structure

Our robust governance structure anchors our decision-making processes in principles of accountability, transparency, and ethical integrity.

Board of Directors

Board Committees

Audit Committee

Governance Committee

Compensation Committee

GE HealthCare Executive Management

ESP Committee
Co-chaired by heads of ESG and ERM
and composed of representatives of
GE HealthCare's regions, segments, and functions

For more information about GE HealthCare's Board Committees, see our 2025 Proxy Statement.

GE HealthCare
2024 Sustainability Report

Sustainability at
GE HealthCare

**Enable access
to healthcare**

Cultivate a
thriving workforce

Build a
sustainable future

Advance sustainability
across our products

Deliver safe and
secure products

Operate
responsibly

Appendices

15

Enable access to healthcare

How are we enabling access to healthcare?

As a global medical technology innovator, GE HealthCare knows that access to high-quality and affordable healthcare directly impacts individual health outcomes, community prosperity, and economic growth. However, a stark divide in healthcare access continues to challenge communities worldwide, with approximately 4.5 billion people still lacking access to vital medical services.[3] GE HealthCare has made it a priority to help bridge this gap through innovative, patient-centered technologies that bring advanced care to remote and underserved areas and improve operational efficiency for healthcare providers. Complementing these technological advancements, we provide training for healthcare professionals, donate equipment, and offer upgrades to existing and refurbished equipment. Separately, the GE HealthCare Foundation advances access to healthcare by funding social impact initiatives.

[3] Source: https://www.who.int/news/item/18-09-2023-billions-left-behind-on-the-path-to-universal-health-coverage

GE HealthCare
2024 Sustainability Report

Sustainability at
GE HealthCare

**Enable access
to healthcare**

Cultivate a
thriving workforce

Build a
sustainable future

Advance sustainability
across our products

Deliver safe and
secure products

Operate
responsibly

Appendices

16
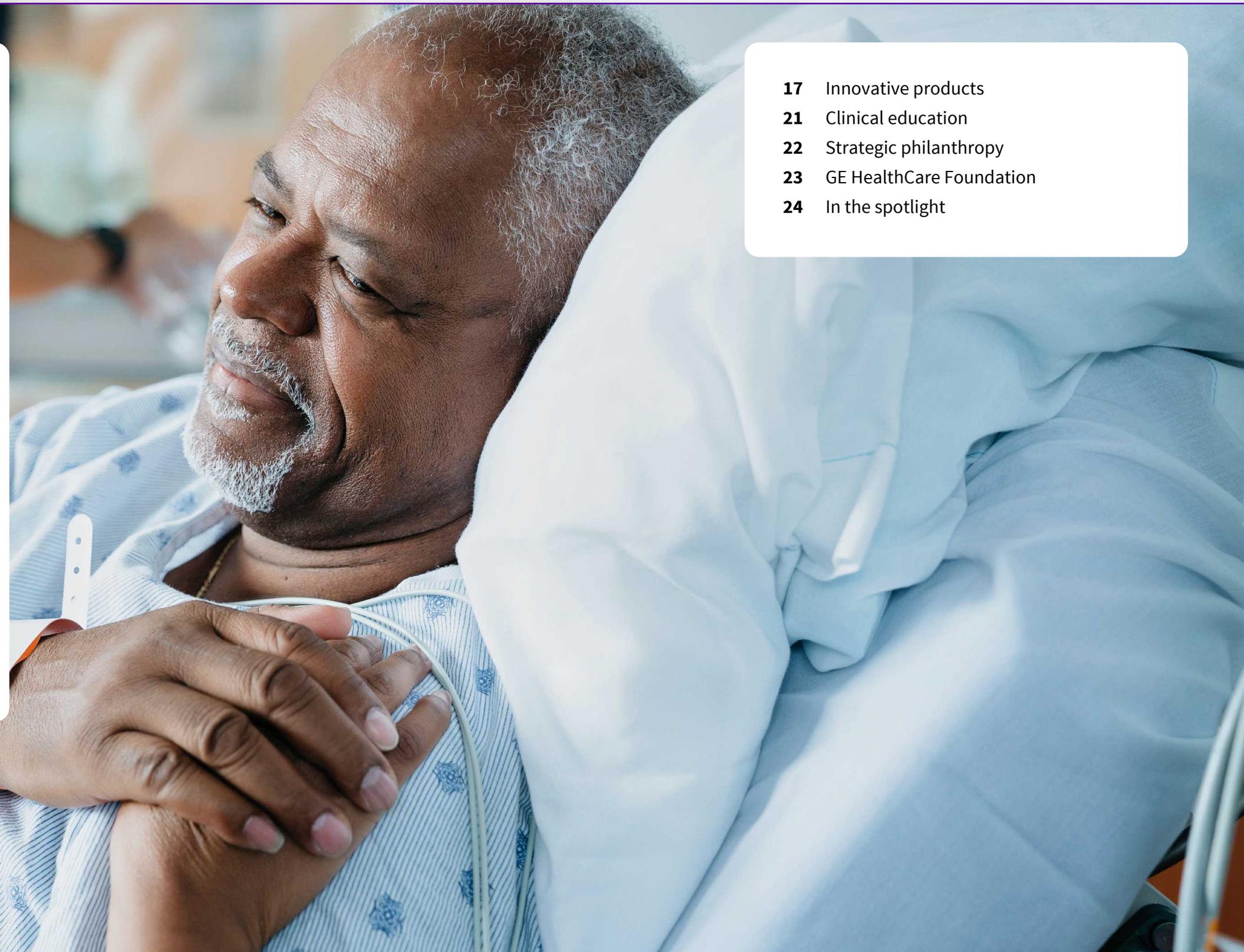
Enable access to healthcare

Our approach

GE HealthCare's commitment to improving global healthcare access is built on three key impact areas: innovative products, clinical education, and strategic philanthropy. Our focus remains on investing in advanced technology, AI, and digital platforms to extend expert medical care to rural and remote areas and reach underserved, marginalized patient populations.

How GE HealthCare enables access to healthcare

Innovative products

Our innovative products, including mobile equipment, AI-powered technologies, and cost-effective solutions, bring advanced care to underserved areas.

Clinical education

Our training programs help healthcare professionals use technologies effectively, maximizing their potential to improve patient care.

Strategic philanthropy

Our philanthropic initiatives focus on addressing social determinants of health in the communities where we live and work.

Governance

The Governance Committee oversees our support of charitable, educational, and business organizations.

Our regional teams assess local needs and develop initiatives to support communities in expanding access to healthcare.

Policies and related links

GE HealthCare Foundation ⬈

Innovative products

GE HealthCare is at the forefront of expanding healthcare access through innovation. We combine innovative technology with a deep understanding of global healthcare challenges to create solutions that are both impactful and accessible. We are also committed to innovating to make our products more sustainable and delivering technological advancements that contribute to environmental responsibility. Our AI capabilities, portable medical devices, and telemedicine platforms bring advanced healthcare solutions to underserved areas, making quality care a reality for patients who previously had limited or no access.

Innovation at GE HealthCare:

>$1.3B
annually in R&D spend

More than
12,500
patents granted globally

85
AI-enabled device authorizations in the United States

More than
9,000
product regulatory approvals in 2024

Approximately
10,900
colleagues working in science and engineering

GE HealthCare
2024 Sustainability Report

Sustainability at
GE HealthCare

**Enable access
to healthcare**

Cultivate a
thriving workforce

Build a
sustainable future

Advance sustainability
across our products

Deliver safe and
secure products

Operate
responsibly

Appendices

18

Mobile and remote applications

GE HealthCare's suite of mobile and remote applications is enhancing patient care by bringing sophisticated diagnostic tools directly to patients, which expands access to technologies that were previously unavailable or difficult to reach. This enhanced accessibility not only improves the patient experience but also boosts clinical staff productivity and collaboration. We have designed technologies, such as ultrasound, to make them more compact with integrated AI features. These features support less experienced clinical users, increase usability, portability, and flexibility, and enable access to high-quality care in homes and rural clinics. GE HealthCare increased talent with experience in AI, cloud, data science, and software-as-a-service (SaaS) go-to-market sixfold from 2023.

Enhancing access with portable ultrasound

GE HealthCare's **Venue Sprint™** is an innovative point-of-care ultrasound system that enhances access to crucial diagnostic services across diverse healthcare settings. This tablet-form portable device, equipped with wireless probes, brings advanced imaging capabilities directly to patients in critical care, emergency medicine, and medical transport environments. Featuring AI-enabled tools for streamlined processes, **Venue Sprint™** integrates seamlessly with **Vscan Air™** dual probes for comprehensive examinations and **Caption Guidance™** software, which provides real-time AI-powered assistance to healthcare professionals. This combination of portability and advanced technology makes high-quality imaging accessible even in remote or resource-limited areas.

AI technology

AI is pivotal in delivering more accessible, personalized, and efficient care. As a catalyst for ongoing improvement, this technology addresses some of the barriers to healthcare access, such as location and cost.

GE HealthCare received a $44 million grant from the Gates Foundation to develop AI-assisted ultrasound imaging applications and tools in 2023. This initiative aims to enable healthcare professionals—even those without specialized training or experience with ultrasound—to perform quick and accurate ultrasound scans to help identify maternal and fetal health and respiratory diseases. The project focuses on expanding access to high-quality medical care in low- and middle-income countries (LMICs) and diverse care settings, potentially improving health outcomes for a broader range of patients in underserved communities.

See the Responsible AI → section for details on how we use AI responsibly.

> GE HealthCare has been investing in AI for years and topped the U.S. Food and Drug Administration (FDA) list of AI-enabled device authorizations for the third year in a row in 2024.[4]

Remote technical expertise

GE HealthCare is leveraging remote expert systems to help with remote collaboration and scan assistance. A prime example is the **nCommand Lite** system from IONIC Health, which received U.S. FDA 510(k) clearance in 2024 and is exclusively distributed by GE HealthCare. This technology is compatible with various types of medical imaging equipment, including MR, CT, and PET/CT scanners, enabling remote patient scanning support and image review. By connecting on-site technologists with off-site experts, the system facilitates real-time guidance, effectively bridging the gap between local staff and remote specialists.

Further expanding the reach of digital technology to improve remote collaboration is GE HealthCare's **Imaging 360 Remote** platform. This solution empowers radiology staff to focus on patient care while accessing crucial support through remote collaboration and scan assistance. Remotely connected staff can share expertise for training and assistance to make the most of available resources, build staff competence and confidence, and instantly plug in experts when and where they are needed.
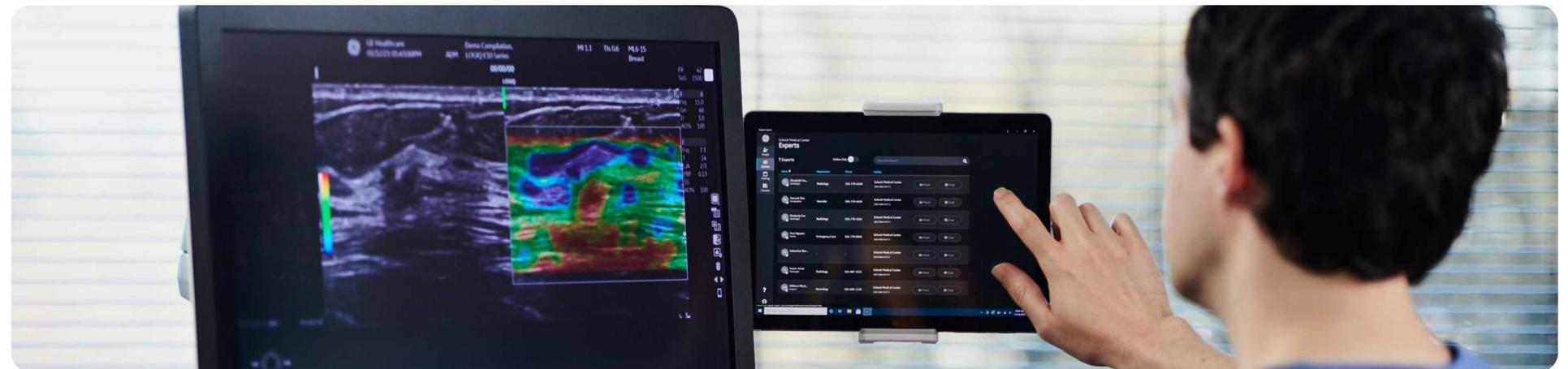
4   Source: U.S. FDA, "Artificial Intelligence and Machine Learning (AI/ML)-Enabled Medical Devices," March 25, 2025, https://www.fda.gov/medical-devices/software-medical-device-samd/artificial-intelligence-and-machine-learning-aiml-enabled-medical-devices.

**GE HealthCare
2024 Sustainability Report**

Sustainability at
GE HealthCare

**Enable access
to healthcare**

Cultivate a
thriving workforce

Build a
sustainable future

Advance sustainability
across our products

Deliver safe and
secure products

Operate
responsibly

Appendices

19

AI Innovation Lab

In 2024, we launched a new AI Innovation Lab to accelerate early-concept AI innovations. These projects are part of GE HealthCare's broader AI and cloud strategy to integrate AI into medical devices, build AI applications that enhance decision-making across the care journey and disease states, and use AI to support better outcomes and operational efficiencies system-wide.

GE HealthCare's AI- and cloud-related R&D efforts work to redefine the day-to-day experience of clinicians by creating new concepts to enhance the accuracy of diagnostics and reduce administrative burdens. In resource-constrained areas, these efforts can lead to healthcare professionals treating more patients with better precision care.

Examples of projects include the following.

- **AI-driven collaborative healthcare:**
  Our **Project Health Companion** technology uses a multi-agentic architecture to mimic a multidisciplinary tumor board. The system analyzes patient data comprehensively to recommend personalized treatment plans. This innovation has the potential to support healthcare providers in making more informed decisions and extend expert-level care to a broader population, including underserved areas.

- **Innovating solutions to enhance care for mothers and babies:**
  We are working directly with health systems to develop solutions to preventable risks associated with childbirth. For example, our **Care Companion** initiative retrieves critical information about pregnancy management and patient histories, providing quick access to best practices in maternal and fetal health. This innovation could enhance the quality of maternity care, particularly in underresourced environments.

- **Helping radiologists scale mammography screenings:**
  Approximately 90% of screening mammograms in the United States are normal, but radiologists lack an efficient way to quickly separate the clearly normal scans from potentially suspicious ones.[5] We are developing AI technology that can swiftly identify normal mammograms, allowing radiologists to focus on potentially abnormal cases.

Cloud computing to advance healthcare

GE HealthCare also draws on cloud computing to advance healthcare. Using advanced cloud technology from Amazon Web Services, the company offers innovative SaaS products that empower clinicians to aggregate and normalize medical imaging data from disparate sources. This makes it possible to use advanced techniques such as analytics and machine learning to derive key insights that may help improve efficiency and collaboration in patient care. Cloud technology also enhances access to healthcare by enabling remote storage, sharing, and resiliency of medical data, allowing healthcare providers to access critical patient information from anywhere. This leads to improved diagnostics, treatment planning, and patient outcomes, especially in underserved areas.

See the <u>Responsible AI</u> → section for more detailed information on GE HealthCare's Responsible AI Policy and Responsible AI Principles.
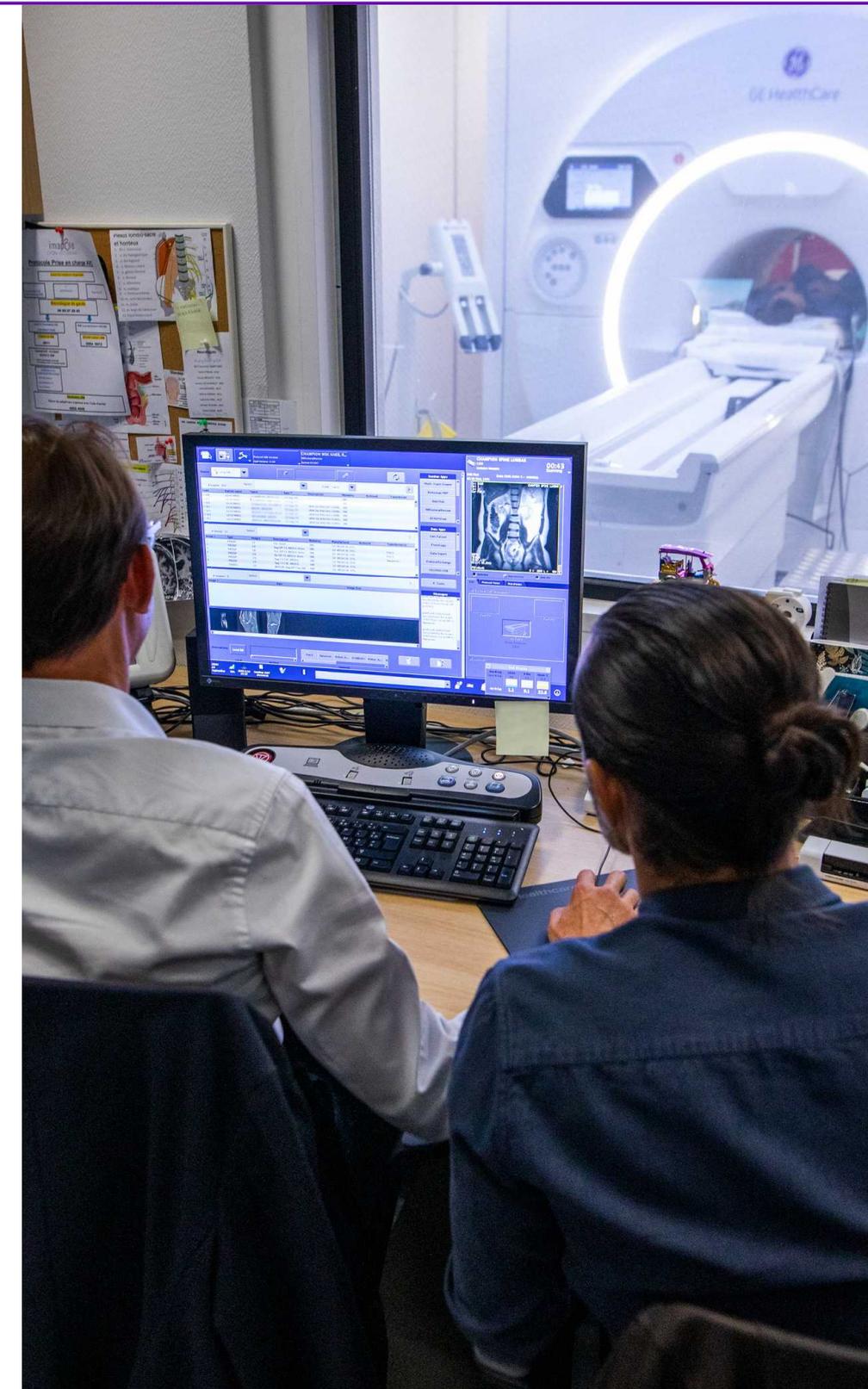
[5] Source: National Cancer Institute "Breast Cancer Screening (PDQ®)–Health Professional Version", April 10, 2025, https://www.cancer.gov/types/breast/hp/breast-screening-pdq

**GE HealthCare
2024 Sustainability Report**

Sustainability at
GE HealthCare

**Enable access
to healthcare**

Cultivate a
thriving workforce

Build a
sustainable future

Advance sustainability
across our products

Deliver safe and
secure products

Operate
responsibly

Appendices

20

Cost-effective solutions

As we work toward our purpose of creating a world where healthcare has no limits, we recognize that cost is a critical factor in enabling access to prevention, care, and treatment services. This understanding drives our work to provide cost-effective solutions that can make advanced healthcare more accessible to a broader patient population.

Upgrades and extensions

The rapid pace of innovation presents both exciting opportunities and integration challenges. To enhance care access and delivery while minimizing technology obsolescence, we continue to develop scalable and upgradable solutions. This allows healthcare facilities to stay current with the latest innovations without frequently replacing equipment. This approach is exemplified by GE HealthCare's Smart Subscription, which enables providers to access the latest capabilities through software and eliminates the need for new hardware purchases.

GoldSeal

For 25 years, our GoldSeal program has provided advanced, cost-effective imaging solutions for healthcare providers facing tight budgets. The program offers high-quality refurbished and reconditioned medical equipment that connects healthcare providers with reliable technology at a lower cost. Each piece of technology in the GoldSeal program undergoes a rigorous refurbishment or reconditioning process depending on global location to meet original specifications and performance standards.

See the Advance sustainability across our products → section for more detailed information about GE HealthCare upgrades and our GoldSeal program.

**GE HealthCare
2024 Sustainability Report**

Sustainability at
GE HealthCare

**Enable access
to healthcare**

Cultivate a
thriving workforce

Build a
sustainable future

Advance sustainability
across our products

Deliver safe and
secure products

Operate
responsibly

Appendices

21

Clinical education

Healthcare professionals are essential for expanding quality healthcare delivery to underserved populations. Recognizing their crucial role, GE HealthCare is dedicated to equipping them with education and training. Our training program, covering areas from patient monitoring systems to advanced ultrasound and CT technologies, is designed to empower healthcare professionals worldwide.

By offering a flexible blend of online and in-person courses, we provide healthcare professionals with access to vital knowledge regardless of their geographical locations. This approach is particularly beneficial for professionals serving in remote or resource-limited settings. Once trained, they can harness the full potential of medical technologies, serving more patients effectively and bridging healthcare access gaps across varied geographical and socioeconomic settings.

Training centers and programs

In October 2024, GE HealthCare launched a new Regional Innovation, Training, and Experiential (RITE) Hub in Jakarta, Indonesia. This center aims to provide Indonesian healthcare professionals with essential hands-on training and experience. The RITE Hub will also collaborate with key regional educational institutions to offer training that covers both device operation and clinical pathway directions.

This hub joins our training centers in Belgium (Diegem), France (Buc), Kazakhstan (Astana), Romania (Bucharest), Russia (Moscow and Siberia), and the United Kingdom (Pollards Wood). The Digital Academy, our self-learning management system for customers in Europe, the Middle East, and Africa, also continues to provide training and has gathered over 14,000 subscribers as of March 2025. In the United States, our GE HealthCare Institute in Waukesha, Wisconsin, provides training on using equipment effectively and maintaining and operating products, along with self-paced, remote learning options.

Collaboration with RSNA to improve breast cancer screening

GE HealthCare and RSNA have begun a collaborative effort to improve breast cancer screening and reduce mortality rates in Tanzania. The project includes comprehensive training for approximately 20 healthcare professionals on system operation, image interpretation, and patient care. This collaboration, part of RSNA's Global Learning Center program, aims to enhance radiologic practice, improve breast care in the region, and raise awareness about the importance of early breast cancer detection in Tanzania. Breast cancer is the second leading cause of cancer mortality among women in the country, with most diagnoses occurring at advanced stages.

18

training locations around the world

More than
200,000

healthcare professionals trained in 2024

GE HealthCare
2024 Sustainability Report

Sustainability at
GE HealthCare

**Enable access
to healthcare**

Cultivate a
thriving workforce

Build a
sustainable future

Advance sustainability
across our products

Deliver safe and
secure products

Operate
responsibly

Appendices

22

Strategic philanthropy

Through our philanthropic efforts, we aim to expand healthcare access for underserved communities by funding critical infrastructure, supporting community-based programs, and donating high-tech medical systems. These investments help bridge access gaps and contribute to better health outcomes. In 2024, GE HealthCare donated equipment to expand access to healthcare, including:


Bringing advanced mammography technology to Tanzania

As part of the collaboration with RSNA in Tanzania →, GE HealthCare provided the **Pristina Mammography Suite** and maintenance at no cost to Muhimbili National Hospital, part of the Muhimbili University of Health and Sciences in Dar es Salaam.
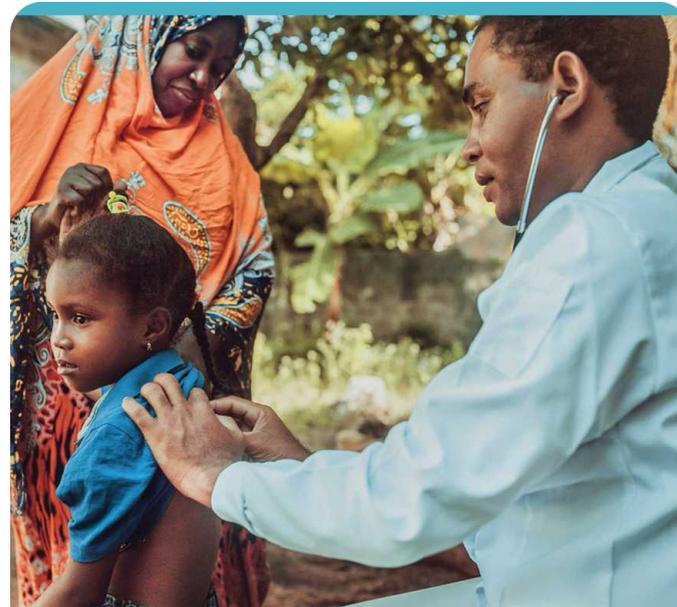
Providing critical care equipment to Ethiopia

As part of our dedication to improving patient lives and building a healthier future in East Africa, we donated 41 patient monitors and ventilators to seven hospitals in Ethiopia in 2024. We provided this equipment, along with installation, technical support, and comprehensive training for healthcare staff, in collaboration with Assist International, a global nonprofit organization, and the Ethiopia Ministry of Health.
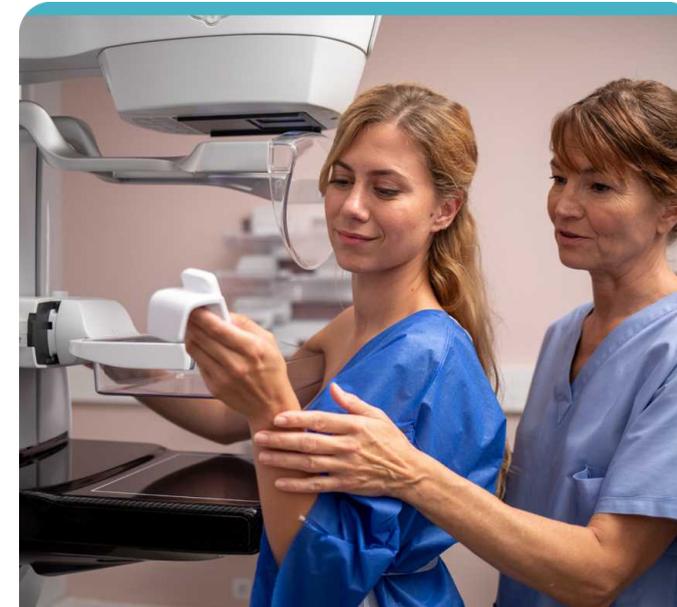
Strengthening diagnosis and treatment capacity in LMICs

In 2024, we expanded our collaboration with the International Atomic Energy Agency (IAEA) to strengthen cancer diagnosis and treatment capacity in LMICs. As part of the IAEA's Rays of Hope Initiative, which aims to narrow global disparities in cancer diagnosis and treatment, GE HealthCare has committed to supplying a mammography machine to the IAEA Dosimetry Laboratory in Austria. This equipment will enhance training and research opportunities for experts from around the world.
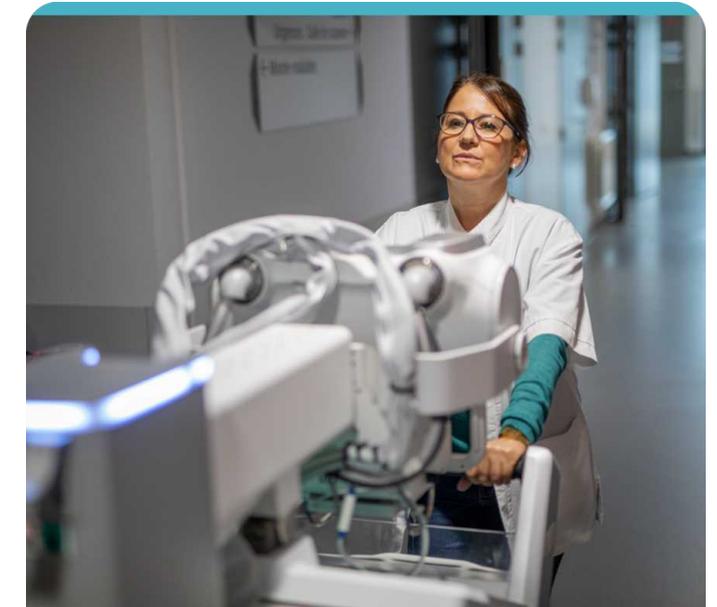
Donating medical equipment to support hurricane-hit communities

In response to the devastation caused by Hurricanes Helene and Milton in the United States, GE HealthCare donated medical equipment valued at more than $1 million to Assist International to support healthcare providers in affected communities. The donation included handheld ultrasound devices, respirators, patient monitors, and a portable X-ray system.

**GE HealthCare
2024 Sustainability Report**

Sustainability at
GE HealthCare

**Enable access
to healthcare**

Cultivate a
thriving workforce

Build a
sustainable future

Advance sustainability
across our products

Deliver safe and
secure products

Operate
responsibly

Appendices

23

GE HealthCare Foundation

Launched in 2024, the GE HealthCare Foundation (the Foundation) is a charitable organization incorporated separately from GE HealthCare that advances access to precision healthcare. It provides funding to nonprofit organizations that aim to make healthcare more accessible, personal, human, and flexible—and ultimately strives to remove barriers that separate underserved communities from healthcare.

In its inaugural year, the Foundation focused on improving maternal health outcomes globally, addressing a critical need: Every two minutes, a woman dies due to pregnancy or childbirth-related complications, compounded by a severe shortage in primary care and midwifery professionals worldwide.[6,7]

The Foundation provided $3 million in grants in 2024, which included organizations supporting projects focused on research, training, and empowerment for maternal and infant care providers. These grants aim to equip caregivers with essential skills and resources, ultimately reducing disparities in maternal and infant care and maternal mortality rates,

particularly in developing countries and underserved communities. The recipients of the Foundation's inaugural round of grants include Black Mamas Matter Alliance and the Urban Institute in the United States, the Lwala Community Alliance in Kenya, and Project ECHO in Indonesia.

In addition to maternal health, the Foundation has demonstrated its commitment to broader humanitarian efforts. The Foundation contributed to hurricane relief efforts in the United States, with grants to the American Red Cross and Assist International. The Foundation also matched donations from U.S.-based colleagues to amplify the impact of relief efforts and to support causes important to GE HealthCare colleagues.

To learn more about the Foundation's mission to reduce maternal mortality, please visit our website. ⧉

Project ECHO

One organization selected for funding from the Foundation is Project ECHO. Project ECHO's model provides expert training, resources, and mentorship to frontline healthcare workers, transforming and sustaining strong health systems to help remote and underserved communities access the highest quality healthcare. With funding from the Foundation and a strong partnership with the Indonesia Ministry of Health, ECHO has cascaded maternal and child health expertise from 19 national referral hospitals to 37 provincial hospitals, ultimately reaching over 150 primary health centers to date. This program addresses many of Indonesia's most urgent health priorities, including maternal nutrition, child stunting, pre- and neo-natal care, safe deliveries, and early detection of congenital abnormalities. Over time, ECHO will mentor provincial hospitals across 34 provinces. By doing so, it strives to reach 10,000 primary health centers serving the country's remote populations across its 17,000 islands and providing critical services to women who would not otherwise have access to them. By investing in institutional leadership and frontline empowerment through Project ECHO, the Foundation is scaling both knowledge and impact.

[6] Source: https://www.who.int/news/item/23-02-2023-a-woman-dies-every-two-minutes-due-to-pregnancy-or-childbirth--un-agencies

[7] Source: https://www.who.int/news-room/fact-sheets/detail/nursing-and-midwifery

GE HealthCare
2024 Sustainability Report

Sustainability at
GE HealthCare

**Enable access
to healthcare**

Cultivate a
thriving workforce

Build a
sustainable future

Advance sustainability
across our products

Deliver safe and
secure products

Operate
responsibly

Appendices

24

In the spotlight

Powering Milwaukee Forward

Through our new Community Affairs strategy, we focus on making an impact in the communities where we live and work. We are starting with Milwaukee, a city in the United States, where we have a large colleague presence and where significant health disparities persist in underserved neighborhoods.

In 2024, we launched the Powering Milwaukee Forward initiative in collaboration with the Charles Antetokounmpo Family Foundation. This $1 million initiative supports 10 community-led nonprofits that address housing, education, healthy food, safe physical environments, and maternal healthcare. These organizations include the following:

- **Housing**: Milwaukee Habitat for Humanity and Acts Housing.
- **Education**: Boys & Girls Clubs of Greater Milwaukee and YMCA of Metropolitan Milwaukee.
- **Healthy food**: Feeding America Eastern Wisconsin and Hunger Task Force.
- **Safe physical environments**: Milwaukee Parks Foundation and Sixteenth Street Community Health Centers.

Visit this website ⬀ to learn more about Powering Milwaukee Forward.

Social determinants of health

- Education access and quality
- Health care access and quality
- Neighborhood and built environment
- Social and community context
- Economic stability

GE HealthCare is committed to confronting the underlying conditions that create barriers to care, also known as social determinants of health.

In keeping with its funding priorities of maternal and infant healthcare, the Foundation will also support Powering Milwaukee Forward by providing grants to the African American Breastfeeding Network and the Children's Wisconsin Foundation.

GE HealthCare
2024 Sustainability Report

Sustainability at
GE HealthCare

Enable access
to healthcare

**Cultivate a
thriving workforce**

Build a
sustainable future

Advance sustainability
across our products

Deliver safe and
secure products

Operate
responsibly

Appendices

25

Cultivate a thriving workforce

How are we cultivating a thriving workforce?

At GE HealthCare, our approximately 53,000 colleagues play a crucial role in serving our customers and enabling them to deliver the highest quality patient care. We prioritize our colleagues' safety through a robust management system based on company values, industry best practices, and regulatory compliance while also promoting overall health and well-being. Our success hinges on hiring the best talent, providing them with growth opportunities, and fostering a culture of excellence. We align colleague priorities with company objectives through talent management practices and invest in training and development programs that empower our team members. We also recognize the value of each person's unique identity, background, and experiences. Our commitment to an inclusive culture is pivotal for our success in serving patients worldwide and building a workforce that represents the global communities we serve.

GE HealthCare
2024 Sustainability Report

Sustainability at
GE HealthCare

Enable access
to healthcare

**Cultivate a
thriving workforce**

Build a
sustainable future

Advance sustainability
across our products

Deliver safe and
secure products

Operate
responsibly

Appendices

26

Health and safety

Our approach

Leading with safety is at the heart of how we work. Our ultimate responsibility is to make sure that anyone who works for us or on our behalf goes home safely at the end of the day. We strive to conduct our operations and activities in a way that protects our people, our environment, and the communities we serve. Our commitment to safety encompasses the physical, mental, and emotional well-being of our workforce, from manufacturing to installation, operation, and service. We have implemented a comprehensive health and safety management system that spans our global operations and aligns with regulatory requirements and industry best practices. This management system includes our Environmental, Health, Safety, and Sustainability Policy (EHS Policy), which spells out clear expectations for all colleagues and commits us to EHS excellence.

Policies and related links

GE HealthCare EHS Policy ⬈
EHS Factsheet ⬈
The Spirit & The Letter ⬈
ISO 45001 Assurance Statement ⬈

Governance

Our senior management has ownership and accountability for EHS performance, implementing policies, and setting targets that are compatible with our strategic direction. Management is measured and responsible for EHS performance within their operations and is expected to provide the leadership, resources, and support to meet our EHS objectives. We also integrate health and safety indicators into monthly operating reviews at all levels of the organization.

Our **EHS Council**, which is chaired by our Chief Global Supply Chain and Service Officer and our Executive Director of EHS, oversees the implementation of our EHS Management System company-wide. This council also provides quarterly updates to the Governance Committee, which oversees environmental, health, and safety compliance and related risks. To further emphasize the importance of safety, we have incorporated a safety metric into a strategic initiatives modifier as part of the One GE HealthCare Annual Bonus Plan.

**GE HealthCare
2024 Sustainability Report**

Sustainability at
GE HealthCare

Enable access
to healthcare

**Cultivate a
thriving workforce**

Build a
sustainable future

Advance sustainability
across our products

Deliver safe and
secure products

Operate
responsibly

Appendices

27

EHS Management System

Our commitment to continuous improvement in EHS is reflected in regular enhancements to our EHS Management System. The EHS Management System includes processes to define regulatory applicability and accountability, identify and manage risk, build EHS competency, and manage process and personnel changes. Enhancements to this system can be driven by a range of factors, such as changes to our operations, learnings from an incident, or changes in the external or regulatory environment.

In 2024, we introduced a new standard to address the safe use of electronic devices and updated several key standards related to material storage and warehousing, powered mobile equipment, work at height, and personal protective equipment. These enhancements, combined with our strategic focus on severe incident prevention (SIP), empower our teams to remain focused on critical tasks and make confident decisions to maintain safe operations.

As a part of our SIP strategy, we created resources for our frontline leaders to enable the effective implementation of these changes and to support them in their daily operations. Two such resources are as follows:

- **SIP Guide:** This guidance tool aids leaders and frontline EHS workers in implementing GE HealthCare expectations. It helps us identify and control hazards, validate defense effectiveness, and learn from potentially severe events to prevent future incidents.
- **Program Effectiveness Assessments:** This suite of tools enables our operations to evaluate SIP program effectiveness consistently and to validate critical defenses where the work is performed. The outcomes of these effectiveness checks inform continuous improvement actions, which are integrated into our EHS risk reduction plan.

ISO 45001

46

locations out of 110 eligible locations are certified to this standard. Our central EHS Management System is certified to International Organization for Standardization (ISO) 45001:2018, the international standard governing occupational health and safety management.

Contractor safety

At GE HealthCare, we prioritize the safety of our colleagues, contractors, customers, and equipment, extending to the project delivery and installation process. Our resources for contractors, members of our distribution network, and logistics teams include the EHS Contract Worker Standard and a digital tool for contractor safety prequalification and program management.

GE HealthCare EHS Management System

Culture

Risk reduction

Compliance and reputation

- Policy and standard
- Planning and priorities
- Organization and resources

- Culture and engagement
- Risk management
- Training

EHS framework

Plan · Do · Check · Act

- Daily management
- Governance and ops reviews
- Problem-solving

- Recording and reporting
- Compliance assurance
- Metrics and analytics

Protect our people, the environment, and communities we serve

**GE HealthCare
2024 Sustainability Report**

Sustainability at
GE HealthCare

Enable access
to healthcare

**Cultivate a
thriving workforce**

Build a
sustainable future

Advance sustainability
across our products

Deliver safe and
secure products

Operate
responsibly

Appendices

28

Life Saving Principles

As we continue to prioritize the safety of our workforce, another crucial element of our SIP strategy is the emphasis on our Life Saving Principles (LSPs). In 2024, we refreshed the LSPs, which are a cornerstone of our commitment to safety. These principles represent critical behaviors that are essential for preventing accidents and saving lives. By adhering to these principles, leaders can better understand high-risk activities, enforce strict adherence to safety standards, and foster a culture of safety awareness and best practices across all operations. The application of these principles also helps us create an environment where safety is paramount, risks are effectively managed, and every team member can perform their duties with confidence that their well-being is our top priority.

The 12 LSPs implemented across GE HealthCare are as follows:

Electrical Safety

Conducting all electrical work safely to prevent electrical hazards and incidents.

Forklift and Material Handling

Emphasizing safe operation and handling of forklifts and materials to avoid injuries and accidents.

Hazardous Substances

Managing and handling hazardous substances with utmost care to prevent exposure and contamination.

Lifting Operations

Implementing safe lifting practices to avoid injuries and equipment failure.

Control of Hazardous Energy

Following lockout/tagout standards to verify that machines are properly shut off and not started again before the completion of maintenance or repair work.

Motor Vehicle Safety

Adhering to safe driving practices to prevent vehicle-related incidents.

Work at Heights

Conducting all work at heights safely to prevent falls and related injuries.

Work with Contractors

Requiring contractors to comply with our safety standards to maintain a safe working environment.

Confined Space

Implementing safe entry and work within confined spaces to prevent suffocation, poisoning, or entrapment.

Excavation Work

Implementing safety measures for excavation work to prevent cave-ins and other excavation-related hazards.

Machine Safety and Powered Hand Tools

Supporting the safe use of machines and powered hand tools to prevent accidents and injuries.

Radiation Safety

Implementing protocols for handling and exposure to radiation to maintain safety and prevent health risks.

**GE HealthCare
2024 Sustainability Report**

Sustainability at
GE HealthCare

Enable access
to healthcare

**Cultivate a
thriving workforce**

Build a
sustainable future

Advance sustainability
across our products

Deliver safe and
secure products

Operate
responsibly

Appendices

29

Training and risk management

At GE HealthCare, we empower our colleagues to prioritize health and safety in every aspect of their work. We expect all colleagues to:

- Understand and adhere to relevant health and safety training.
- Follow site-specific health and safety processes and procedures.
- Question any unsafe or improper operations they observe.
- Exercise their authority to halt any work they deem unsafe or improper.

All colleagues are expected to follow our EHS Policy and comply with EHS laws and GE HealthCare EHS standards to protect the health and safety of our people as well as the communities and environments where we operate. In 2024, we conducted more than 317,000 online and classroom training sessions devoted to EHS topics.

GE HealthCare promotes a learning culture that manages EHS risk, prevents harm, and continually seeks opportunities to improve EHS across operations, facilities, services, product development, and the supply chain. We assess and manage risks and opportunities associated with our operations, including EHS impacts on the design and production of our products and services.

Additionally, we ask our operational sites and service regions to perform an annual assessment of their health and safety programs. This serves as a foundation for targeted risk reduction efforts and ongoing enhancement of our safety protocols. **In 2024, 100% of our operational sites and service regions completed this exercise.**

Ergo Cup Competition

Our annual Ergo Cup Competition attracted record-breaking participation in 2024, with 96 entries across all segments and regions. This heightened engagement led to the elimination or reduction of 3,078 ergonomic risks. Targeting strains and sprains, which are among the most prevalent workplace injury types, the competition focuses on reducing ergonomic risks and showcases the powerful synergies between lean principles and safety practices. GE HealthCare's Shanghai facility was selected as the overall winner, making improvements that reduced the risk of wrist, finger, and back strain. Complementing the Ergo Cup, we maintain our routine internal EHS excellence recognition programs, further reinforcing our culture of safety and continuous improvement throughout GE HealthCare.
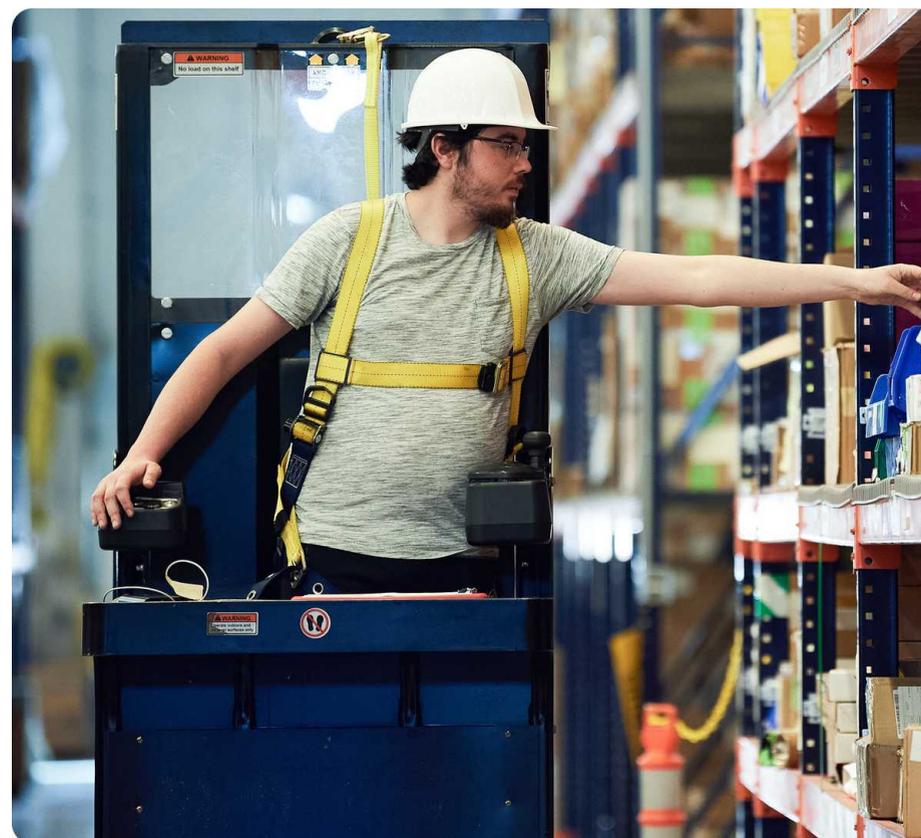
Our health and safety performance

GE HealthCare uses a wide range of leading and lagging indicator data to measure performance and drive accountability. We establish goals annually with operating rhythms to routinely track, measure, and review progress.

In 2024, our TRIR was 0.30, a decrease compared with the 2023 rate of 0.32. Our Lost Time Injury Rate was 0.14, the same rate as in 2023. Our company's commitment to safety is evidenced by these results, which are driven in part by our focus on ergonomic risks, implementation of our SIP strategy, and adherence to standards.

GE HealthCare injury and illness metrics

Metric	Indicator
TRIR[8]	0.30
Lost Time Injury Rate[8]	0.14
Fatalities - colleagues and contractors	0

For our safety metrics over the last three years, see [Key performance indicators](#).

[8] Number of work-related cases per 100 full-time workers during a one-year period. Injuries and illnesses based on application of U.S. Occupational Health and Safety Administration (OSHA) recordkeeping requirements globally.

**GE HealthCare
2024 Sustainability Report**

Sustainability at
GE HealthCare

Enable access
to healthcare

**Cultivate a
thriving workforce**

Build a
sustainable future

Advance sustainability
across our products

Deliver safe and
secure products

Operate
responsibly

Appendices

30

Talent management

Our approach

GE HealthCare strives to create an environment that allows our colleagues to innovate, grow, and reach their full potential. Our talent strategy prioritizes professional growth, continuous learning, and organizational excellence. We invest in attracting and retaining the best talent by offering training opportunities, leadership development programs, and competitive rewards packages. Our culture reflects this focus on talent management, with regular performance feedback and alignment between individual potential and organizational objectives.

Governance

The Compensation Committee oversees GE HealthCare's strategies and policies related to human capital management, including workplace environment, culture and belonging, and talent recruitment, development, engagement, and retention. The committee works in close collaboration with senior management, who are responsible for developing and regularly reviewing human capital management programs. Initiatives and their outcomes are then reported to the Board.

Policies and related links

The Spirit & The Letter ↗
Careers at GE HealthCare ↗

Our global workforce

At GE HealthCare, our colleagues are at the heart of everything we do. Of our approximately 53,000 colleagues, 17,000 are located in the United States and 7,000 in China, our next largest country. We have approximately 900 union-represented manufacturing colleagues in the United States (5.1% of our U.S. workforce). GE HealthCare's relationship with employee representative organizations outside the United States takes many forms, including in Europe, where GE HealthCare engages the representative bodies for colleagues, such as works councils and trade unions, in accordance with local law.

In 2024, we filled approximately 9,000 positions. For professional, management, and executive roles, about 41% were filled by internal candidates. Our global voluntary attrition rate for our professional-level colleagues was 4.9%.

International	27,700
United States and Canada	17,600
Greater China	7,300
Total	52,600

For workforce metrics over the last three years, see [Key performance indicators](#).

Living our culture

At GE HealthCare, we recognize that a strong, positive culture is crucial to our success and an enabler of sustainable business growth. Our Cultural Operating Principles → continue to guide how we work together and interact with stakeholders, enabling our growth strategy and delivering on our purpose. In 2024, we worked to reinforce our culture by embedding the Cultural Operating Principles as we redesigned key human capital management processes.

To this end, we have launched a focused initiative to transform our organizational culture through intentional learning. This targeted approach complements our broader learning and development programs by specifically addressing cultural aspects of our organization. A five-part series of videos on key elements of our culture launched in 2023 and is ongoing. Covering servant leadership, prioritization and focus, growth mindset, inclusive leadership, and founder's mentality, these videos attracted more than 200,000 views through 2024, demonstrating strong engagement in our cultural transformation journey.

Building on this momentum, we launched "Living and Shaping Our Culture" as part of our Leadership Conferences, which are designed specifically for people leaders. These interactive learning sessions are crafted to help leaders create the right environment for our desired culture, coach and support others, and foster a more cohesive and focused approach to their teams' daily work.

GE HealthCare
2024 Sustainability Report

Sustainability at
GE HealthCare

Enable access
to healthcare

**Cultivate a
thriving workforce**

Build a
sustainable future

Advance sustainability
across our products

Deliver safe and
secure products

Operate
responsibly

Appendices

31

Building a strong talent pipeline

In 2024, we continued to focus on succession planning for the most critical roles in the organization. In addition, we refined our approach to drive increased rigor and consistency to better align with our Cultural Operating Principles by:

- Implementing a consistent approach, terminology, and methodology for talent management processes across our company.
- Updating standard definitions to drive consistency and prevent potential bias, including unifying definitions for critical roles and frameworks for identifying future potential.
- Improving connectivity with other programs and key processes, which allows us to strategically differentiate development opportunities, such as enrollment in our Leadership Academies.

Talent attraction

We are committed to building a workforce that represents the global communities we serve. Our talent acquisition strategy is designed to attract individuals from all backgrounds, which helps us create a team that can best meet the unique needs of our patients and healthcare professionals who rely on our innovations. We leverage a combination of social networking sites, third-party agencies, alumni, and professional networking along with diversity conferences such as the National Sales Network, National Society of Black Engineers, and Society for Women Engineers to build diverse pipelines of talent.

See the Culture and belonging → section for more information about our partnership strategy.

Performance management

Our Performance, Assessment, Coaching, and Enablement (PACE) program continues to evolve as a means to provide colleagues with ongoing feedback. The goal of performance management for GE HealthCare is to create an environment where colleagues can perform to the best of their abilities and in alignment with the organization's strategic goals. It is a critical lever to reinforce our desired culture and enable overall performance in the company. The process includes three milestones: priority-setting at the year's start, a midyear checkpoint, and an annual summary that incorporates self-reflection and stakeholder feedback. It is underpinned by ongoing feedback discussions between colleagues and their people leaders and provides a comprehensive evaluation that considers both results and behaviors, fostering continuous improvement and cultural alignment.

Across all locations, **97%** of our eligible colleagues completed the 2024 annual performance review.
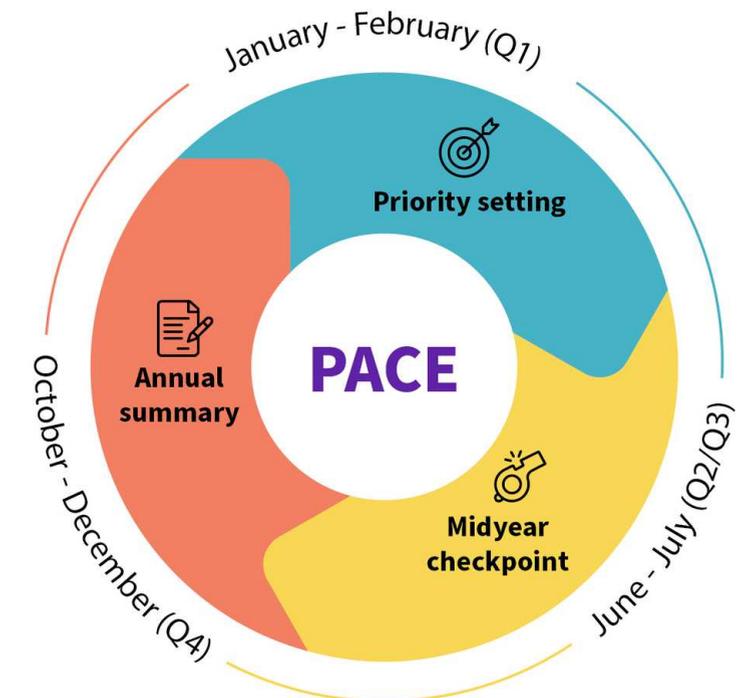
Ongoing feedback
Year-round continuous feedback that improves
performance (results + behaviors)

GE HealthCare
2024 Sustainability Report

Sustainability at
GE HealthCare

Enable access
to healthcare

**Cultivate a
thriving workforce**

Build a
sustainable future

Advance sustainability
across our products

Deliver safe and
secure products

Operate
responsibly

Appendices

32

Learning and development

We view continuous learning as an essential element of driving progress as an organization. By instilling an expectation of lifelong learning among our colleagues, we empower them to adapt to evolving industry challenges, drive innovation, and deliver value to our customers and patients worldwide.

We encourage colleagues to take ownership of their professional development in keeping with the 70:20:10 learning model. This strategic approach to learning and development allocates 70% of learning to on-the-job experiences, tasks, and problem-solving, 20% to developmental relationships, such as mentors, and 10% to formal learning.

In 2024, our formal learning and development offerings included the following programs:

Leadership Colleges
Focused and timely learning opportunities available to all colleagues that cover a wide variety of skills, including culture, change management, coaching, digital, team-building, and financial topics.

Leadership Academies
Core leadership programs that develop multiple key competencies and skills of emerging leaders, new people leaders, experienced people leaders, and executive leaders.

Leadership Conferences
Multiday leadership development sessions specifically for people leaders to learn more about leading self, leading others, and leading the business.

In 2024, each of our colleagues completed an average of **22** hours of training. We will continue to adjust our curriculum to meet the needs of our evolving business.

Owning your development

70%
On-the-job experiences, tasks, and problem-solving

20%
Developmental relationships, including mentors and leaders

10%
Formal learning
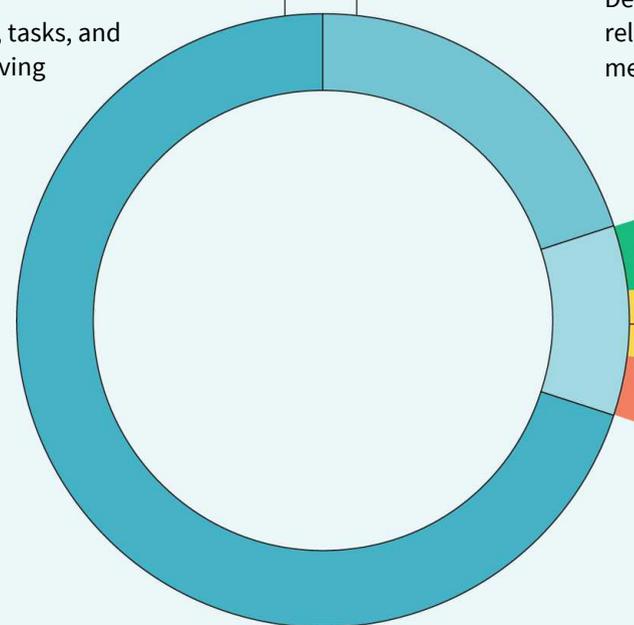
Emerge U

🎤 Colleges

📖 Academies

👥 Conferences

Leadership development

**GE HealthCare
2024 Sustainability Report**

Sustainability at
GE HealthCare

Enable access
to healthcare

**Cultivate a
thriving workforce**

Build a
sustainable future

Advance sustainability
across our products

Deliver safe and
secure products

Operate
responsibly

Appendices

33

Engagement

We continue to invest in actively listening to our colleagues. In 2024, we conducted a full, enterprise-wide colleague culture survey, which showed that colleagues generally feel valued and have a sense of belonging. Strengths include a strong commitment to integrity and safety and a clear alignment of priorities with company success. Areas for continued focus include empowerment and decision-making processes, as colleagues expressed a desire for additional support to help them focus on their top priorities and that decision-making sometimes felt distant from the point of impact. While opportunities remain to strengthen frontline empowerment, we are encouraged to note improvements in overall decision-making clarity—an outcome that validates our ongoing initiatives to refine our operating model.

Building on this progress, we launched targeted problem-solving efforts to better understand and remove barriers to local decision-making, improving autonomy across GE HealthCare.

> **64%** of our colleagues took part in our full enterprise-wide colleague survey in 2024, with the engagement indicator standing at **75%**.

In keeping with our spirit of continuous improvement, we use periodic, shorter pulse surveys targeting a representative sample of colleagues to gather feedback on our processes. In 2024, our two pulse surveys focused on our purpose, priorities, and our PACE program →. These surveys indicated continued positive momentum. In 2025, we will perform quarterly pulse surveys related to GE HealthCare's culture.

Well-being

Our position as a leader in the healthcare industry informs our approach to colleague benefits and well-being. We design our global benefits package to align with our values and the varied needs of our workforce.

Recognizing that colleague well-being is fundamental to our ability to serve our people, patients, and customers, we launched Winning Well in 2024. This global well-being strategy is designed to foster a culture of holistic health. Built on enhanced communication, leadership, and modern resources, the program initially focuses on mental well-being, reflecting colleague feedback, and public health trends. In 2024, we released Winning Well guides for people leaders and colleagues and, in 2025, we plan to build a Winning Well ambassador network. We will also launch a global well-being support program focused on clinical quality, access, and education on topics such as burnout and stress management.

Winning Well has four key dimensions:

Physically thriving

Emotionally balanced

Socially connected

Financially secure

Benefits and compensation

We strive to provide a competitive total rewards package that reflects industry standards and supports colleague well-being. We routinely benchmark our compensation and benefits offerings against industry peers to verify competitiveness and fairness. During 2024, GE HealthCare provided market-competitive compensation and benefits, including health and life insurance and an employee assistance program.

To improve financial literacy and empower our colleagues to make well-informed decisions about their retirement savings, we again provided monthly financial well-being seminars through our retirement savings plan vendor in 2024. These programs help colleagues develop a comprehensive plan that integrates workplace savings with their overall financial goals. We hosted 20 educational retirement savings plan sessions for U.S. colleagues in 2024. We also enhanced our U.S. Retirement Savings Plan in 2024 by adding new investment funds, allowing former colleagues to establish installment distributions, and launching a Student Loan Matching program.

Our global benefits packages are culturally relevant and address the needs of our colleagues at all life stages. We will review and, if necessary, adjust our benefits packages to meet benchmarks and to be consistent with market practices.

GE HealthCare provides annual cash incentive opportunities to certain colleagues. Payments under the One GE HealthCare Annual Bonus Plan are determined based on corporate and segment financial performance, individual performance, and a strategic initiatives modifier. For 2024, the metrics for the strategic initiatives modifier focused on new product introductions and colleague safety (TRIR). These metrics were chosen since they are viewed as key drivers of long-term value creation for the company.

GE HealthCare
2024 Sustainability Report

Sustainability at
GE HealthCare

Enable access
to healthcare

**Cultivate a
thriving workforce**

Build a
sustainable future

Advance sustainability
across our products

Deliver safe and
secure products

Operate
responsibly

Appendices

34

Culture and belonging

Our approach

Our shared vision is to create a culture where everyone feels a sense of belonging. This vision drives our actions as a company—fostering fairness, embracing diverse perspectives, and promoting inclusion at all levels.

Governance

The Culture and Belonging Executive Leadership Council provides high-level sponsorship of our strategic direction. To operationalize our strategy, we rely on a network of councils, including the Global Culture and Belonging Council and various regional, segment, and functional Culture and Belonging councils. These bodies work collaboratively to tailor initiatives that address specific geographic and cultural nuances while maintaining a globally consistent approach. To embed accountability and transparency, our Chief Culture and Belonging Officer regularly reports to the Compensation Committee, providing updates on our strategy implementation and progress.

Policies and related links

Culture and belonging webpage ⎘

In alignment with our Cultural Operating Principles, we embrace these core pillars:

Respectful and fair

Provide support so that everyone can contribute and grow based on their specific skills and impact.

We hire and promote the best. Through a culture of meritocracy, we empower our colleagues to excel and reach their full potential in a high-performing and inclusive environment.

Diverse perspectives

Growing high-performing, diverse teams that have fun and deliver on our potential.

We care for, trust, and value the unique perspectives, skills, and backgrounds our colleagues around the world bring to work every day to foster innovation.

Inclusive environment

Making a difference for our people, patients, and customers as one inclusive and global team.

We make an intentional effort to create an environment that welcomes and encourages each person to use their voice and bring new ideas.

Culture and belonging at GE HealthCare

We believe a culture of belonging for all brings out the best in our people and helps us attract and retain the best talent—when every voice is heard and every perspective is valued, we unlock the creativity and insight needed to develop innovative products and solutions that address the diverse needs of the communities we serve.

Our Culture and Belonging strategy drives meaningful impact across four dimensions:

Accelerate accountability
We hold one another accountable to own our culture and belonging strategy at every level of the organization.

Maximize partnerships
We cultivate our internal and external connections to accelerate innovative solutions and to extend our impact and brand across communities.

Reimagine talent ecosystem
We continuously refine our talent ecosystems to develop fair opportunities and experiences for our colleagues and to develop the talent of the future.

Amplify all voices
We deliberately create an environment where we welcome, elevate, and leverage the diverse perspectives of our colleagues, customers, and patients.

Culture
Our culture is the connective tissue that links the four dimensions of our Culture and Belonging strategy back to business results.

Accelerate accountability

In 2024, we strengthened our commitment to accountability by:

- Signing public commitments to advance inclusion and belonging with the Society for Human Resource Management's CEO Action for Inclusion & Diversity.
- Creating regular spaces for discussion and progress review, including quarterly meetings with our Executive Leadership team, quarterly Global Culture and Belonging Council meetings, and monthly office hours for our culture and belonging leads.
- Securing executive sponsorship for our Colleague Resource Groups (CRGs), providing support, advocacy, and a platform for all voices to be heard.

Maximize partnerships

In 2024, we strengthened our partnerships by:

- Developing a Culture and Belonging external partnership strategy and framework in collaboration with our NGRGs, Talent Acquisition, and Community Affairs teams.
- Establishing a model partnership with North Carolina Agricultural and Technical State University, creating a template for future collaborations with other Historically Black Colleges and Universities.
- Partnering with the Healthcare Businesswomen's Association (HBA), providing more than 100 GE HealthCare female colleagues with year-long memberships and making select HBA webinars available to all colleagues.

GE HealthCare
2024 Sustainability Report

Sustainability at
GE HealthCare

Enable access
to healthcare

**Cultivate a
thriving workforce**

Build a
sustainable future

Advance sustainability
across our products

Deliver safe and
secure products

Operate
responsibly

Appendices

36

Reimagine talent ecosystem

In 2024, we cultivated an inclusive experience by:

- Introducing inclusive hiring training that covers the entire recruitment process, including topics such as networking and avoiding bias in selection processes.
- Encouraging diverse interview panels and candidate slates for specific roles.
- Investing in other resources and training opportunities that support people leaders and colleagues, such as Stay Interview training.
- Launching Stay Plans to align individual career aspirations with organizational goals and to enhance retention.

Amplify all voices

Our NGRGs are essential to our Culture and Belonging strategy and help us build a strong culture of inclusion and belonging. NGRGs are open to all GE HealthCare colleagues and include CRGs and Special Interest Groups (SIGs).

In 2024, we significantly enhanced our support for these groups:

- Launched the NGRG Playbook, a guide that helps groups drive our Culture and Belonging strategy forward as one team. This resource, along with our new One-Stop Hub and CRG Roadshow materials, equips NGRGs to offer networking opportunities, foster belonging, and advocate for their members.
- Held the inaugural Cross-CRG Forum → to promote collaboration across groups.
- Introduced Courageous Conversations, which bring in external speakers to help colleagues engage in conversations about challenging topics. Our first event on psychological safety attracted 40 global watch parties.

- Recognized 14 observances connected to the communities our NGRGs serve. We marked International Women's Day with the Dear Younger Me campaign, which featured female colleagues sharing reflections on their personal and professional achievements. The campaign won the Best Inspiration Project award by Staffbase.

These initiatives have driven more than 11,000 colleagues to participate in an NGRG.

GE HealthCare's NGRGs

CRGs:

- African Affinity Forum
- Asian Pacific Allies and Friends
- Disability Advocacy Network
- Pride Alliance
- Unidos
- Veterans Network
- Women's Network

SIGs:

- Early Development @ GE HealthCare
- Faith Work Forum
- Green Team Network

GE HealthCare was chosen as a Best Place to Work for Disability Inclusion on the Disability Index for a fourth straight year.

Workforce composition

Our most recent U.S. equal employment opportunity filing (EEO-1) is available on our website. ⤴

Women talent globally

| | 2022 | 2023 | 2024 |

U.S. racially and ethnically diverse talent

| | 2022 | 2023 | 2024 |

U.S. data

| | 2022 | 2023 | 2024 |
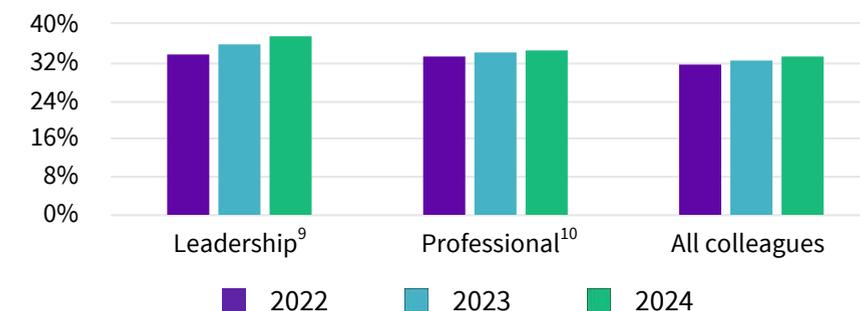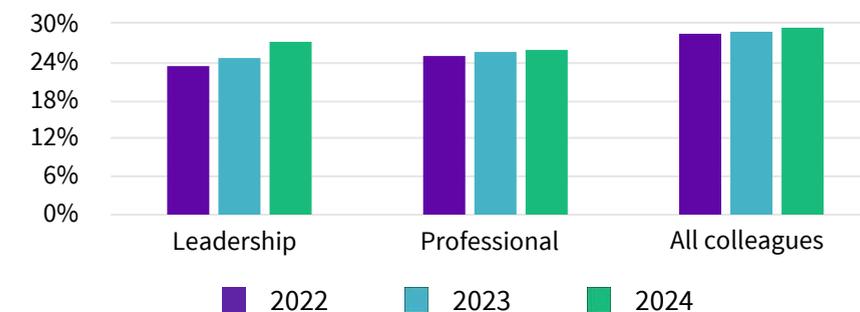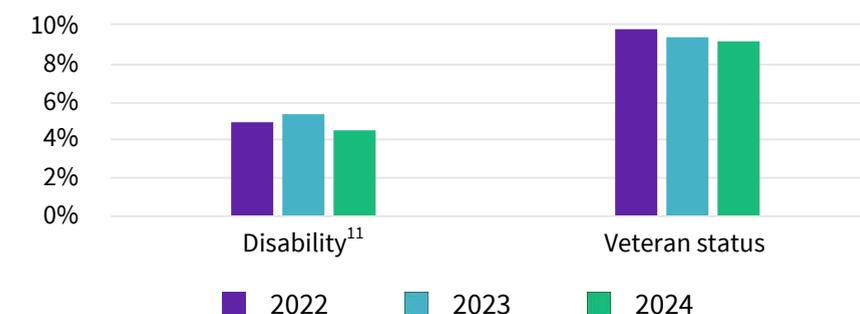
[9] Leadership is executive band (senior management) colleagues and above.
[10] Professional is professional through senior professional band colleagues.
[11] The 2022 disability rate has been updated from that previously reported to correct incomplete employee data records.

**GE HealthCare
2024 Sustainability Report**

Sustainability at
GE HealthCare

Enable access
to healthcare

**Cultivate a
thriving workforce**

Build a
sustainable future

Advance sustainability
across our products

Deliver safe and
secure products

Operate
responsibly

Appendices

37

Pay equity

Once again, men and women globally and racially and ethnically diverse and white colleagues in the U.S. are paid within 1% of each other. In 2024, we expanded our pay equity analysis to include all colleagues above the professional band, other than the CEO and his staff.[12]

These results mean that, on average, men and women performing similar work are paid the same, taking into account factors such as the job being performed, experience, and location.

We continue to implement three measures to achieve and drive pay equity across GE HealthCare globally:

 Our compensation philosophy reinforces GE HealthCare's culture of respect and fairness.

 We have established consistent pay ranges and structured bonus plans that promote colleague engagement and high performance.

 We review pay on a regular basis to confirm that our pay practices are competitive and equitable.

In the spotlight

Shaping an inclusive future: GE HealthCare's Cross-CRG Forum

In keeping with our commitment to fostering an inclusive workplace, GE HealthCare hosted a Cross-CRG Forum in June 2024. Over the course of two days, this event brought together CRG executive sponsors, operating leaders, and members to engage with internal leaders and external experts on crucial topics. Organized by a group of colleagues from across the organization, the forum attracted 600 colleagues, highlighting the strong interest in inclusivity and belonging initiatives across GE HealthCare. Topics addressed during the Cross-CRG Forum included the concept of belonging, psychological safety in a hybrid work environment, and related journeys taken by GE HealthCare and other companies.

---

[12] Our pay equity results cover 75% of professional band through officer colleagues, excluding the CEO and direct staff. The results for gender globally include colleagues in 11 countries (the United States and the top 10 countries with at least 500 in-scope colleagues), while results for racially and ethnically diverse colleagues are for the United States.

GE HealthCare
2024 Sustainability Report

Sustainability at
GE HealthCare

Enable access
to healthcare

Cultivate a
thriving workforce

**Build a
sustainable future**

Advance sustainability
across our products

Deliver safe and
secure products

Operate
responsibly

Appendices

38

Build a sustainable future

How are we building a more sustainable future?

Environmental challenges can significantly impact health outcomes and contribute to health disparities within populations. These challenges include air and water pollution, inadequate sanitation, soil contamination, and ecosystem degradation, all of which can have profound effects on human health. Climate change exacerbates many of these issues and introduces new health risks. Addressing these multifaceted challenges can lead to improved human health, reduced healthcare burdens, and more resilient communities. It requires coordinated efforts across sectors to mitigate environmental risks and adapt to changing conditions. We view climate action and resilience as an integral part of our work to improve outcomes for patients and healthcare providers around the world. That is why we have embarked on a series of actions to help drive meaningful change. For instance, we strive to reduce our emissions by embedding environmental stewardship into key aspects of our operations.

**GE HealthCare
2024 Sustainability Report**

Sustainability at
GE HealthCare

Enable access
to healthcare

Cultivate a
thriving workforce

**Build a
sustainable future**

Advance sustainability
across our products

Deliver safe and
secure products

Operate
responsibly

Appendices

39
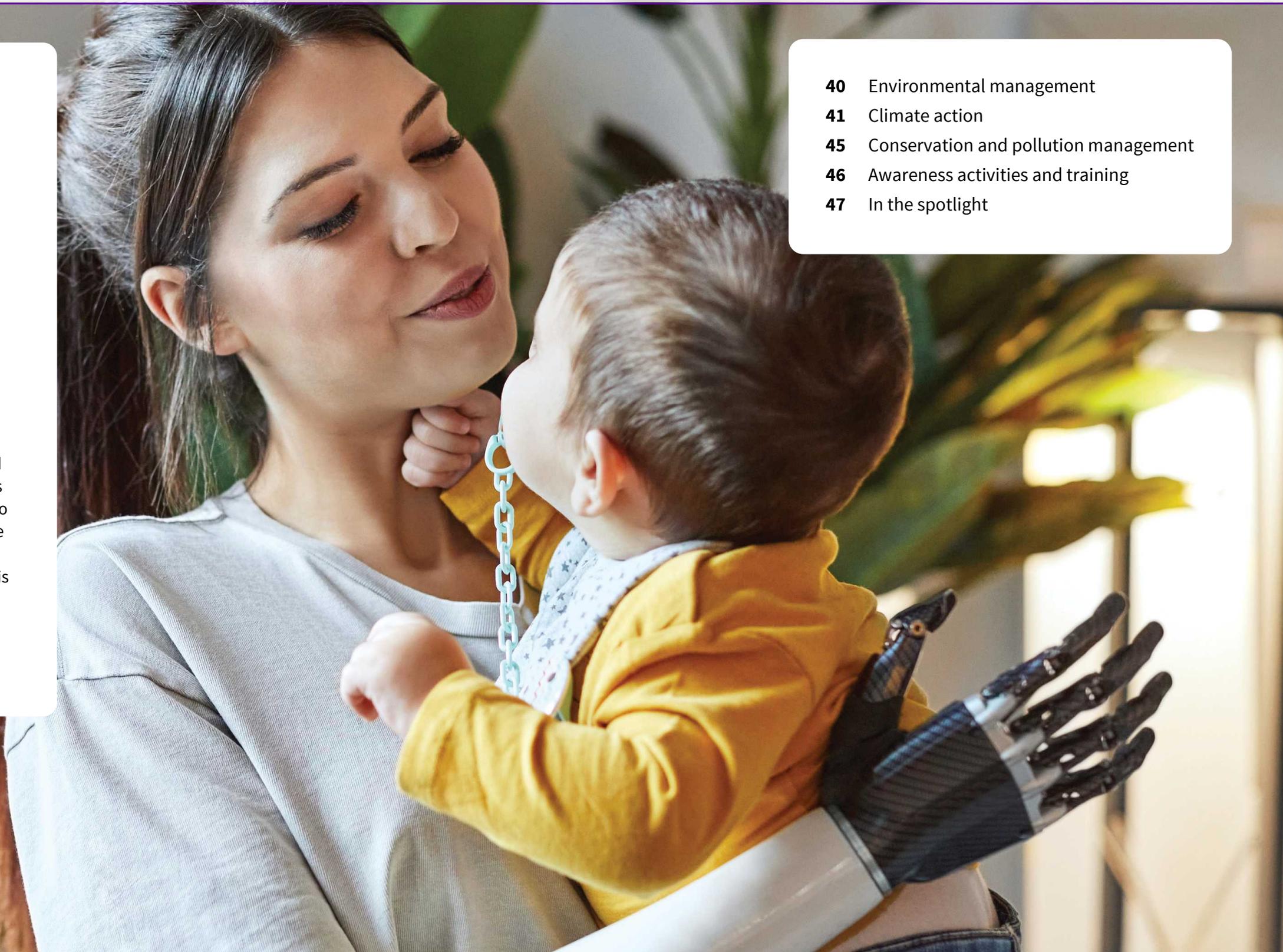
Build a sustainable future

Our approach

Our efforts in environmental sustainability are guided by data-driven decision-making and a commitment to continuous improvement. Along with pursuing science-based goals to lower our operational emissions, we actively engage with suppliers and customers to reduce emissions across our value chain. To build resilience and long-term impact, we routinely evaluate climate-related risks and opportunities, integrating sustainability considerations into our broader business strategy. A four-pillar framework provides the structure for our environmental management priorities and objectives: climate action, biodiversity, resource conservation, and pollution prevention and management.

Policies and related links

GE HealthCare EHS Policy ☐

ISO 14001 Assurance Statement ☐

Governance

Environmental governance at GE HealthCare is overseen at the highest levels of the organization. The Board guides and monitors our environmental strategy and initiatives through the Governance Committee, which oversees environmental, health, and safety compliance and related matters.

The **Climate Council**, a committee of the management team, is a critical governing body that oversees our climate-related actions and the achievement of our climate goals. Now in its third year, the council is broadening its scope to drive climate-adjacent initiatives and meets regularly to assess aspects related to the transition to a lower-carbon economy.

Composed of cross-functional leaders from various parts of the organization, the council benefits from diverse expertise and perspectives. It is co-chaired by the Chief Global Supply Chain and Service Officer and the Senior Vice President of Research & Development. It works to embed sustainability considerations in both our operational and innovation strategies.

GE HealthCare
2024 Sustainability Report

Sustainability at
GE HealthCare

Enable access
to healthcare

Cultivate a
thriving workforce

**Build a
sustainable future**

Advance sustainability
across our products

Deliver safe and
secure products

Operate
responsibly

Appendices

40

Environmental management

Our EHS Policy forms the foundation of our environmental programs, with the EHS Framework serving as both a roadmap for implementation and a scorecard for measuring conformance. Our commitment to continuous improvement in EHS is reflected in regular enhancements to our EHS Management System, which lays the foundation for identifying and managing EHS risk and compliance in our operations. Since 2023, the EHS Framework has mandated that all GE HealthCare operations complete an Environmental Aspects and Impacts Register. This register documents activities, products, and services that interact with the environment as well as their potential environmental impacts. Activities identified as significant, based on a standard risk scoring matrix, require a detailed risk assessment to determine actions that reduce risks or optimize beneficial opportunities.

For other environmental metrics over the last three years, see Key performance indicators.

ISO 14001

50

locations out of 110 eligible locations are certified to this standard. Our central EHS Management System is certified to ISO 14001:2015, the international standard governing environmental management.

ISO 50001

24

locations out of 110 eligible locations are certified to ISO 50001:2018, the international standard governing energy management.

GE HealthCare
2024 Sustainability Report

Sustainability at
GE HealthCare

Enable access
to healthcare

Cultivate a
thriving workforce

**Build a
sustainable future**

Advance sustainability
across our products

Deliver safe and
secure products

Operate
responsibly

Appendices

41

Climate action

Achieving validation from the SBTi for our emission reduction goals marked a significant milestone for GE HealthCare in 2024. We are actively developing meaningful and actionable reduction roadmaps for each of our goals and integrating our public goals into our daily decision-making and long-term business strategy. The goals are:

- Reduce absolute Scope 1 and 2 operational emissions by 42% by 2030 from a 2022 baseline year.
- Reduce absolute Scope 3 emissions from purchased goods and services, upstream transportation and distribution, business travel, and the use of sold products by 25% by 2030 from a 2022 baseline year.
- Reach net zero GHG emissions across the value chain by 2050.

Our Carbon Policy guides our approach to managing our climate impacts. The Carbon Policy's guiding principles are as follows:

Transparency: We communicate transparently about our carbon emissions, reduction efforts, and progress.

Collaboration: We work with stakeholders, such as colleagues, customers, and suppliers, toward common climate goals.

Science-based approach: We base our carbon reduction strategy and goal-setting on scientific research and internationally recognized methodologies.

Circular economy: We prioritize circular economy concepts across our operations and product lifetimes, reducing waste, promoting recycling and reuse, and minimizing resource use.

Innovation: We promote innovation to improve the carbon footprint of our products to contribute to a lower-carbon economy.

Progress against our Scope 1 and 2 goal

Our GHG emissions progress (mtCO$_2$e in thousands)

Year	Value	Change
2022	288	
2023	239	↓17%
2024	221	↓7%
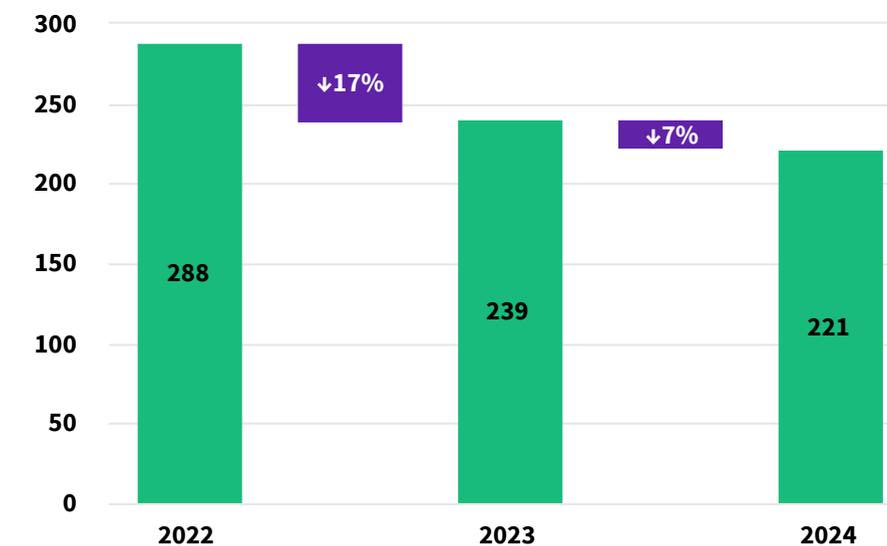
Our carbon footprint

We calculated these figures following the Greenhouse Gas Protocol, which provides standards for measuring and managing GHG emissions. More information about our GHG emissions accounting methodology can be found in our Greenhouse Gas Emissions Accounting Methodology. ↗

- ● Scope 1
- ● Scope 2
- ● Scope 3

- ● Purchased goods and services
- ● Upstream transportation and distribution
- ● Business travel
- ○ Use of sold products
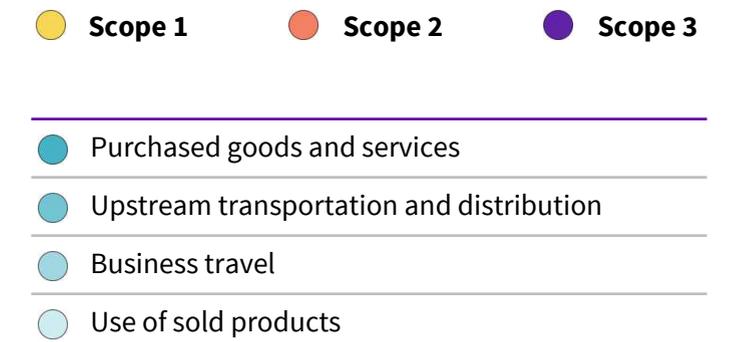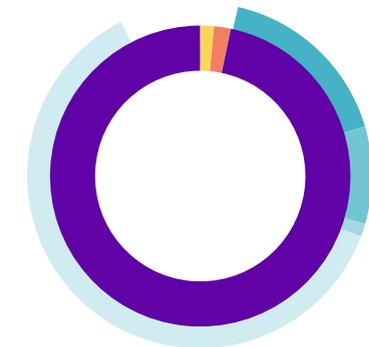
For our Scope 1, 2, and 3 emissions for the last three years, see Key performance indicators.

For a copy of our Independent Assurance Statement, see the appendices. →

**GE HealthCare
2024 Sustainability Report**

Sustainability at
GE HealthCare

Enable access
to healthcare

Cultivate a
thriving workforce

**Build a
sustainable future**

Advance sustainability
across our products

Deliver safe and
secure products

Operate
responsibly

Appendices

42

Action plans and initiatives to meet our goals

Scope 1 and 2

In 2024, GE HealthCare's combined Scope 1 and 2 market-based emissions was 221 thousand metric tons CO_2 equivalent, a 23% reduction compared to our 2022 baseline. We have established three pillars to address our Scope 1 and 2 emissions. Each pillar has a leader and an internal annual reduction target and is part of our climate governance structure. The three pillars are:

Facility reductions

Identifying opportunities to enhance energy efficiency and reduce direct emissions, such as anesthetic gas and combustion emissions.

In 2024, we:

- Completed four energy audits with a third party and one in collaboration with the University of Wisconsin–Milwaukee. We are leveraging these learnings for our other sites.
- Supported carbon reduction projects through our internal Shark Tank™ fund. Those concluded by the end of 2024 had approved funding of more than $5 million, including for projects to optimize an air handling unit and advance an energy management system.

Fleet efficiency

Implementing smart scheduling and remote problem-solving and transitioning some of our fleet to electric vehicles.

In 2024, we:

- Continued to convert our fleet of more than 12,000 vehicles from internal combustion engines to battery electric vehicles (BEVs), hybrids, or plug-in hybrids, starting across Europe.
- Added hundreds of BEVs, hybrids, and plug-in hybrids to the European fleet over the past year, with BEVs representing about 14% of the vehicle fleet across Europe, led by Northern European countries with approximately 47% BEVs.

Renewable energy

Increasing the proportion of renewable energy we buy and increasing our investment in local renewable generation.

In 2024, we:

- Increased our use of renewable energy to 27% in 2024 through a mix of on-site generation, the purchase of green retail energy from our utility providers, and renewable energy certificates where appropriate.

GE HealthCare's global fleet represents approximately 27% of our Scope 1 and 2 emissions. Since electric vehicles (EVs) are more energy efficient, cause less pollution, and offer cost benefits, we are advancing our transition to this type of vehicle. See Leading the charge: How GE HealthCare's global fleet team is transitioning to electric vehicles. ⤢

GE HealthCare
2024 Sustainability Report

Sustainability at
GE HealthCare

Enable access
to healthcare

Cultivate a
thriving workforce

**Build a
sustainable future**

Advance sustainability
across our products

Deliver safe and
secure products

Operate
responsibly

Appendices

43

Scope 3

In 2024, our total Scope 3 emissions were 6,064 thousand metric tons CO_2 equivalent, comprising 1,970 thousand metric tons CO_2 equivalent from upstream operations and 4,094 thousand metric tons CO_2 equivalent from downstream operations. As part of our ongoing process enhancements, we have updated our Scope 3 emissions calculation methodology, which resulted in revised figures for 2022 and 2023. The decrease in emissions for 2024 is attributed to updated data collection, emissions reduction efforts, and decreased spend.

Scope 3 emissions constitute the largest share of our total GHG emissions, making their reduction crucial to achieving our net zero goal. This requires actively collaborating with our customers and supplier network on reduction initiatives. Our priority Scope 3 categories include purchased goods and services, upstream transportation and distribution, business travel, and use of sold products.

For each priority Scope 3 category, we have established clear ownership, developed high-level roadmaps, and improved our data collection process and analysis, allowing us to identify specific areas and key reduction levers.

Purchased goods and services

To meet our short-term and net zero climate goals, we look to our suppliers to align with our commitments and prioritize our customers' need for sustainability-minded products. To support these efforts, we prioritize transparency, evaluate supplier initiatives through data collection and analysis, and actively collaborate on reduction strategies.

- **Supplier engagement:** We are engaging with 70% of our largest suppliers, as measured by spend. We work with an external organization to analyze economic data and model the carbon footprint of these select suppliers through a carbon tracker, working toward a comprehensive assessment of supplier-related emissions. Through a structured, dialogue-based approach, we assess the readiness and commitment to emissions reduction, fostering collaboration and driving meaningful progress toward our shared sustainability goals.
- **ECD and circular economy:** We have adopted two complementary strategies to improve product environmental sustainability, with a focus on optimizing energy consumption, reducing waste, and enhancing operational efficiency.

Upstream transportation and distribution

To better understand our logistics emissions profile, we improved our data collection and analysis processes to identify localized opportunities for emissions reduction. In addition, we are developing a roadmap outlining our goals and initiatives to reduce transport-related emissions.

- **Visibility of emissions profile:** We are working to obtain supplier-specific emissions data for region-related transportation.
- **Transportation network:** In certain regions, we are transitioning from air to rail transport and identifying other opportunities to optimize logistics operations.

Business travel

We encourage the use of virtual meeting technology and advise our colleagues to minimize business travel whenever practical. Our newly revised Travel and Expenses Policy outlines additional environmental considerations, including selection of direct flights and the lowest logical fare to minimize GHG emissions. It also promotes sustainable transportation options, such as electric or hybrid rental cars and public transportation.

Use of sold products

We provide existing and prospective customers with environmental product collaterals, describing how our products minimize environmental impact through reductions in energy consumption, their eligibility for recycling or refurbishment, packaging improvement efforts, product transportation strategies, and the reduction of hazardous substances in manufacturing processes.

- **Product design:** Our product portfolio features environmentally conscious product design, energy efficiency, and circularity.
- **Product training:** We provide guidance to our customers on how to optimize the energy-efficient features of our products.
- **Product upgrades and extensions:** We offer upgrades of existing medical equipment to reduce manufacturing of new products and sourcing of finite resources.
- **Transportation:** We reassessed how products needing refrigeration affect the total energy and emissions from sold products.

Net zero pathway

We continue to evolve and mature our approach to achieving net zero emissions across our business and value chain. Our efforts are focused on key areas such as customer engagement, product and business model innovation, supply chain decarbonization, and operational and logistics improvements. Additionally, we are evolving our approaches to emissions data management to improve accuracy, transparency, and maturity within our supply chain.

As we continuously evolve our methodology and take a more rigorous approach, we are committed to improving the accuracy of our Scope 3 emissions data collection process. By investing more resources, we are refining our strategy, expanding our knowledge base, and developing comprehensive reduction roadmaps.

See the Deliver safe and secure products → section for a more comprehensive overview of our supplier engagement initiatives.

See the Advance sustainability across our products → section for more detailed information about our product upgrades and ECD and Circularity programs.

Climate risk assessment

GE HealthCare previously conducted a climate risk assessment to better understand the risks and opportunities associated with climate change. We worked with an external consultant to engage more than 35 stakeholders across business functions to gain their insights. We conducted workshops, market research, and site-level modeling to assess physical and transitional risks from changing regulations and customer expectations.

The climate risk assessment identified six prioritized climate risks and analyzed their likelihood and potential impacts over a three-year period and a 2050 time horizon. When choosing scenario alignment to analyze the risk, we chose the most impactful scenario for each risk to represent the most severe outcome when considering resilience strategies. Sample mitigation strategies are illustrative examples based on the analysis of our business resilience associated with each identified risk. Our approach to climate risk assessment will evolve as GE HealthCare continues to mature as a standalone company.

See the Advance sustainability across our products section → to learn more about how GE HealthCare is capturing opportunities to develop sustainable products.

Transition Risks

Physical Risks

Risk	Increasing climate-related disclosure and regulatory requirements may lead to additional compliance costs and increased scrutiny of GE HealthCare's climate-related disclosure, targets, and progress against goals.	Shifting customer preferences toward low-carbon or energy-efficient products, as well as increasing expectations for corporate climate action, may lead to reputational damage and loss of market share.	Costs associated with decarbonizing products, processes, and/or services to remain competitive in the market may generate higher costs.	Increased supply disruptions due to climate-related weather events and rising costs of raw materials may result in operational inefficiencies, production delays, and increased expenses.	Increased severity of extreme weather events, such as floods, wildfires, severe storms, hail, and precipitation, may impact the health and safety of GE HealthCare's colleagues and its value chain, finances, and real estate portfolio.	Shifting climate patterns, such as extreme temperatures or precipitation variability, increased drought conditions, and increased wind speed, may impact the health and safety of GE HealthCare's colleagues and its value chain, finances, and real estate portfolio.
Risk sub-type	Policy and legal	Reputation and market	Technology	Market	Acute	Chronic
Scenario alignment	Low-carbon scenario SSP1-2.6[13,15]	Low-carbon scenario SSP1-2.6[13,15]	Low-carbon scenario SSP1-2.6[13,15]	Low-carbon scenario SSP1-2.6[13, 15]	High-carbon scenario SSP5-8.5[14, 15]	High-carbon scenario SSP5-8.5[14, 15]
Sample mitigation strategies	Monitor and prepare for emerging regulations; enhance governance and controls over climate-related disclosures.	Continue to incorporate environmental considerations into product development processes; develop environmental product collaterals.	Identify and prioritize cost-effective decarbonization levers in net zero roadmap; work with customers to drive adoption of lower carbon practices.	Engage suppliers through sustainable sourcing efforts; include key suppliers in climate physical risk assessment; include climate considerations in supplier management processes.	Enhance facility resiliency; identify and implement risk mitigation measures at prioritized high-risk facilities; integrate climate risks into crisis management processes.	Monitor longer-term, climate-related impacts and trends; enhance vulnerability identification, scenario planning, and implementation of risk mitigation and resiliency measures at prioritized sites.

Climate-related opportunities

Opportunity sub-type	Energy source	Products and services	Resilience	Markets
Description	Increase use of renewable or lower-emission energy sources and increase energy efficiency across GE HealthCare operations to achieve net zero goals.	Enhance existing GE HealthCare products to make them more sustainable (e.g., low-carbon production, efficient use of natural resources, reduced impact on natural systems, and energy efficiency features).	Adopt processes and strategies that enable resource substitution and diversification.	Continue advancement of net zero goals to establish GE HealthCare as a leading environmentally-conscious company.

[13] SSP1-2.6 stays below 2.0° C warming relative to 1850-1900 (median) with implied net zero emissions in the second half of the century.

[14] SSP5-8.5 is a business-as-usual, high-reference scenario with no additional climate policy. Emission levels as high as SSP5-8.5 are not obtained by Integrated Assessment Models under any of the Shared Socioeconomic Pathways other than the fossil-fueled SSP5 socioeconomic development pathway.

[15] Source: https://sealevel.nasa.gov/ipcc-ar6-sea-level-projection-tool?psmsl_id=1476&info=true#:~:text=SSP1%2D2.6%20stays%20below%202.0,Contribution%20emission%20levels%20by%202030.

GE HealthCare
2024 Sustainability Report

Sustainability at
GE HealthCare

Enable access
to healthcare

Cultivate a
thriving workforce

**Build a
sustainable future**

Advance sustainability
across our products

Deliver safe and
secure products

Operate
responsibly

Appendices

45

Conservation and pollution management

Biodiversity

Biodiversity and healthy ecosystems are essential for healthy communities. At GE HealthCare, we focus on protecting and restoring biodiversity in communities where we operate.

We screened our locations for internationally recognized protected areas using the Integrated Biodiversity Assessment Tool in 2023. At the time of screening, none of these areas were located on property operated by GE HealthCare, but 10 manufacturing sites were each within one kilometer of a protected area.

Providing a template for future work, GE HealthCare did a pilot biodiversity assessment at one of the screened sites in Cork, Ireland, with support from third-party experts.

In 2024, the 10 manufacturing sites worked to complete Biodiversity Risk and Opportunity assessments, which followed three stages:

1 **State:** Identifying the location and proximity of protected areas, habitats, and species near sites.

2 **Pressure:** Identifying pressures that the sites place on biodiversity and developing a risk assessment.

3 **Response:** Identifying management activities based on the Science Based Targets for Nature's AR3T (Avoid, Reduce, Restore & Regenerate, Transform) framework.

These assessments identified 65 biodiversity opportunities, ranging from on-site habitat enhancements to engagement with local community projects and nature reserves. GE HealthCare has developed a location-based biodiversity risk scoring matrix based on both proximity to internationally recognized protected areas and level of water stress. We intend to expand locations for assessment in 2025 and track performance of 2024 assessment locations, allowing us to further reduce our impact.

Resource conservation

GE HealthCare is committed to responsible natural resource management. We focus on using natural resources more efficiently and reducing our overall consumption. In 2024, we rolled out our Resource Conservation and Management Standard, which sets expectations for managing natural resources as part of environmental leadership. It mandates the efficient use of and reduced dependency on natural resources, and it requires all GE HealthCare operations to integrate resource conservation into decision-making, set annual priorities, and implement action plans to reduce negative impacts and maximize opportunities related to resource conservation.

As of 2024, we have four manufacturing sites located in extremely high water-scarce areas, per the World Resource Institute Water Scarcity Atlas. Our Environmental Leadership and Management Standard requires that these sites do the following:

- Conduct comprehensive risk and opportunity assessments.
- Identify and implement strategies to reduce water consumption.
- Perform risk and opportunity assessments on wood-based products and packaging that are not from sources that are certified as sustainable.

Pollution prevention and management

GE HealthCare continues to implement a comprehensive program to identify, manage, and reduce environmental emissions. Pollution prevention and management are integrated components of GE HealthCare's EHS Policy, EHS Management System, and EHS Framework. Our EHS Management System requires that sites and operations develop and maintain a Pollution Source Inventory for all sources of pollution, along with an environmental staffing plan. This plan covers critical environmental activities related to pollution prevention and risk and opportunity assessments for significant pollution streams.

In 2024, we deployed our new Pollution Prevention and Management Standard. This standard builds on our long-standing pollution management work and sets expectations for the management of pollution-generating activities across our operations, including changes that impact the generation and management of pollution. Additionally, the standard requires operations to develop pollution risk reduction plans.

GE HealthCare
2024 Sustainability Report

Sustainability at
GE HealthCare

Enable access
to healthcare

Cultivate a
thriving workforce

**Build a
sustainable future**

Advance sustainability
across our products

Deliver safe and
secure products

Operate
responsibly

Appendices

46

Awareness activities and training

In 2024, GE HealthCare expanded efforts to promote environmental awareness and sustainability throughout the organization. Our multipronged approach combined leadership engagement, colleague-led initiatives, and targeted training programs.

Leadership-driven discussions

We fostered meaningful conversations about sustainability, as follows:

- During Earth Week, top leaders from marketing, lifecycle solutions, and engineering participated in a panel discussion to explore the crucial link between environmental sustainability and our long-term success.
- World Environmental Day provided an opportunity to share insights with colleagues about integrating environmental considerations into our processes.
- The Women's Network CRG hosted a global session featuring women leaders discussing their roles in driving environmental sustainability at GE HealthCare.

Colleague-led initiatives

Our Green Team Network played a pivotal role in expanding environmental engagement:

- The network grew significantly, adding new hubs in Bangalore, India, and North Greenbush, New York, United States, while welcoming 140 new team members.
- Quarterly town halls on topics such as green economic transformation, product circularity, and our EV fleet strategy attracted hundreds of attendees.
- The network ran a 2024 Green Jumpstart Challenge, based on the Climate Action Challenge[©] by Joan Gregerson, which had 108 GE HealthCare colleagues register for hands-on environmental projects. We estimate that this initiative engaged more than 6,800 colleagues in small-scale efforts with substantial impact.

In addition, we expanded our environmental awareness training programs for colleagues at all organizational levels. These programs aim not only to raise awareness about our environmental transformation and public climate commitments but also to build specific competencies within various functions. This approach helps each function comprehend its role in driving our environmental transformation and better understand relevant data. In 2024, we provided awareness training on environmental topics to 65% of our colleagues.

The 2023–2024 GE HealthCare EcoHealth Award competition demonstrated growing enthusiasm for environmental initiatives. Project submissions increased by 43% compared with the previous year, with 53 entries. These projects collectively resulted in more than 11,000 tons of GHG emissions reduction and significant savings in electricity, oil, gas, and materials consumption.

53 projects were submitted, resulting in the annual reduction of:

13,750

MWh electricity

31.7

cubic meters of oil consumption

73.5

cubic meters of gas consumption

21

metric tons of material and waste

11,430

tons of CO_2 emissions

GE HealthCare
2024 Sustainability Report

Sustainability at
GE HealthCare

Enable access
to healthcare

Cultivate a
thriving workforce

**Build a
sustainable future**

Advance sustainability
across our products

Deliver safe and
secure products

Operate
responsibly

Appendices

47

In the spotlight

Hino's sustainability journey: A decades-long commitment

As GE HealthCare's team in Hino, Japan, collaborates with healthcare providers to develop AI-driven diagnostics and remote monitoring tools, our colleagues are also dedicated to supporting more sustainable healthcare infrastructure. Situated in a country heavily reliant on imported fossil fuels, the Hino facility has embraced renewable energy and innovative practices to address climate challenges while advancing healthcare innovation.

A key milestone in Hino's sustainability journey was a renewable energy contract, signed in 2022, that covers 100% of the facility's energy consumption. Hino's commitment to renewable energy directly supports the Japanese government's goal to achieve carbon neutrality by 2050 and sets a precedent for other manufacturers. The annual contract structure allows Hino to adapt to evolving renewable energy technologies and market trends while maintaining cost efficiency.

Hino's sustainability journey spans over two decades, marked by impactful initiatives such as Lean Academy training programs that have educated over 700 colleagues in waste reduction and operational efficiency. Other steps include consolidating buildings for energy optimization, upgrading equipment for efficiency, implementing water conservation measures, and adopting a 100% recycling policy. GE HealthCare's Japan Sales & Service team also reduced emissions by consolidating office locations, using hybrid vehicles, and streamlining logistics.

The Hino facility is one of only three Lighthouses in Japan, a designation given by the World Economic Forum to manufacturers showing leadership in rapid technological advancement. By taking a proactive approach, Hino has positioned itself as a leader in responsible manufacturing. Read more about the Hino facility's sustainability and technology initiatives. ⤴

GE HealthCare
2024 Sustainability Report

Sustainability at
GE HealthCare

Enable access
to healthcare

Cultivate a
thriving workforce

Build a
sustainable future

**Advance sustainability
across our products**

Deliver safe and
secure products

Operate
responsibly

Appendices

48
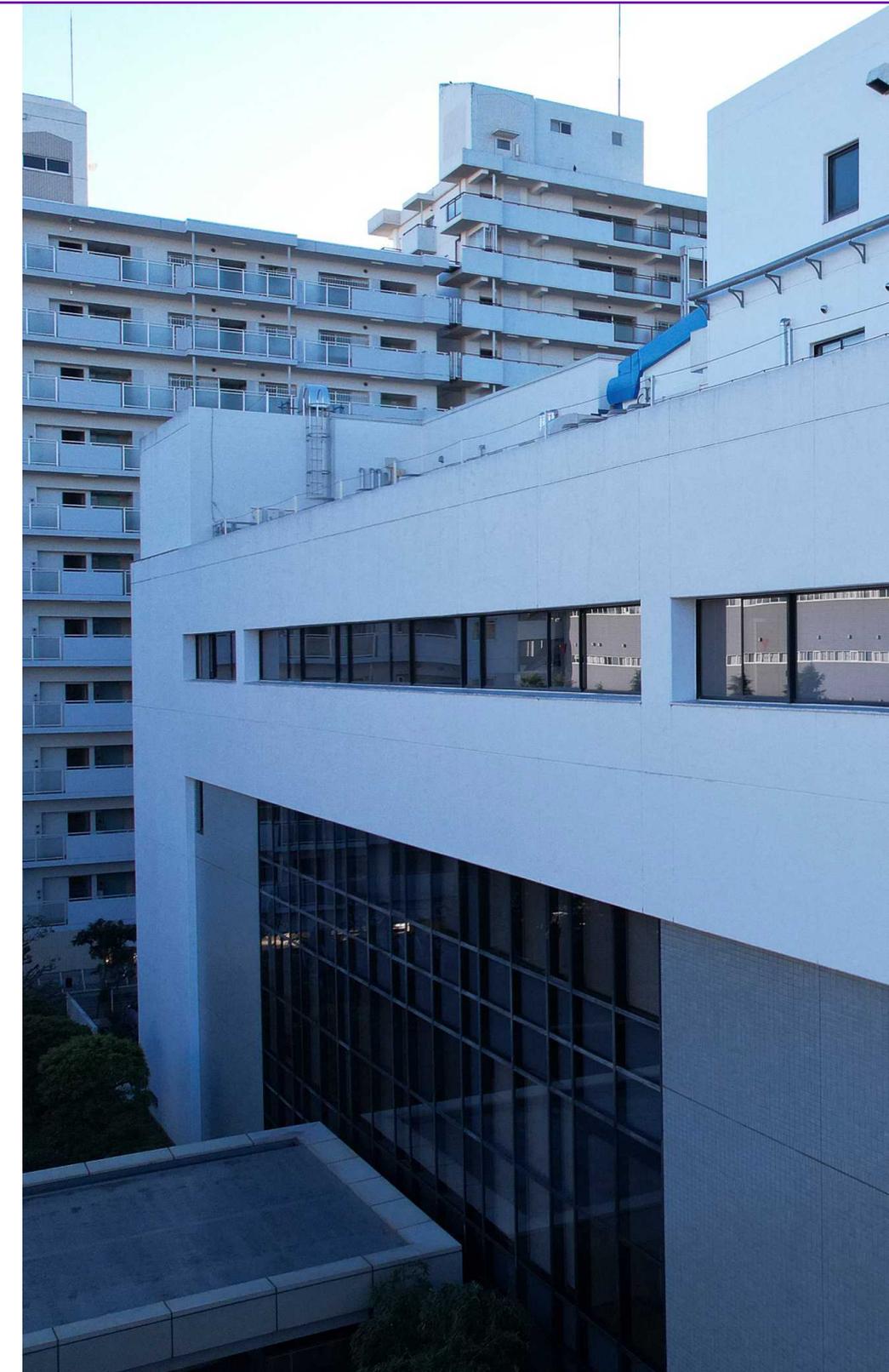
Advance sustainability across our products

How are we advancing sustainability across our products?

Our world's resources are limited, and the impacts of their overuse are becoming increasingly evident. The United Nations Environment Programme predicts that global natural resource consumption will increase 60% by 2060 compared to 2020 levels.[16] At GE HealthCare, we recognize the need for sustainability practices in our products that reduce material and resource consumption. Our approach to building more sustainable products spans the entire product lifecycle and includes ECD and circular economy principles. These principles enhance our market position by offering customers value-conscious, sustainable solutions that align with their own environmental goals and regulatory requirements.

[16] Source: https://www.weforum.org/stories/2024/03/sustainable-resource-consumption-urgent-un/

**GE HealthCare
2024 Sustainability Report**

Sustainability at
GE HealthCare

Enable access
to healthcare

Cultivate a
thriving workforce

Build a
sustainable future

**Advance sustainability
across our products**

Deliver safe and
secure products

Operate
responsibly

Appendices

49
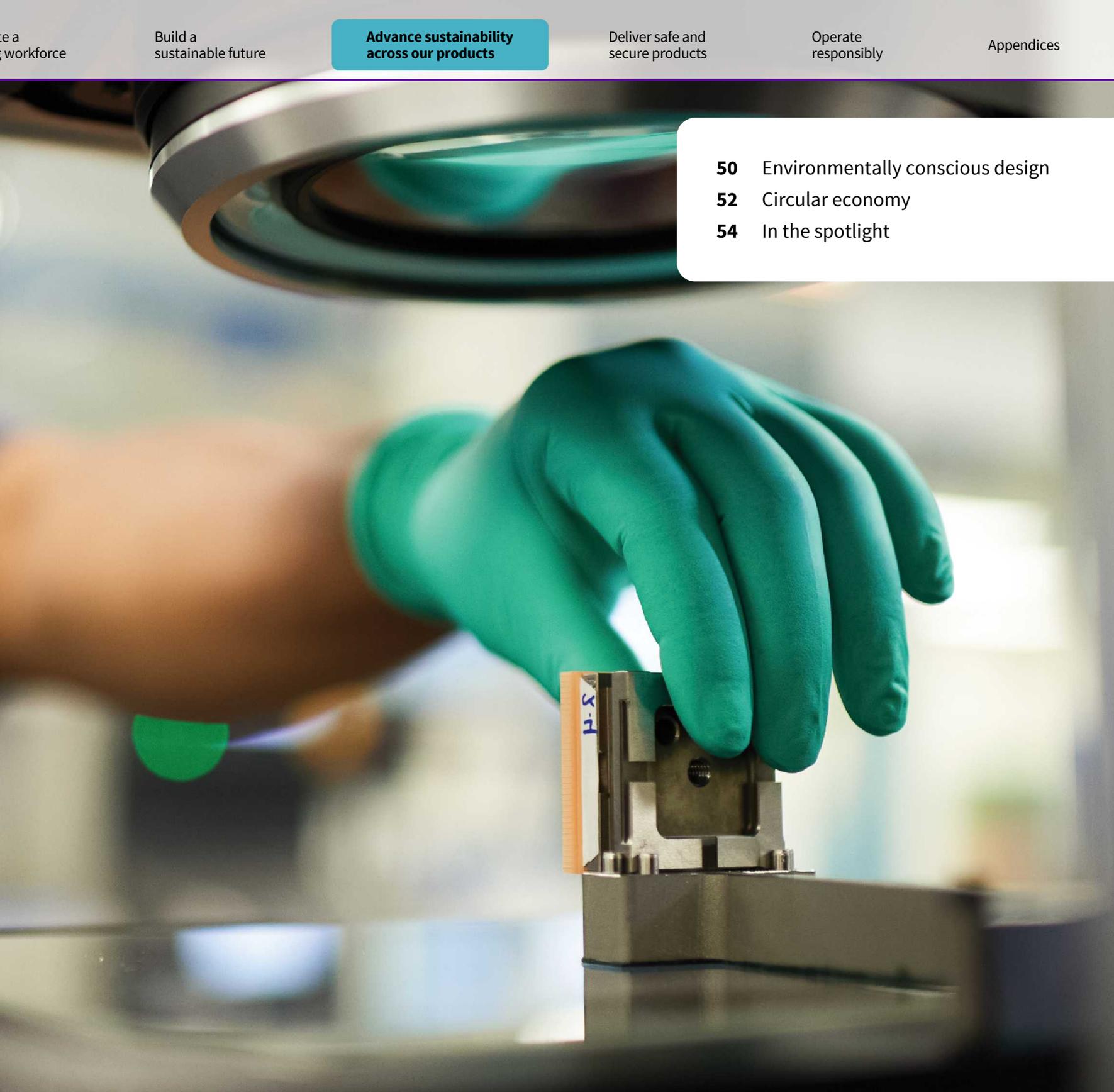
Advance sustainability across our products

Our approach

Recognizing that our customers increasingly prioritize environmentally conscious choices, we design our products with a focus on longevity and reusability. Our commitment to sustainability is embodied by our Circularity and ECD programs, which focus on extending product lifecycles and minimizing environmental impact. Our upgrade and refurbishment services enable healthcare providers to extend equipment life, improve performance, and reduce capital expenditures while maintaining the highest standards of diagnostic accuracy and patient care.

GE HealthCare's ECD program has the following priorities:

- Improve energy efficiency and reduce GHG emissions.
- Optimize the use of rare and limited materials.
- Provide remote predictive and corrective maintenance services.
- Redeploy parts.

Policies and related links

Environmental product collaterals

Governance

As part of our commitment to environmental responsibility, we integrated environmental goals into our worldwide product planning process as of 2023. This strategic approach begins in the early stages of development and aims to reduce energy consumption and GHG emissions associated with new products. Our Chief Technology Officers play a crucial role in this process, managing design processes and integrating environmental factors into product development. This approach extends across our organization, from lifecycle management of existing equipment to the development and manufacturing of new products and services.

GE HealthCare
2024 Sustainability Report

Sustainability at
GE HealthCare

Enable access
to healthcare

Cultivate a
thriving workforce

Build a
sustainable future

**Advance sustainability
across our products**

Deliver safe and
secure products

Operate
responsibly

Appendices

50

Environmentally conscious design

GE HealthCare continues to make progress in building ECD considerations into the product development cycle. We have formally incorporated environmental factors into the design inputs for new products, including the selection of raw materials and parts, the supply chain, manufacturing plants, distribution, customer use, and end-of-life management. In 2024, we focused on two key areas during product design—decreasing energy consumption and optimizing anesthetic gas use—since both play an important role in efforts to reduce GHG emissions. We plan to extend this approach to other phases of our product development process, including design release.

Working with industry groups to drive change

Our commitment to ECD extends beyond our internal initiatives. We also collaborate with industry groups. One example is our involvement with MEPA, a joint initiative of COCIR, HealthTrust, and Vizient. In 2024, MEPA, in consultation with the Global Electronics Council and Kaiser Permanente, developed criteria that may be useful for sustainable procurement of medical imaging devices. The criteria aim to reduce the climate, environmental, and social impacts of medical imaging devices supplied to the healthcare sector.

Supporting customers

As we innovate our product portfolio, we also meet the needs of the market, our existing and prospective customers, and other stakeholders by providing environmental product collaterals. We have issued collaterals for 73 products, providing information about how products minimize environmental impact through reductions in energy consumption, their eligibility for recycling or refurbishment, and their capacity for improving patient outcomes. The collaterals also detail packaging improvement efforts, product transportation strategies, and the reduction of hazardous substances in manufacturing processes. All of our environmental product collaterals can be found on our sustainability webpage. ⏶

Lifecycle assessments (LCAs) are an essential tool for measuring and reducing the environmental impact of our products. We recognize their immense value in guiding our sustainability efforts and informing ECD decisions. Conducting LCAs involves detailed and complex analysis across all stages of a product's lifecycle, from raw material extraction to end-of-life disposal. In 2024, we made notable progress in conducting LCAs for products, with the successful mapping of the carbon footprint of all electrical components in our electrical and electronic component library to enable the integration of this data into LCAs. This led to external certification for the carbon footprints of several products, enhancing our transparency with customers. We've developed extensive training materials to drive consistency company-wide. We are also leveraging AI-powered tools to streamline the LCA process. In Singapore, for instance, we are working with a third party to streamline the process from data collection to report generation, using AI to significantly reduce the time and effort required to analyze the environmental footprint of products.

Product stewardship

At GE HealthCare, we are committed to responsibly managing substances of concern throughout our product lifecycle. We actively monitor and comply with global product regulations related to the use of chemicals, hazardous substances, and electronic waste, including the E.U. Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH) Regulation, Restriction of Hazardous Substances (RoHS) Regulation, Waste Electrical and Electronic Equipment Directive, E.U. Persistent Organic Pollutants, and global fluorinated GHG regulations. The approach involves evaluating the necessity of potentially hazardous chemicals in products and implementing circular economy principles to minimize waste. Material choices are assessed against the latest scientific information and regulatory requirements, helping our products meet the highest standards of safety and environmental responsibility.

See the Deliver safe and secure products → section for more information about our approach to conflict minerals.

Advancing sustainability in anesthesia

According to the American Association of Nurse Anesthesiology, one-quarter of a hospital's operating room waste is from anesthesia.[17] Recognizing the need for more efficient and environmentally conscious anesthesia practices, GE HealthCare developed End-tidal Control software.[18] This technology automatically adjusts and maintains exhaled oxygen and anesthetic concentrations with greater accuracy than conventional manual control, leading to a substantial reduction in anesthetic agent usage. One study showed that End-tidal Control software can potentially decrease GHG emissions by 44%, addressing the critical environmental concern posed by anesthetic gases, which are known contributors to global warming.[19]

17   Source: Denny NA, Guyer JM, Schroeder DR, Marienau MS. Operating Room Waste Reduction. AANA J. 2019 Dec;87 (6):477-482. PMID: 31920201. https://pubmed.ncbi.nlm.nih.gov/31920201/.

18   End-tidal Control in the United States is indicated for patients 18 years of age and older.

19   Source: Tay S, Weinberg L, Peyton P, Story D, Briedis J. Financial and environmental costs of manual versus automated control of end-tidal gas concentrations. Anaesthesia and Intensive Care. 2013 Jan;41(1):95-101. doi:10.1177/0310057X1304100116. PMID: 23362897.

Sustainability in radiology

GE HealthCare continues to advance innovation that improves the health of patients and the planet. Some of our products that are designed with sustainability in mind are:


CT motion™ and MR Max 3™ Syringeless Power Injectors

These syringeless power injectors for CT and MR radiology suites improve patient throughput and significantly reduce overall plastic waste and contrast waste by optimizing contrast administration. A large academic hospital, the University of Wisconsin–Madison, found that **CT motion** reduced plastic waste by 84.6% (~3 tons) compared with a typical syringe-based injector and eliminated contrast media waste (31.3L) over the course of 16 weeks.[20,21]

SIGNA™ Champion MRI System

This system is GE HealthCare's smallest footprint and most power-efficient 1.5T wide bore system. Enabling shorter scan times, the system reduces power demands, increases throughput, and enhances the overall patient experience. With its highly scalable platform, **SIGNA Champion** supports broader affordability, configurability, and upgradability to support services expansion for health systems.
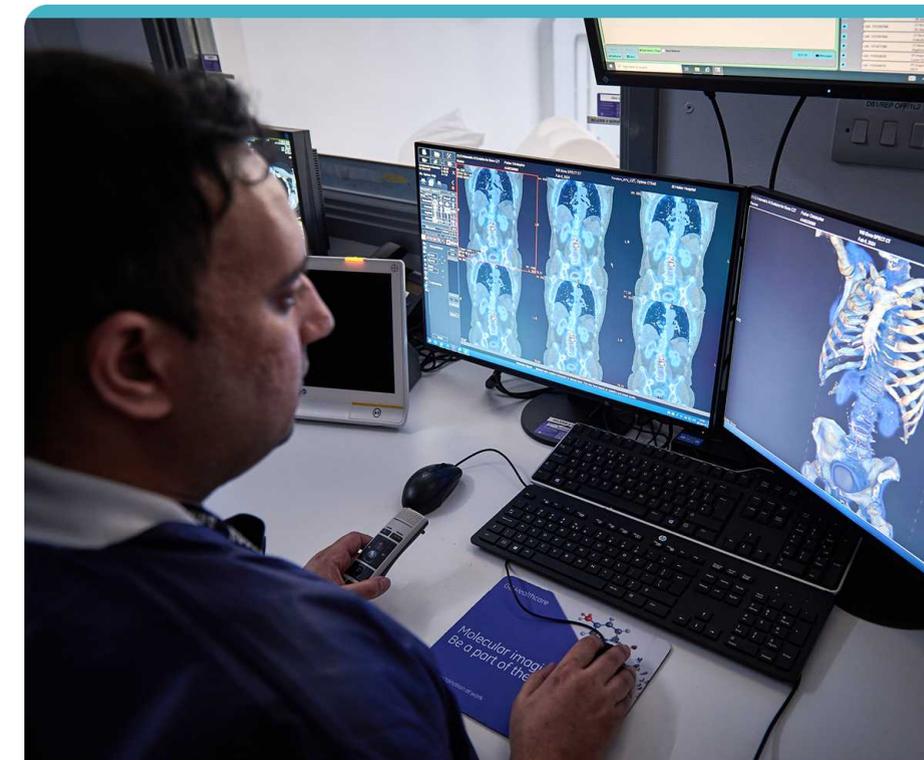
Revolution™ Ascend platform and Revolution™ Maxima

These CT systems in the Revolution family reduce energy consumption by up to 15% and lower indirect carbon emissions by 68% when using energy savings mode.[22]

---

[20] Source: Toia GV, Rose SD, Brown Z, Dovalis D, Bartels CM, Bladorn RM, Schluter KL, Lubner MG, Szczykutowicz TP. Consumable Material Waste and Workflow Efficiency Comparison Between Multi-use Syringeless and Single-use Syringe-Based Injectors in Computed Tomography. Acad Radiol. 2023 Oct;30(10):2340-2349. doi: 10.1016/j.acra.2023.05.038. Epub 2023 Jun 26. PMID: 37380534.

[21] Results are unique to University of Wisconsin–Madison's analysis and may not be extrapolated or generalized to other settings.

[22] Source: https://investor.gehealthcare.com/news-releases/news-release-details/ge-healthcare-showcases-commitment-sustainable-innovation-rsna

GE HealthCare
2024 Sustainability Report

Sustainability at
GE HealthCare

Enable access
to healthcare

Cultivate a
thriving workforce

Build a
sustainable future

**Advance sustainability
across our products**

Deliver safe and
secure products

Operate
responsibly

Appendices

52

Circular economy

GE HealthCare has long embraced circular economy principles, focusing on the durability, maintainability, and lifecycle extension of medical equipment through updates, reuse, repair, refurbishment, and recycling. This approach keeps waste out of landfills and saves energy and materials that are associated with the creation of new products. We work closely with regulatory bodies to meet and often exceed environmental standards in the complex landscape of medical device regulations.

In 2024, we intensified our efforts to drive innovation in the circular economy through strategic industry collaborations. Our involvement in initiatives such as the French Circular IT Alliance contributes to the development of standardized metrics and best practices, accelerating the adoption of circular economy principles across the healthcare sector.

To amplify our own circular economy activities, we established a Circularity Innovation Lab in 2024. This dedicated team, which includes a director, full-time researcher, and four research students, focuses on identifying use cases and innovative ways to introduce circularity with a positive environmental impact. One success story from the lab is the development of a process to repurpose extra radiological tubes, which involved creating a model and simulation tools that demonstrated various scenarios for tube composition and tracked the actual reuse of tube material. These efforts led to an increased amount of reused material in tube manufacturing in 2024, reaching approximately 370,000 kilograms. In addition, we have launched new programs focused on tube design and recovery of critical material, such as rhodium.

Circularity in medical technology

GE HealthCare's vascular team is demonstrating the power of circularity in medical technology. The team successfully harvested large mechanical components from decommissioned vascular X-ray machines, breathing new life into these durable parts. These components, including robust base plates and fixed metal casted pieces that anchor systems to the floor, were repurposed for use in the latest line of vascular imaging products. This project reduced waste while also minimizing the need for raw materials, energy, and water to produce new parts. Building on this success, GE HealthCare intends to increase the number of units repurposed through this circularity initiative.

Simplifying asset management

Our engagement with reLink Medical further illustrates our commitment to reducing medical device waste. This arrangement helps give healthcare providers solutions for disposing of medical equipment safely, compliantly, and in an environmentally responsible manner. Through reLink Medical's services, we are able to assist our customers with managing tasks such as equipment deinstallation and disposition, equipment transportation for redeployment between clinical sites, and long-term storage through a smart warehouse solution. As a result, healthcare providers have the opportunity to gain clear visibility into their asset locations, disposition equipment they no longer need, and access equipment they need without the burden of managing surplus inventory.

In 2024, we continued to advance our efforts to refurbish, repurpose, and recycle devices and equipment.

Recovered systems	Indicator
Number of units	8,050
Total reuse weight (kg)[23]	7,803,106
Total landfill weight (kg)[23]	474,943
Total weight (kg)[23]	8,278,048

For the number of recovered system units over the last three years, see Key performance indicators.

Additionally, GE HealthCare emphasizes the importance of preventative and remote maintenance in extending the life of both original and recycled parts, helping to keep medical equipment in use for longer.

Preventive, predictive, and corrective maintenance

- Monitor remotely for critical component indicators or performance trends.
- Predict a potential failure with considerable lead time and advanced parts planning.
- Repair systems remotely or on-site at the most convenient time for the customer.
- Restore to working order.

[23] Values include Imaging, Magnets, Magnet Upgrades, Ultrasound, and Surgery products for 2024. Imaging and Ultrasound values based on USCAN, EMEA, India, and Japan.

GE HealthCare
2024 Sustainability Report

Sustainability at
GE HealthCare

Enable access
to healthcare

Cultivate a
thriving workforce

Build a
sustainable future

**Advance sustainability
across our products**

Deliver safe and
secure products

Operate
responsibly

Appendices

53

Upgrades and extensions

Upgrading existing medical equipment can significantly prolong the lifespan of critical healthcare systems. This practice aligns with the broader trend of providers holding onto their equipment for extended periods and seeking options to maintain and upgrade existing systems rather than replacing them entirely. By extending the life of machines that are already in use, upgrades reduce the need for new products to be made and bought, which keeps valuable materials in use for longer periods and minimizes waste.

Upgrade for MR imaging scanners

One prime example is GE HealthCare's upgrade program for MR imaging scanners, which gained significant traction in 2024. This approach enables healthcare facilities to retain their existing MR magnets while updating the machine's electronics. From a carbon footprint perspective, the ability to reuse existing magnets is particularly important and has helped avoid approximately 100 tons of CO_2 emissions as compared with installation of a new system requiring extensive resources in the production and transportation of the large, heavy magnets.[24] This approach also allows hospitals to access the latest imaging technology while saving costs and avoiding the disruption and waste associated with full system replacements.

GoldSeal

Hospitals and imaging centers have to provide safe, reliable, advanced, and cost-effective imaging and ultrasound solutions for their communities, even when budgets are tight—and that's where our GoldSeal program comes in. With 25 years of experience, this program offers healthcare providers high-quality, refurbished medical equipment that meets the same rigorous standards as new GE HealthCare systems.

The U.S. GoldSeal refurbishment process takes place at GE HealthCare's dedicated Repair Operations Center, where systems undergo rigorous testing and upgrades to verify that they meet original specifications and incorporate the latest technology. These refurbished systems are backed by the same warranty as new models and supported by GE HealthCare's trusted field service teams.

In 2024, we continued to expand our GoldSeal program, adding more regions for equipment recovery and reuse and new products to our portfolio. Altogether, the U.S. GoldSeal program has sold more than 18,000 systems globally over 20 years and added 21 new products to the GoldSeal portfolio in 2024.

Our European Repair Operations Center in Hungary supports a circular economy in healthcare by carrying out repairs, harvesting parts for service purposes, and reconditioning equipment for resale through the European GoldSeal program. The European GoldSeal program reconditions selected imaging systems sourced from Europe and distributes them across countries in Europe, the Middle East, and Africa—reducing waste and expanding access to our technology, making it available to more healthcare providers and patients.

Our refurbishment and resale activities extend to other regions, including Japan, India, and Latin America. In Japan, GE HealthCare's GoldSeal program reconditions imaging systems to provide high-quality and cost-effective solutions for healthcare providers. In India, the GoldSeal program offers imaging and ultrasound systems that empower healthcare organizations to provide excellent care while achieving financial objectives. In Latin America, GE HealthCare continues to expand its operations, including providing cost-effective medical equipment to countries within the region to support the growing demand.

New product purchase or lease

GoldSeal program
- Comprehensively refurbished and/or remanufactured.
- Updated with new software.
- Recertified with one-year, same-as-new equipment warranty.

Reclaim for parts and materials
- Identify parts for refurbishment and/or repurpose.

End of life
- Most systems are recycled, substantially reducing the volume of waste en route to landfills.

[24] Based on internal estimates. This includes the system carbon footprint and its transportation. Carbon footprint is the reduction of carbon emission that would have happened if the client exchanged the system instead of upgrading it. The transportation CO_2 emission is estimated according to the weight of the items not replaced, the mode of the shipment, the distance of the shipment, and SimaPro. SimaPro estimates sustainability KPIs. The magnet/system carbon footprints are based on screening LCA estimated with SimaPro. The CO_2 emission is estimated using the weight and material type of the system components, energy consumption and mix of energy source in manufacturing, assumptions related to recyclability of raw materials, and transportation mode for shipping the system from the factory to the customer.

GE HealthCare
2024 Sustainability Report

Sustainability at
GE HealthCare

Enable access
to healthcare

Cultivate a
thriving workforce

Build a
sustainable future

**Advance sustainability
across our products**

Deliver safe and
secure products

Operate
responsibly

Appendices

54

In the spotlight

Reducing environmental footprint

Return and reuse service for radiopharmaceutical products

Our radiopharmaceutical products are shipped in lead-shielded packages to reduce exposure to radioactivity, protect the product from damage, and comply with transport regulations. In February 2024, GE HealthCare launched a custom designed container (CDC) return and reuse service for customers in Europe, reducing the number of CDCs produced and preventing lead and plastic from being sent for recycling every year—helping to further reduce our impact on the environment. The return and reuse service is available only in select European countries.

With the reusable CDC packaging, we can achieve a CO_2 reduction of 55% if 80% of CDCs are returned across the total lifecycle assessment.

**GE HealthCare
2024 Sustainability Report**

Sustainability at
GE HealthCare

Enable access
to healthcare

Cultivate a
thriving workforce

Build a
sustainable future

Advance sustainability
across our products

**Deliver safe and
secure products**

Operate
responsibly

Appendices

55

Deliver safe and secure products

How are we delivering safe and secure products?

Delivering safe and secure products is paramount for providing the best possible patient care. We meet this need by addressing the complex clinical, operational, and financial challenges faced by healthcare providers. Central to our approach is a sophisticated global quality system that maintains product safety, integrity, and quality across our portfolio. To address cybersecurity concerns, we have implemented multitiered safeguards and strong data protection measures while providing our colleagues with extensive training. Our commitment extends throughout our supply chain via the Supplier Responsibility Governance (SRG) program. Given the growing importance of AI in healthcare, we are dedicated to responsible AI development, integrating ethics, minimizing bias, and safeguarding patient privacy. By embedding fairness, transparency, and human oversight in AI-driven healthcare processes, we strive to deliver cutting-edge solutions that uphold the highest standards of patient care and data security.

**GE HealthCare
2024 Sustainability Report**

Sustainability at
GE HealthCare

Enable access
to healthcare

Cultivate a
thriving workforce

Build a
sustainable future

Advance sustainability
across our products

**Deliver safe and
secure products**

Operate
responsibly

Appendices

56
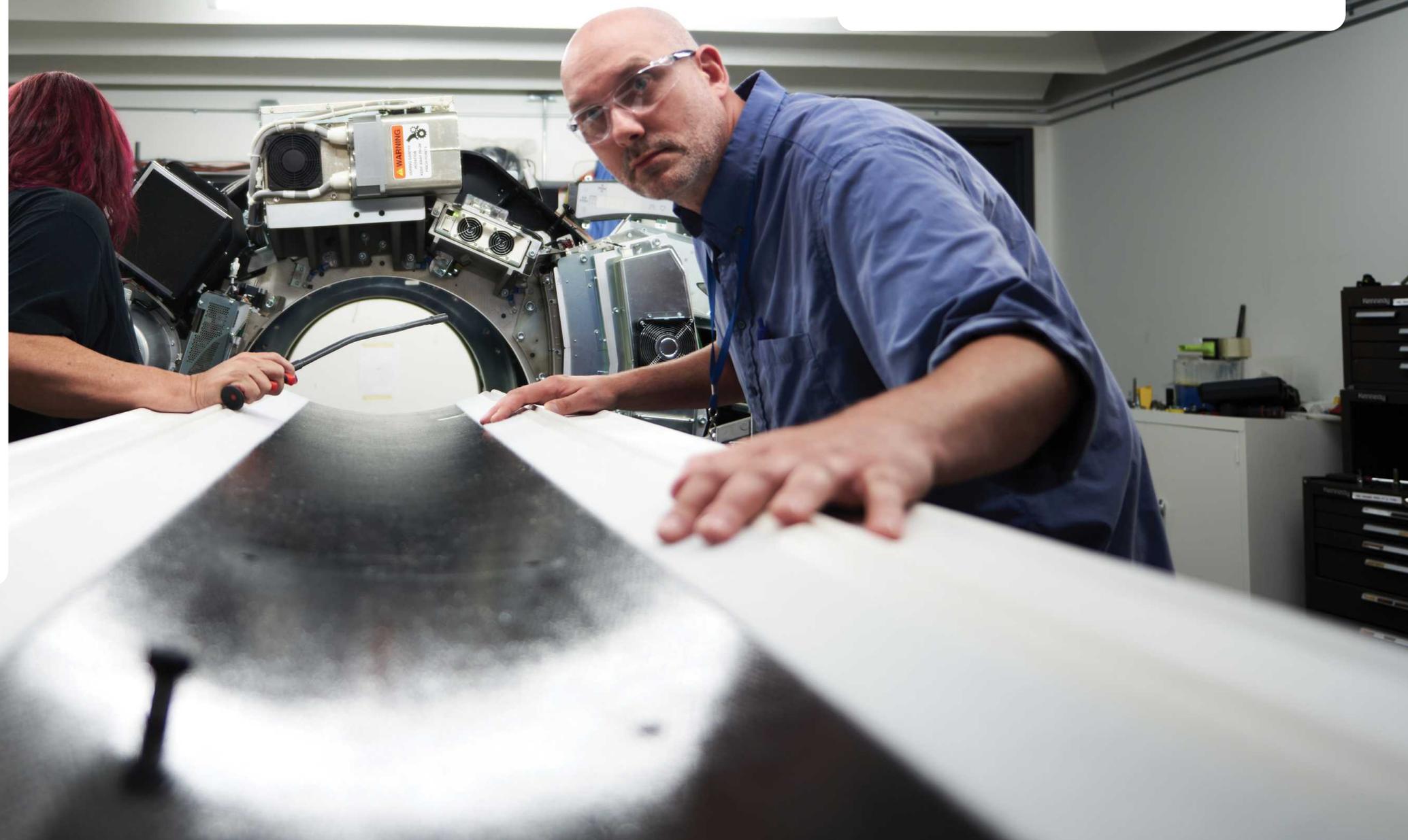
Product and service quality and safety

Our approach

We deliver innovative products and services with a patient-first focus grounded in safety and integrity. This starts with our Quality Management System (QMS), which meets the stringent requirements of approximately 160 countries, maintaining global compliance and consistency in delivering high-quality products and service. We maintain these high standards through regular internal quality audits at our facilities, which serve as a crucial mechanism for confirming our consistent delivery of compliant, high-quality healthcare solutions. Our rigorous quality audits and regulatory intelligence enable us to proactively identify areas for improvement. We leverage these insights to collaborate across our organization to implement effective solutions that maintain patient safety, enhance efficiency, reduce risk, and cultivate a culture of continuous improvement.

Our commitment to quality throughout our supply chain is further demonstrated by third-party audits of 100% of our eligible facilities and 38% of our Tier 1 suppliers' facilities.

Policies and related links

The Spirit & The Letter ↗

Governance

Our commitment to safety and product and service quality is embedded in the GE HealthCare Quality Policy, which sets the foundation for patient safety, regulatory compliance, and continuous improvement. The Board oversees our safety and product and service quality endeavors through the Governance Committee. Each segment and region has a dedicated quality leader who reports to the Chief Quality and Regulatory Officer, a member of the Executive Leadership team. This structure facilitates oversight of the implementation of the QMS across all sites and regions, keeping leadership informed on quality priorities, regulatory changes, and improvement activities.

External certifications

Of our eligible global sites, 100% are certified to ISO 13485 and/or ISO 9001 quality system standards and/or adhere to current Good Manufacturing Practices and current Good Clinical Practices, as appropriate, as well as applicable International Council for Harmonisation of Technical Requirements for Pharmaceuticals for Human Use guidelines.

**GE HealthCare
2024 Sustainability Report**

Sustainability at
GE HealthCare

Enable access
to healthcare

Cultivate a
thriving workforce

Build a
sustainable future

Advance sustainability
across our products

**Deliver safe and
secure products**

Operate
responsibly

Appendices

57

Quality Management System

Our QMS incorporates all applicable international quality and regulatory standards and requirements, including ISO 13485, U.S. FDA 21 Code of Federal Regulations parts 820 and 211, the National Medical Products Administration Decree 739, the E.U. Medical Device Regulation, the EudraLex Volume 4 Good Manufacturing Practice, and all appropriate individual market regulatory requirements that are applicable to our products in the markets where we do business. Our QMS encompasses management controls and responsibilities, which include regular quality management reviews across sites and regions. These reviews with senior leadership monitor the suitability and effectiveness of the QMS. Significant items discussed in the quality management reviews are reviewed with the Board when appropriate.

Quality management training

Our comprehensive quality training programs equip colleagues with essential competencies to maintain the highest standards of product safety and quality. All colleagues complete an introduction to the quality system upon hiring and take annual refresher courses, supplemented by role-specific training on relevant aspects of the QMS. This training educates colleagues to understand the critical role their activities play in achieving quality priorities and maintaining compliance with regulatory requirements. Additionally, we have implemented immersive leadership training related to quality, compliance, and regulatory requirements globally to further develop our leadership team across the company.

Our commitment to safety and quality is reinforced through *The Spirit & The Letter,* which empowers colleagues to halt work immediately and notify a quality, regulatory, or compliance leader if they observe anything that compromises the safety or quality of products or services or our compliance with the QMS. GE HealthCare has implemented a daily management process for safety, quality, delivery, cost, and innovation. We ask our colleagues to pause before starting work to check that they are prepared to complete work safely, follow standard work and defenses, and address safety concerns to prevent injury.

Working with suppliers to uphold quality and safety

Our QMS includes stringent purchasing control requirements that guide supplier qualifications, change management, and monitoring practices to enable a robust supply chain that delivers quality products. We employ KPIs and a risk-based approach, considering factors such as supplier criticality, scope of work, and performance to maintain regulatory compliance and drive continuous quality improvements.

Continuous quality improvement

To build on these efforts, we focus on continuous quality improvement as part of our broader commitment to delivering safe and secure products. Our QMS integrates product tracking, event reporting, and facility registration mechanisms to facilitate ongoing regulatory compliance and inspections. We routinely monitor patient safety risks of our products through post-market data for any signals or triggers that require a more in-depth review of risk and take timely and appropriate actions.

One of its key components is the Corrective and Preventive Action (CAPA) process. It gathers input from various internal and external post-market sources, such as customer reports, production information, internal assessments, and external literature reviews. Structured problem-solving, implemented as part of the CAPA process, provides opportunities for efficiencies that become inputs into product development and post-market activities for continuous improvement. We deploy corrective and preventive actions if necessary. In some cases, these may include recalls, which are actions taken in response to post-market surveillance activities and informed by our risk management process. This process helps us prioritize decisions and actions across GE HealthCare. The FDA posts summaries of information about the most serious medical device recalls (generally classified by the FDA as Class I recalls) on its website. In 2024, the FDA classified five voluntary recalls initiated by GE HealthCare as Class I.

For 483 observations, warning letters and recalls over the last three years, see Key performance indicators.

**GE HealthCare
2024 Sustainability Report**

Sustainability at
GE HealthCare

Enable access
to healthcare

Cultivate a
thriving workforce

Build a
sustainable future

Advance sustainability
across our products

**Deliver safe and
secure products**

Operate
responsibly

Appendices

58

Responsible AI

Our approach

GE HealthCare is working to unlock the immense opportunities provided by AI while putting safeguards in place to deploy this class of technologies in a safe, trustworthy, and responsible way. We actively collaborate with healthcare providers, regulatory bodies, and AI experts to develop responsible AI practices for AI implementation in clinical settings. We also invest in ongoing education and training for our colleagues and healthcare professionals to provide them with proper understanding about the use of AI technologies in patient care. →

Governance

The Board oversees digital innovation and AI as well as our AI governance program. It reviews and evaluates the strategic direction, risks, and opportunities associated with digital innovation and AI with our management team. We launched the Enterprise Data & AI Governance Council to support our responsible AI strategy. The Responsible AI Council oversees governance of responsible AI-related issues. This cross-functional team includes representatives from across the organization. The Responsible AI Council meets monthly and reports to the Enterprise Data & AI Governance Council.

GE HealthCare
2024 Sustainability Report

Sustainability at
GE HealthCare

Enable access
to healthcare

Cultivate a
thriving workforce

Build a
sustainable future

Advance sustainability
across our products

**Deliver safe and
secure products**

Operate
responsibly

Appendices

59

Advancing our approach to responsible AI

In 2024, GE HealthCare made significant advancements in our work on responsible AI. A centerpiece of these efforts was reviewing and updating our Responsible AI Principles to align with the National Institute of Standards and Technology's AI Risk Management Framework and the E.U. Artificial Intelligence Act. We adopted seven core principles that reflect this alignment:

Privacy-enhanced
We strive to implement AI systems in a way that safeguards human autonomy, identity, and dignity with respect to privacy.

Explainable and interpretable
We promote explainability and interpretability of our AI systems and their outputs.

Fair and manage harm
We aim to develop and use AI systems in a way that encourages fairness and increases access to care.

Valid and reliable
We aim to employ AI systems that produce consistent and accurate outputs.

Safe
We seek to protect against harm to human life, health, property, or the environment associated with unintended applications or access to AI systems.

Accountable and transparent
We hold ourselves accountable through governance and encourage transparency by sharing information.

Secure and resilient
We intend to leverage our capabilities to develop and deploy AI systems to withstand unexpected adverse events.

To operationalize these principles, we created our first Responsible AI Policy in 2024. We launched a centralized Responsible AI portal for colleagues that houses our principles, policy, monthly newsletter, optional training courses, and educational materials. We also appointed a dedicated AI advocacy lead who focuses on educating both internal teams and external stakeholders about responsible AI practices. For relevant colleagues, training on the European Union AI Act was required in 2024.

Additionally, GE HealthCare has developed comprehensive toolkits for AI-related contracting templates. These documents cover AI purchases from suppliers, sales of our AI-incorporated products, and distribution of third-party technologies.

HelloAI

Our commitment to AI literacy extends beyond our organization. In collaboration with industry stakeholders, we offer HelloAI, an educational program designed for healthcare professionals. Available to GE HealthCare customers, colleagues, and any interested healthcare professionals globally, HelloAI had 450 participants in 2024, demonstrating strong industry interest in responsible AI practices.

Our innovation strategy goes beyond policy, making AI intuitive and seamlessly integrated into healthcare solutions. Through strategic collaborations with leading institutions such as Vanderbilt University Medical Center, we are developing advanced AI models—such as those predicting patient responses to immunotherapy. In what is believed to be the first attempt to design AI models capable of assessing the risks and benefits of immunotherapy using only routinely collected electronic health record data, the collaboration showed that the models predicted patient responses with 70% to 80% accuracy.[25]

Continuous learning

Central to our approach is the continuous refinement of machine learning operations. These sophisticated systems incorporate real-time feedback loops, enabling us to monitor AI models dynamically, conduct ongoing testing, and implement human-expert review processes. By maintaining rigorous reliability and trustworthiness metrics, we provide AI solutions that are cutting-edge, safe, and aligned with regulatory standards.

In 2024, GE HealthCare again led the list of FDA authorizations for AI-enabled medical devices, with 85 listed 510(k) clearances or authorizations in the United States.

Our leadership in FDA authorizations for AI-enabled medical devices underscores our dedication to developing responsible, innovative healthcare technologies that prioritize patient safety and technological excellence.

To learn more about our advocacy efforts on responsible AI policymaking, please see In the spotlight →

---

[25] Source: Levente Lippenszky et al. Prediction of Effectiveness and Toxicities of Immune Checkpoint Inhibitors Using Real-World Patient Data. JCO Clin Cancer Inform 8, e2300207(2024). https://ascopubs.org/doi/full/10.1200/CCI.23.00207

GE HealthCare
2024 Sustainability Report

Sustainability at
GE HealthCare

Enable access
to healthcare

Cultivate a
thriving workforce

Build a
sustainable future

Advance sustainability
across our products

**Deliver safe and
secure products**

Operate
responsibly

Appendices

60

Cybersecurity and data privacy

Our approach

GE HealthCare focuses on proactively identifying and mitigating cybersecurity risks to create a more resilient company. We employ multiple approaches to identify cybersecurity risks, including user and external reporting, audit and assessment activities, and technology programs. These efforts extend to managing risks associated with third-party service providers, supply chain vendors, and entities with access to customer and colleague data or company systems.

Our approach is built on three tenets: driving a secure enterprise, developing secure products, and delivering secure services. Our structures and procedures are designed to protect our operations and facilities from cyberattacks and vulnerabilities. We embed security features in the products and solutions we sell and maintain, and we provide our customers with easy access to information required for optimal use of our products from a cybersecurity perspective.

Governance

A dedicated team of cyber professionals reporting directly to the Chief Information Security Officer publishes information technology and security policies, monitors compliance, and operates targeted risk mitigation programs. This team provides regular reports on its work to the Audit Committee.

Our global Data Privacy program, led by the Chief Privacy and Data Trust Officer, applies across GE HealthCare. The Privacy and Data Trust Office is staffed with experienced legal and privacy professionals who provide guidance on global privacy laws and regulations as well as responsible AI.

Policies and related links

GE HealthCare Privacy Policy ↗

External standards

In 2024, we updated our ISO security certificate to standard ISO 27001:2022, including the cloud extensions ISO 27017 and ISO 27018.

We also maintain certification to the privacy standard ISO 27701:2019.

GE HealthCare
2024 Sustainability Report

Sustainability at
GE HealthCare

Enable access
to healthcare

Cultivate a
thriving workforce

Build a
sustainable future

Advance sustainability
across our products

**Deliver safe and
secure products**

Operate
responsibly

Appendices

61

Secure enterprise

With the digital ecosystem becoming increasingly complex, we have put systems and processes in place to promote cybersecurity across our entire company, in our supply chain, and at third parties. We have a three-step process to protect against cybersecurity risks: risk identification, management, and monitoring.

	Risk identification	**Risk management**	**Risk monitoring**
GE HealthCare and supply chain	We identify risks of vulnerabilities and relevant threats based on the likelihood and impact on confidentiality, integrity, and availability of data residing on our systems.	We review risks and implement technical and organizational controls designed to maintain confidentiality, integrity, and availability to comply with data privacy laws and regulations.	We monitor our environments to search for anomalies that could indicate risks and have a program to respond to identified risks. This also provides for continual improvement of our information security program.
Third-party providers	Vendors are categorized based on the sensitivity of the data we share with them and the criticality of the services they provide to GE HealthCare. Additionally, we use a third-party agency to obtain cybersecurity risk ratings for our vendors.	We review and assess our vendors' information security controls to verify that they have adequate controls to protect our data and services.	We use a third-party agency to run a continuous monitoring process to identify negative changes in our vendors' cybersecurity risk ratings and have a process to determine whether reassessing or contacting the vendor to address the risk is required.

Awareness and training

Training colleagues on cybersecurity risks is crucial for maintaining a strong defense against evolving digital threats. To equip our workforce with the knowledge and tools necessary to protect sensitive information and maintain trust in the digital healthcare ecosystem, we implemented a mandatory annual training program for all colleagues. Some examples of educating our colleagues on how to safeguard our organization while staying vigilant are cybersecurity training, security awareness events, and self-phishing simulations.

**GE HealthCare
2024 Sustainability Report**

Sustainability at
GE HealthCare

Enable access
to healthcare

Cultivate a
thriving workforce

Build a
sustainable future

Advance sustainability
across our products

**Deliver safe and
secure products**

Operate
responsibly

Appendices

62

Secure products and services

GE HealthCare designs, develops, and manufactures medical devices with cybersecurity and safety in mind. Our products incorporate cybersecurity controls and security features to mitigate risks, supported by a mature program for secure service delivery throughout the product lifecycle.

Our work to offer secure products and solutions starts before a customer makes a GE HealthCare purchase. We provide customers with comprehensive documentation on:

- Securing our environments and products.
- Product functionality and installation guidelines.
- Network configuration recommendations for device, network, and data protection.
- Safe usage instructions, including password protocols.

To maintain ongoing communication, we offer a Global Product Security portal. This resource provides customers with relevant security information for our products and timely updates on applicable security issues or vulnerabilities.

Patient data and privacy

As connected healthcare drives improved efficiency and outcomes, it also introduces complex data privacy challenges. In response, we have enacted policies, processes, and tools for responsible data management that honor the trust our customers place in us.

Our standardized approach to data privacy is based largely on the E.U. General Data Protection Regulation and similar privacy laws while allowing for tailoring to specific jurisdictions, including the Health Insurance Portability and Accountability Act (HIPAA) in the United States, China's Personal Information Protection Law, and Brazil's General Personal Data Protection Law.

Furthermore, we respect the privacy and security commitments included in our contractual arrangements. GE HealthCare's Privacy Policy outlines the obligations that we agree to undertake with respect to personal data shared with us by customers, suppliers, and other third-party collaborators.

Privacy and Data Trust portal

In 2024, we developed a Privacy and Data Trust portal for our colleagues, streamlining access to training materials and educational resources on privacy policies and data subject access rights requests. This centralized platform provides colleagues with a way to easily stay informed about the latest privacy practices and regulations.

Additionally, we participated in International Data Privacy Day in January 2025, organizing educational events for colleagues worldwide on the theme of synthetic data in AI training. Synthetic data enhances AI model robustness by providing more diverse and comprehensive training datasets while addressing privacy concerns associated with real patient data.

**GE HealthCare
2024 Sustainability Report**

Sustainability at
GE HealthCare

Enable access
to healthcare

Cultivate a
thriving workforce

Build a
sustainable future

Advance sustainability
across our products

**Deliver safe and
secure products**

Operate
responsibly

Appendices

63
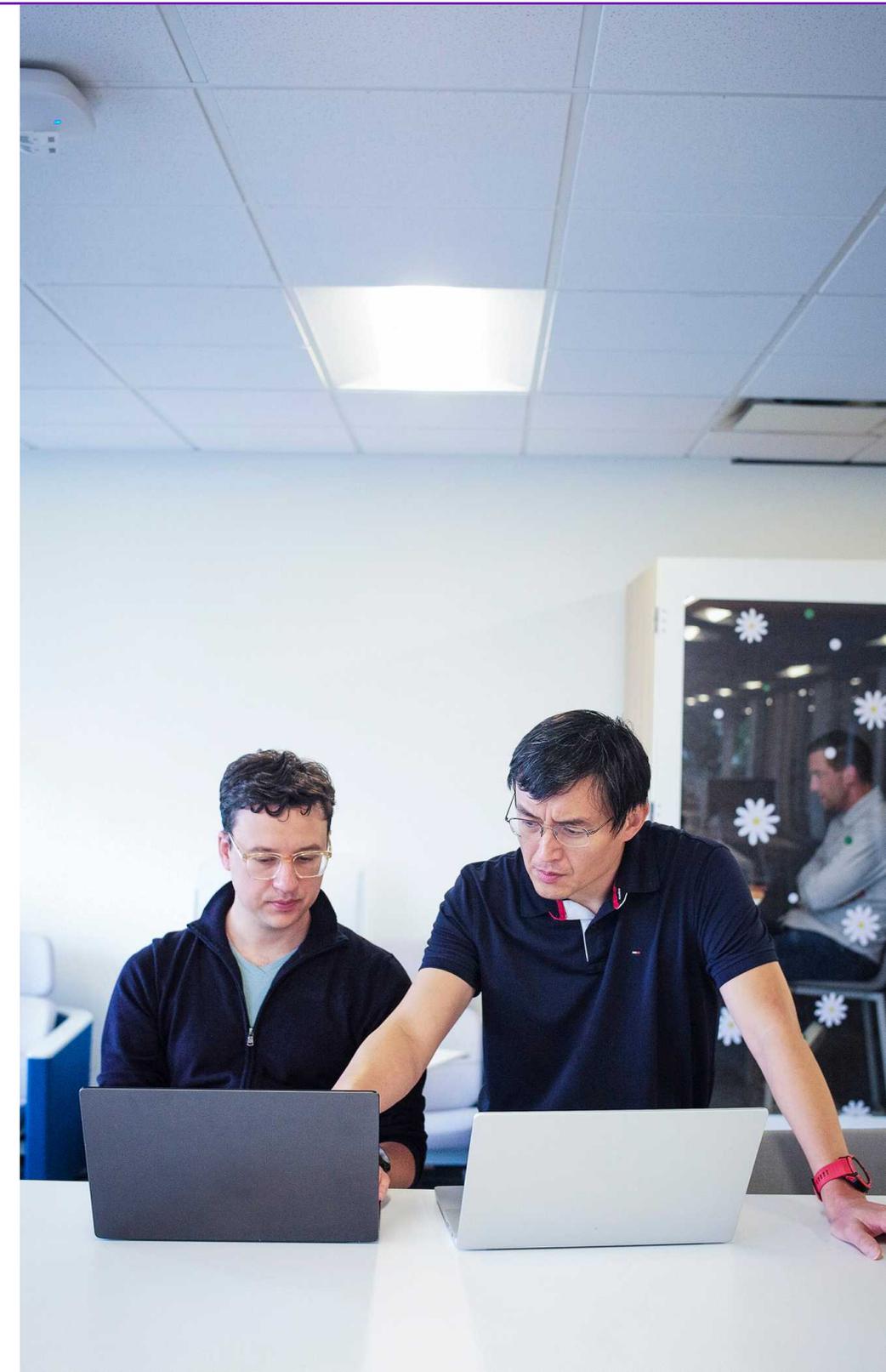
Ethical supply chain

Our approach

Suppliers are a critical element of GE HealthCare's value chain. As a global business, we have a diverse and expansive supply chain. In 2024, we sourced from more than 25,000 suppliers globally with a total spend of approximately $9.8 billion. We recognize that our global supply chain carries responsibilities and potential risks related to human rights, environmental practices, health and safety standards, labor conditions, and other ethical considerations. At GE HealthCare, we are committed to unyielding integrity in how we operate our business, and we contractually obligate our suppliers to this same level of commitment. We have established clear social and environmental responsibility requirements for suppliers and aim to work with only those that comply with laws and meet our ethical code of conduct. Since 2002, this commitment has been embedded in our business and procurement operations through the implementation of our extensive SRG program. The purpose of SRG is to build and continually strengthen an ethical, sustainable, and transparent global supply chain and establish clear social and environmental responsibility requirements for suppliers.

Policies and related links

GE HealthCare Integrity Guide for Suppliers, Contractors, & Consultants ⬈

GE HealthCare Ethical Supply Chain Program ⬈

Conflict Minerals Report ⬈

Responsible Mineral Sourcing Principles ⬈

Human Rights Policy ⬈

Governance

Our central Sourcing team, reporting to the Chief Procurement Officer, manages the policies and programs associated with our ethical supply chain efforts. We take a systematic approach to assessing risks and monitoring and improving supplier performance. Our Chief Procurement Officer is a member of the ESP Committee, actively participating in the Management's oversight of risk and sustainability matters.

For supplier audit outcomes over the last three years, see Key performance indicators.

GE HealthCare
2024 Sustainability Report

Sustainability at
GE HealthCare

Enable access
to healthcare

Cultivate a
thriving workforce

Build a
sustainable future

Advance sustainability
across our products

**Deliver safe and
secure products**

Operate
responsibly

Appendices

64
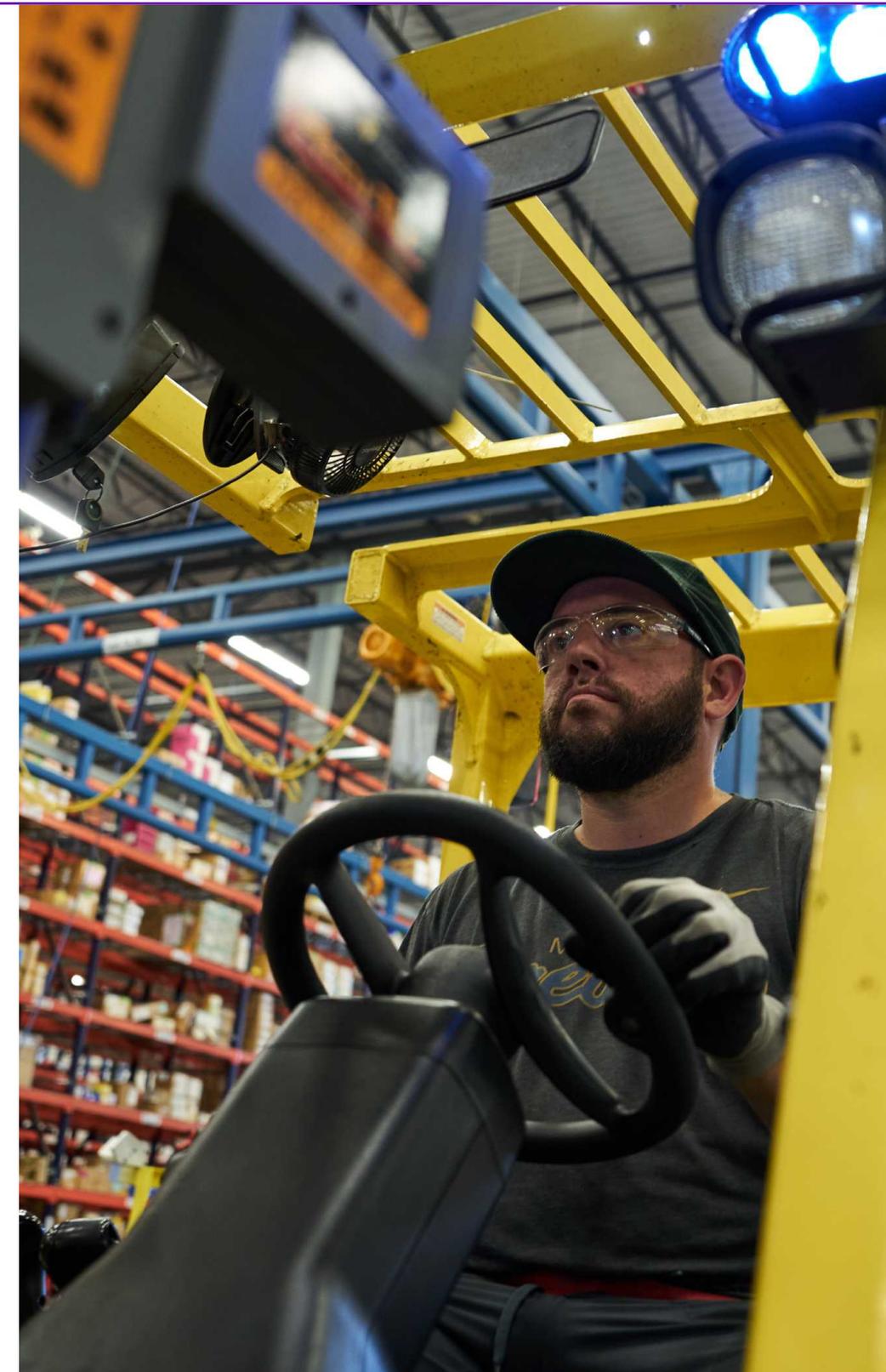
Supplier selection

GE HealthCare has multiple systems and processes in place to select, onboard, and monitor suppliers. We have a structured and rigorous process for choosing the right suppliers to work with across our business. During the initial phase of the selection process, we identify potential risks that a prospective supplier may present, such as risks related to ethics and compliance, capability, quality, performance, and financial solvency. We use a number of internal and third-party tools and platforms to collect and analyze data for assessing supplier risk.

Before being onboarded, each supplier undergoes a series of assessments to confirm that it meets our expectations of suppliers. The assessments vary based on the supplier's risk profile, with a higher level of diligence applied to higher-risk suppliers. In 2024, we refined the Know Your Supplier (KYS) program to be more appropriate for a standalone healthcare company, with updates to areas such as risk categorization. Several of our supplier assessment processes, which screen for ethical and compliance risks, are recurring. We also may perform SRG audits of suppliers in countries that are deemed high risk.

Engagement tools

GE HealthCare is advancing supply chain sustainability through strategic supplier training and assessment initiatives. Through our engagement with EcoVadis, we provide free online training on ESG topics and industry-specific modules to our suppliers. We have requested our top 70% of suppliers by spend to complete an EcoVadis ESG assessment. As of the beginning of 2025, 28% of the top 70% of suppliers had completed the assessment. We also held a virtual Supplier Summit in 2024, inviting our top strategic suppliers to join us online to learn, develop, and grow together. The summit featured executive speakers, a panel discussion, and information focusing on the strategic theme of growth and productivity. Additionally, in 2024, we released an updated GE HealthCare Integrity Guide for Suppliers, Contractors, and Consultants and the related integrity video training, requiring high-risk suppliers to review and physically acknowledge the content, further enhancing our commitment to ethical supply chain practices.

Auditing

During the supplier onboarding process and throughout our supplier relationships, GE HealthCare's Supplier Quality and SRG teams audit supplier operations based on risk level, considering factors such as location and type of product being supplied. Depending on the type of audit, these may occur prior to onboarding and periodically thereafter. SRG auditors use comprehensive procedures to identify and document risks, collaborating with GE HealthCare Sourcing colleagues and suppliers to confirm compliance with laws and GE HealthCare requirements. To enhance audit effectiveness, we use a Learning Management System that provides training for Supplier Quality and Sourcing teams that are conducting audits.

GE HealthCare trains these colleagues to maintain an Eyes Always Open Policy during supplier visits, enabling both anonymous and non-anonymous reporting of incidents related to human rights, environmental concerns, ethical issues, safety violations, quality problems, and other general risks.

> GE HealthCare maintains the right to suspend or terminate relationships with suppliers that fail to address findings promptly and permanently, with serious issues potentially resulting in immediate termination.

The graphs below summarize the 2024 annual SRG audits, which are based on the supplier's geographic region as well as several other weighted risk factors.

SRG audit outcome

- **177** Existing suppliers approved
- **32** New suppliers approved
- **1** Acquisition suppliers approved
- **1** New/existing/acquisition suppliers rejected

SRG audits by region

- **49%** China
- **40%** Rest of the world
- **11%** EMEA
- **0%** United States and Canada

SRG findings by risk area
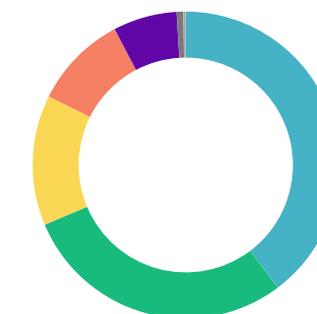
- **40%** Environment
- **29%** Health and safety
- **14%** Emergency preparedness
- **10%** Human rights and labor
- **7%** Security/other
- **1%** Conflict minerals
- **0.3%** Dormitory standards

GE HealthCare
2024 Sustainability Report

Sustainability at
GE HealthCare

Enable access
to healthcare

Cultivate a
thriving workforce

Build a
sustainable future

Advance sustainability
across our products

**Deliver safe and
secure products**

Operate
responsibly

Appendices

65

Hazardous materials and responsible mineral sourcing

GE HealthCare reports hazardous material usage in compliance with the E.U. RoHS directive, REACH regulation, and other global requirements. We maintain a centralized supplier database to track and comply with substance regulations worldwide and monitor conflict mineral use.

Each year, we assess our supply chain and survey suppliers about their sources and usage of tin, tantalum, tungsten, and gold (3TG). We are committed to not sourcing 3TG from suppliers that finance or benefit armed groups, directly or indirectly. Our responsible mineral sourcing principles align with the Organisation for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Business Conduct, including annual 3TG disclosure, supplier analysis using Conflict Minerals Reporting Templates, and supply chain due diligence. We engage with industry working groups to encourage supplier participation in the Responsible Minerals Assurance Process.

In 2024, we continued our relationship with the Responsible Minerals Initiative (RMI), a leading industry-wide initiative that develops standards and tools for responsible mineral sourcing, by becoming a standalone member. The RMI's flagship program is the Responsible Minerals Assurance program, which works to identify smelters and refiners that produce responsibly sourced materials.

Supplier diversity

At GE HealthCare, we believe suppliers are an integral part of our supply chain that help us deliver on our purpose to create a world where healthcare has no limits. Having a diversity of suppliers brings a wealth of perspectives, experiences, and innovation to our company, enabling us to better serve our customers. We actively work to expand our network of potential suppliers to enrich our supply chain with fresh ideas and approaches that can drive greater innovation and competitiveness in our products and services.

We embrace diversity in all its forms and seek to identify potential suppliers that include small businesses; women-owned, minority-owned, veteran-owned, disabled-owned, and LGBT-owned businesses; suppliers from diverse geographies; and suppliers with a variety of capabilities. All are selected based solely on their ability to meet GE HealthCare's business requirements, which include quality, delivery, cost, sustainability, and innovation.

In the spotlight

Dr. Taha Kass-Hout

Trust, ethics, and innovation: GE HealthCare's role in responsible AI policymaking

As AI continues to reshape healthcare, policymakers are turning to industry leaders for guidance on its responsible implementation. Our Chief Technology Officer serves as the Chair of AdvaMed's Digital Health Tech division, which promotes the role of data and digital medical technologies in healthcare. The following are among the key wins : (1) The Centers for Medicare & Medicaid Services issued a final rule that extended coverage to a subset of digital therapeutics, specifically for digital mental health technologies, (2) The U.S. House Caucus of Digital Health Champions was formed, and (3) AdvaMed released three sets of digital health principles, underscoring the industry's commitment to advancing innovation while maintaining patient safety, data security, and the ethical use of AI.

Governance principles for AI in healthcare

In 2024, GE HealthCare's Chief AI Officer engaged in discussions in Washington, D.C., meeting with Capitol Hill representatives and administration officials. These conversations underscored the government's keen interest in GE HealthCare's expertise to develop comprehensive governing principles for the use of AI in healthcare. Policymakers sought insights into addressing critical challenges, including building public trust, overseeing ethical data acquisition, and exploring reimbursement models to drive AI adoption in healthcare. Our Chief AI Officer also serves in the Bipartisan Policy Center AI Health Advisory Group, where he provides expert insights and guidance on the current landscape of AI in healthcare, focusing on key areas such as regulatory approvals, ethical considerations, healthcare delivery, and access to care. The group will play a critical role in advising policymakers on priority issues and identifying strategic areas for further exploration. GE HealthCare's involvement highlights its commitment to responsible AI development and its position as a trusted advisor in the evolving landscape of healthcare technology.

**GE HealthCare
2024 Sustainability Report**

Sustainability at
GE HealthCare

Enable access
to healthcare

Cultivate a
thriving workforce

Build a
sustainable future

Advance sustainability
across our products

Deliver safe and
secure products

**Operate
responsibly**

Appendices

66

Operate responsibly

How are we operating responsibly?

Sustainable and ethical corporate practices are the backbone of responsible business. By prioritizing integrity, transparency, and ethical decision-making, we protect our reputation, build trust with stakeholders, and help safeguard long-term resilience. Responsible business practices help mitigate risk, drive innovation, attract top talent, and demonstrate a commitment to the communities and patients we serve. We have established a robust governance framework with an independent Board providing critical oversight and fostering intelligent debate. GE HealthCare promotes robust risk management and ethical decision-making through our ERM Framework and our Code of Ethics and Integrity, *The Spirit & The Letter.*

**GE HealthCare
2024 Sustainability Report**

Sustainability at
GE HealthCare

Enable access
to healthcare

Cultivate a
thriving workforce

Build a
sustainable future

Advance sustainability
across our products

Deliver safe and
secure products

**Operate
responsibly**

Appendices

67
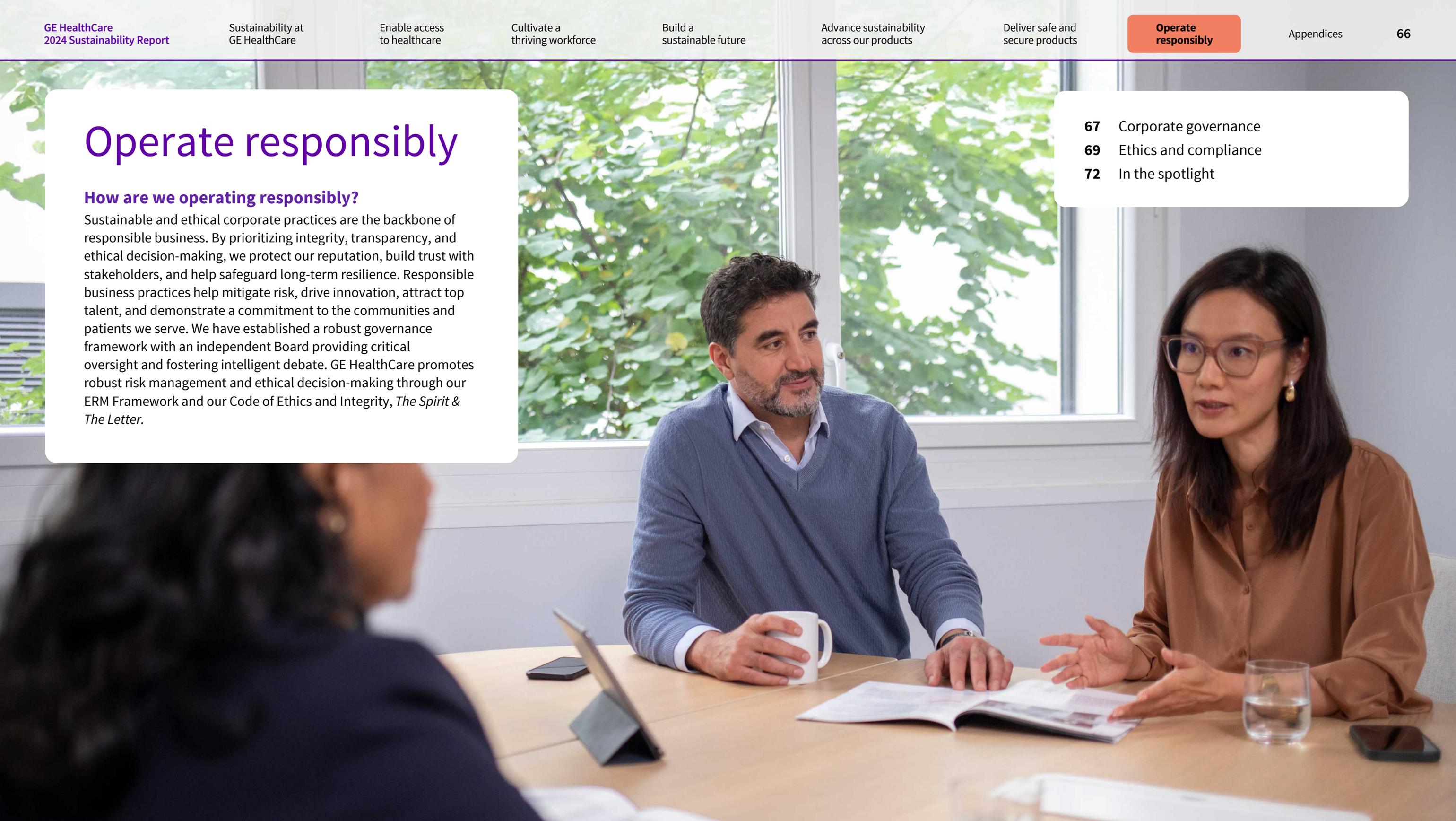
Corporate governance

Our approach

As of March 2025, the GE HealthCare Board is comprised of 10 directors. Our Board composition reflects our intention to have a board of directors with a well-rounded range of perspectives and a variety of experiences and industry backgrounds related to our business activities.

GE HealthCare maintains a robust corporate governance framework anchored by governing documents, including the Certificate of Incorporation, Bylaws, and Governance Principles. The Board operates through three standing committees—the Audit Committee, the Nominating and Governance Committee, and the Talent, Culture, and Compensation Committee—each with specified responsibilities outlined in detailed charters. At the core of our governance approach is *The Spirit & The Letter*, which establishes clear ethical and compliance standards for all colleagues and our directors.

See the Sustainability governance → section of this report for more details on the Board's oversight of our ESG program.

For more information about GE HealthCare's Board and key corporate governance practices, see our 2025 Proxy Statement. ↗

Policies and related links

Certificate of Incorporation ↗

Bylaws ↗

The Spirit & The Letter ↗

Governance Principles ↗

Audit Committee Charter ↗

Governance Committee Charter ↗

Compensation Committee Charter ↗

Clawback Policy ↗

GE HealthCare
2024 Sustainability Report

Sustainability at
GE HealthCare

Enable access
to healthcare

Cultivate a
thriving workforce

Build a
sustainable future

Advance sustainability
across our products

Deliver safe and
secure products

**Operate
responsibly**

Appendices

68

Enterprise risk management

GE HealthCare employs a structured, multilayered approach to risk management to facilitate governance and enterprise-wide oversight. Our ERM program provides expertise, support, and monitoring to those who own and manage risk. The program oversees and manages the ERM framework, enterprise risk assessment, and other activities such as risk awareness, training, and communication.

The ERM team reports to the Governance Committee at least annually. Throughout the year, the Board and the relevant committees review and discuss specific risk topics and management processes in greater detail. Our ERM taxonomy covers strategic, operational, financial, regulatory, and IT/cybersecurity risks, inclusive of climate change and other sustainability-related risks. We conduct an enterprise risk assessment annually, informed by a variety of internal and external sources, including other risk assessments throughout the company such as the DMA. →

Our operational resilience programs, encompassing business continuity, crisis management, emergency management, and technology help us identify threats and respond swiftly. In 2024, our resiliency, crisis, and technology response teams played a crucial role in addressing a variety of challenges. From extreme weather and geopolitical tensions to managing technology-related risks, their proactive monitoring and response were essential in our operational stability. These efforts helped us manage incidents effectively and safeguard the continuity and robustness of our business operations.

Political spending and lobbying

Public policy significantly impacts healthcare and our operations. GE HealthCare's Government Affairs and Policy team engages with officials to advance health and technology policies. We comply with lobbying laws and regulations when engaging with officials about our operations and emerging technologies. In the United States, GE HealthCare colleagues receive regular training on reportable lobbying activities and are asked to contact the U.S. Head of Government Affairs & Policy before engaging in such activities. Our advocacy on pending U.S. legislation is reported in quarterly Lobbying Disclosure Act filings, and we comply with disclosure requirements globally.

GE HealthCare complies with all applicable lobbying transparency requirements in the European Union, including registration in the E.U. Transparency Register and adherence to applicable reporting obligations. More broadly, *The Spirit & The Letter* sets out our commitment to complying with all applicable laws and regulations when it comes to working with governments.

To advance good public policy, GE HealthCare supports U.S. candidates and committees through the GE HealthCare PAC, a nonpartisan fund supported by voluntary contributions made by GE HealthCare colleagues who choose to participate in this aspect of the political process.

U.S. advocacy work in 2024

GE HealthCare continues to advocate for an environment that supports the company's innovations and access for patients. Examples of our advocacy work in 2024 include:

- Enhancing patient access by improving Medicare provider reimbursement for **Vizamyl™, DaTscan™, Cerianna™**, and other advanced radiopharmaceuticals in the hospital outpatient setting.
- Increasing patient access by improving Medicare provider reimbursement for coronary CT angiography.
- Engaging with policymakers in the administration and Congress regarding efforts targeted toward women's health research.
- Participating in the Inaugural Maternal Health Fair on Capitol Hill, hosted by the Maternity Care Caucus and showcasing GE HealthCare's technology for maternal and fetal care.
- Advocating on Capitol Hill for breast imaging legislation and showcasing GE HealthCare's mobile breast imaging van at the Annual Congressional Women's Softball Game.
- Advancing personalized medicine, improving healthcare outcomes, and driving economic development across Wisconsin through the launch of the Wisconsin Biohealth Tech Hub.

Policies and related links

GE HealthCare Lobbying Disclosure Policy ⏎
GE HealthCare Political Contributions Policy ⏎

Ethics and compliance

Our approach

Ethics and integrity are fundamental to GE HealthCare's operations. Always acting with the highest integrity is the foundation of our five Cultural Operating Principles. → Our Compliance organization works to embed ethical policies and behavior across all of our operations and business relationships.

Our Compliance program adheres to guidelines set by the U.S. Department of Justice and the U.S. Department of Health and Human Services. At its core, the Global Compliance team manages compliance governance, policies, processes, controls, communication, and training—while also monitoring and overseeing the Ombuds program and investigating concerns reported through this channel. To provide comprehensive coverage, regional and segmental compliance teams work with business groups to implement the program locally. These experts bring deep knowledge of compliance issues and address specific needs across all facets of our business, creating a robust framework to safeguard our operations and reputation.

Policies and related links

The Spirit & The Letter ⏶

Human Rights Policy ⏶

2025 Modern Slavery Statement for Australia, Canada, and the United Kingdom ⏶

Animal research fact sheet ⏶

Stem cell research fact sheet ⏶

Governance

Board Committee

Audit Committee
Oversees our Compliance program's implementation and effectiveness.

Compliance program
The Chief Compliance Officer leads compliance at GE HealthCare.

Management Committees
The Compliance and Risk Review Board (CRRB) reviews trends and addresses any noted risk areas, control gaps, and necessary remediation steps. The CRRB holds regular meetings that include GE HealthCare's CEO and his staff across business segments, geographies, and functions.

Regional and segmental Compliance Review Boards also occur to address compliance throughout the business.

Visit our Compliance webpage ⏶ to learn more about how we govern compliance at GE HealthCare.

**GE HealthCare
2024 Sustainability Report**

Sustainability at
GE HealthCare

Enable access
to healthcare

Cultivate a
thriving workforce

Build a
sustainable future

Advance sustainability
across our products

Deliver safe and
secure products

**Operate
responsibly**

Appendices

70

The Spirit & The Letter

In 2024, we launched an updated version of our Code of Ethics and Integrity called *The Spirit & The Lette*r. Developed for GE HealthCare as an independent company and aligned with our Cultural Operating Principles, this framework guides our actions and decision-making. It includes opening letters from the Audit Committee and our President and CEO, Peter J. Arduini, to demonstrate a strong commitment to ethics and integrity at the top. Details about GE HealthCare's open reporting process inform readers where they can turn for help with questions or concerns. To reach a broad audience, the updated version of *The Spirit & The Letter* is published in 18 languages. *The Spirit & The Letter* applies to everyone working for or with GE HealthCare. *The Spirit* embodies our promise to act ethically at all times, to do the right thing for patients, our people, and customers, and to always conduct business with the highest integrity. *The Letter* summarizes the policies underlying our code. These policies apply to all colleagues in every part of the business everywhere in the world.

Global Interactions Policy

In 2024, we launched the Global Interactions Policy (GIP), our global policy on interactions with healthcare professionals, healthcare institutions, government officials, and government institutions (formerly known as The Lens). The comprehensive refresh aimed to align with evolving industry expectations, laws, regulations, and local codes. This work involved a complete rewrite of the document and all 50 country supplements. The GIP now features a new section on research and product development, expanded content with new policy sections, and links to relevant policies, procedures, tools, websites, and other resources. We introduced the updated GIP through live training sessions and business meetings and made it available in 10 languages.

This updated policy complements our commitment to industry-wide ethical standards governing interactions with different key stakeholders. GE HealthCare certifies annually to the AdvaMed Code of Ethics and adheres to the Pharmaceutical Research and Manufacturers (PhRMA) Code on Interactions with Health Care Professionals for our Pharmaceutical Diagnostics business.

Culture of integrity

Our latest all-colleague culture survey assessed our company's ethical culture with three specific questions addressing ethics and integrity. The results revealed increasingly high scores, particularly in areas such as understanding the link between integrity and individual/leader roles as well as fostering a speak-up culture. These positive trends indicate that ethical considerations are well integrated into GE HealthCare's daily operations and organizational culture.

How to report misconduct

Open reporting is a cornerstone of GE HealthCare's culture, fostering an environment where colleagues and external stakeholders can raise concerns about integrity-related issues without fear of retaliation, which is strictly prohibited. The GE HealthCare Ombuds program offers multiple channels for reporting, including a dedicated phone line with interpreters and a multilingual web form. Concerns can also be directed to the Ombuds team, people leaders, or the Compliance, Legal, or HR departments.

In 2024, we responded to and investigated 616 policy concerns, 540 of which were closed as of February 26, 2025.

For compliance and ethics metrics for the last three years, see Key performance indicators.

**GE HealthCare
2024 Sustainability Report**

Sustainability at
GE HealthCare

Enable access
to healthcare

Cultivate a
thriving workforce

Build a
sustainable future

Advance sustainability
across our products

Deliver safe and
secure products

**Operate
responsibly**

Appendices

71

Education and awareness

At GE HealthCare, we recognize that knowledge and consistent communication are the foundation of organizational integrity. That's why our comprehensive training program and communication methods are designed to equip colleagues with the understanding and tools they need to make ethical decisions consistently and confidently. All GE HealthCare colleagues must complete mandatory training on applicable healthcare laws and our policies and procedures, with annual refresher courses via online learning modules. We periodically review and update our training programs to identify new risk areas and to align the program with our compliance policies.

We organize mandatory courses on these key areas: *The Spirit & The Letter*, anti-bribery, anti-kickback statute, privacy, harassment and bullying, quality, and EHS.

We enhanced our colleagues' knowledge of ethics and integrity in other ways, including:

- Mandatory online training for new hires and people leaders on open reporting and Ombuds processes.
- Video vignettes featuring leadership discussing ethics and integrity topics.
- New Compliance portal with a policy finder to help colleagues quickly locate, understand, and navigate GE HealthCare policies and procedures.
- Our annual Ethics and Integrity Week. →

> In 2024, **99.8%** of colleagues completed the annual assignment on *The Spirit & The Letter*.

Compliance risk assessment and monitoring

Our company identifies top risks associated with compliance across GE HealthCare and for regions and segments using a compliance risk assessment (CRA), leading to the creation of mitigation plans. Building on this foundation, we continue to evolve our CRA process in keeping with the changing regulatory landscape and business environment. In 2024, we continued enhancements and launched a follow-up CRA survey to evaluate the progress of the previous year's risk assessment and mitigation plans. This survey also aimed to identify any new risks and adjust mitigation strategies. Both the CRA and survey guide the Compliance team in the creation of the annual monitoring plan.

GE HealthCare
2024 Sustainability Report

Sustainability at
GE HealthCare

Enable access
to healthcare

Cultivate a
thriving workforce

Build a
sustainable future

Advance sustainability
across our products

Deliver safe and
secure products

**Operate
responsibly**

Appendices

72

Responsible marketing

At GE HealthCare, we foster a culture of ethics, integrity, and compliance in every aspect of our operations. We have policies in place for review and approval of product promotional materials to verify that content is consistent with product labeling and applicable laws and regulations. Our marketing colleagues receive comprehensive training in a variety of compliance areas, including data management, privacy, HIPAA regulations, proper business practices, and identifying and reporting compliance risks.

Ethics in research and development

High-quality scientific research is essential when developing innovative healthcare solutions that empower professionals and enhance patient care. We acknowledge the ethical complexities inherent in researching and advancing medical technologies. Our R&D processes adhere to applicable laws and align with industry best practices and international guidelines. More information is in our fact sheets on animal research ⧉ and stem cell research. ⧉

Clinical trial governance

Clinical trials help us advance progress by testing new technologies to safeguard their safety and effectiveness before they become widely available. We approach these critical research efforts with deep respect for the scientific process and the patients who make medical innovation possible. We adhere to the Declaration of Helsinki and the Belmont Report and monitor the ethical treatment of research participants globally. Our products are regulated by health authorities, and we comply with all relevant statutes, regulations, and laws. Our clinical trial governance reflects a commitment to transparency, ethical conduct, and continuous learning. Guided by experienced professionals who understand the profound responsibility of medical research, we strive to maintain the highest scientific, ethical, and regulatory standards. We have formal compliance and audit systems, including risk-based annual quality audit programs focused on patient safety, compliance, and data integrity. Additionally, we actively monitor clinical trials to oversee protocol adherence and participant safety, following industry standards and Good Clinical Practice.

Human rights

Respecting human rights is a hallmark of GE HealthCare's integrity culture. Our approach is rooted in constant vigilance to identify and address human rights risks across our value chain. Our commitment aligns with the UN Guiding Principles on Business and Human Rights, OECD Guidelines for Multinational Enterprises, and the UNGC Ten Principles. We strive to respect human dignity throughout our operations and business relationships, drawing from the International Bill of Human Rights, the International Labour Organization Declaration on Fundamental Principles and Rights at Work, and the UN SDGs.

We work with our business partners to align their practices with our Human Rights Policy. ⧉ Our KYS process includes checks for human rights risks, and our SRG group conducts audits of suppliers in countries with high risk of human rights violations to evaluate employee treatment and labor practices.

Governance of human rights at GE HealthCare

GE HealthCare integrates human rights responsibility throughout the company by implementing comprehensive policies and processes. The Human Rights Council, comprised of colleagues from the Legal and Sourcing teams, defines the specific human rights risks for which the company must have documented and auditable controls. They require, among other things, appropriate mechanisms to monitor those controls. To reinforce these efforts, we provide training that includes:

- Human rights training for the Sourcing, Legal, and HR teams.
- Eyes Always Open training for relevant auditors interacting with suppliers.
- Targeted meetings and outreach with product and commercial groups.

In the spotlight

Connecting compliance across continents

Our annual Ethics & Integrity Week is a powerful global learning experience that connects colleagues around the world. In 2024, the theme was Acting with Integrity: Reflect. Review. Decide. The week began with a compelling talk by Richard Bistrong, CEO of Frontline Anti-Bribery. As an anti-bribery consultant, Bistrong shared raw, personal insights into ethical decision-making, challenging colleagues to recognize potential compliance risks and understand the profound consequences of unethical choices.

Following the global keynote, the event cascaded into regional and segment-specific activities tailored to local business contexts. Workshops, panel discussions, and interactive sessions were held at sites to bring the week's theme to life. These localized events allowed colleagues to explore ethics and integrity through scenarios specific to their operational environments. Video vignettes featuring leadership perspectives provided additional context and reinforced the importance of maintaining integrity in daily business practices. Combining a global narrative with regionally nuanced conversations, Ethics & Integrity Week reflects GE HealthCare's dedication to building a culture of ethical awareness that transcends the entire company.

GE HealthCare
2024 Sustainability Report

Sustainability at
GE HealthCare

Enable access
to healthcare

Cultivate a
thriving workforce

Build a
sustainable future

Advance sustainability
across our products

Deliver safe and
secure products

Operate
responsibly

Appendices

73

Appendices
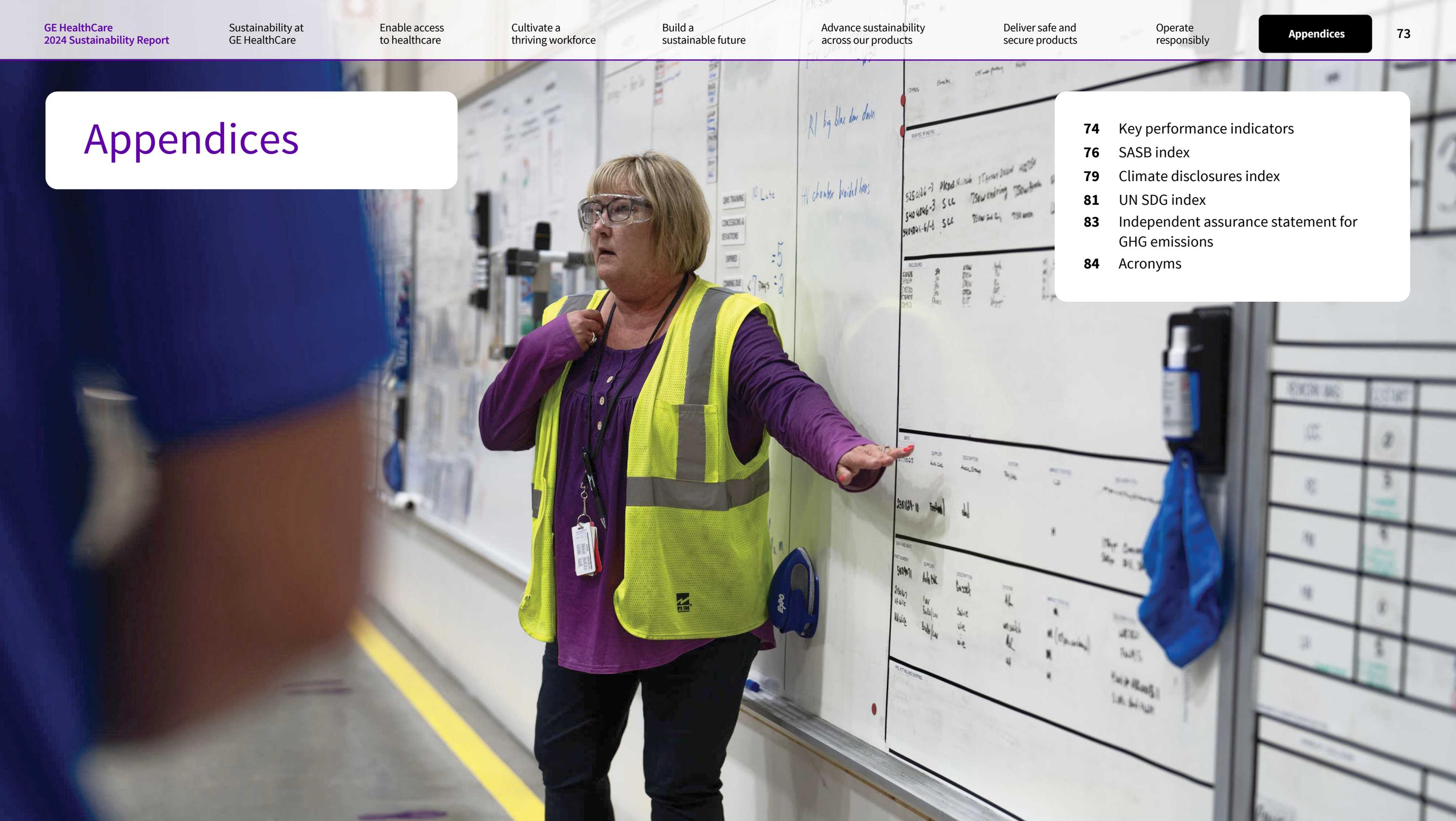
Key performance indicators

Supplier responsibility governance audits	2022	2023	2024
SRG data			
Number of global SRG audits[1]	220	262	226
Total suppliers approved	201	243	210
New suppliers	19	24	32
Existing suppliers	182	213	177
Suppliers from acquisition	0	6	1
Total suppliers rejected	1	1	1
New suppliers	1	0	1
Existing suppliers	0	0	0
Suppliers from acquisition	0	1	0
Total findings	919	1,859	2,003
Percentage of findings per category			
Health and safety	27%	27%	29%
Environment	42%	41%	40%
Emergency preparedness	12%	13%	14%
Human rights and labor	10%	11%	10%
Dormitory standards	0.3%	0.3%	0.3%
Conflict minerals	1%	0.6%	0.7%
Security/other	8%	7%	7%
Audits per region			
USCAN	0%	0%	0%
China	37%	47%	49%
EMEA	6%	13%	11%
Rest of world	56%	40%	40%

Workforce safety	2022	2023	2024
TRIR[2]	0.35	0.32	0.30
Lost Time Injury Rate[3]	0.14	0.14	0.14
Fatalities - employees	0	1	0
Fatalities - contractors	0	0	0
ISO 45001 operations certified	42	45	46
Percentage of sites ISO 45001-certified	38%	41%	42%

Environmental performance	2022	2023	2024
ISO 14001 operations certified	43	49	50
ISO 50001 operations certified	23	23	24
Percentage of sites ISO 14001-certified	39%	44%	45%
Percentage of sites ISO 50001-certified	21%	21%	22%
Global penalties paid (USD in thousands)	$6	$291	$0.6
Spill and release reportable events	2	8	6
Air exceedance reportable events	3	0	1
Wastewater exceedance reportable events	7	11	7
Total freshwater usage (cubic meters)	1,721,840	1,699,269	1,612,439
Percentage of workforce trained on environmental awareness topics	43%	43%	65%

Compliance and ethics	2022	2023	2024
Policy concerns raised[4]	401	498	616
Policy concerns closed[4]	333	474	540
The Spirit & The Letter assignment completion	99.7%	98.6%	99.8%

Workforce	2022	2023	2024
Voluntary attrition rate			
Professional band and above attrition	8.4%	5.3%	4.9%
Collective Bargaining Agreements			
U.S. union percentage of workforce	6.7%	5.8%	5.1%
Employee feedback			
Percentage of workforce completing the employee survey[5]	—	75%	64%
Employee engagement indicator[5,6]	—	75%	75%
Global women representation			
Women representation in leadership[7]	34.2%	36.0%	37.7%
Year-over-year (YOY) change	3.8%	1.8%	1.7%
Women representation, professional[8] employees	33.7%	34.5%	35.1%
YOY change	0.5%	0.8%	0.6%
Women representation, all employees	32.1%	32.9%	33.5%
YOY change	0.4%	0.8%	0.6%
U.S. workforce data			
Disability[9]	5.0%	5.4%	4.6%
Veteran status	9.9%	9.5%	9.3%

[1] Value includes suppliers that were audited in 2024 and have a current status of "Under Review" while corrective actions are being finalized.

[2] Number of work-related injuries and illnesses per 100 full-time workers during a one-year period. Injuries and illnesses based on application of U.S. OSHA recordkeeping requirements globally.

[3] Number of work-related lost time injuries and illnesses cases per 100 full-time workers during a one-year period. Injuries and illnesses based on application of U.S. OSHA recordkeeping requirements globally.

[4] Values are a snapshot in time for the specific reporting year. The 2024 values are as of February 26, 2025.

[5] We first disclosed this KPI for 2023.

[6] Engagement is a Glint Survey indicator that incorporates employee satisfaction and an employee net promoter score.

[7] Leadership is executive band (senior management) employees and above.

[8] Professional is professional band through senior professional band.

[9] The 2022 disability rate has been updated from that previously reported to correct incomplete employee data records.

U.S. racially and ethnically diverse talent	2022	2023	2024
Leadership data			
Asian	13.8%	15.8%	17.7%
YOY change	0.1%	2.0%	1.9%
Black/African American	2.1%	1.9%	2.2%
YOY change	-1.1%	-0.2%	0.3%
Hispanic/Latino	6.0%	5.4%	5.9%
YOY change	0.3%	-0.6%	0.5%
American Indian/Alaska Native	0.2%	0.2%	0.2%
YOY change	0.0%	0.0%	0.0%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%
YOY change	0.0%	0.0%	0.0%
Multiracial	1.4%	1.5%	1.6%
YOY change	-0.4%	0.6%	0.1%
Total racial and ethnic minority	23.6%	24.8%	27.6%
YOY change	-1.1%	1.2%	2.8%
Professional data			
Asian	12.1%	12.6%	13.2%
YOY change	-0.1%	0.5%	0.6%
Black/African American	4.5%	4.6%	4.6%
YOY change	0.4%	0.1%	0.0%
Hispanic/Latino	6.2%	6.2%	6.1%
YOY change	0.2%	0.0%	-0.1%
American Indian/Alaska Native	0.3%	0.2%	0.3%
YOY change	0.0%	-0.1%	0.1%
Native Hawaiian/Pacific Islander	0.2%	0.2%	0.2%
YOY change	0.0%	-0.2%	0.0%
Multiracial	1.9%	2.0%	1.9%
YOY change	0.2%	0.1%	-0.1%
Total racial and ethnic minority	25.1%	25.8%	26.3%
YOY change	0.8%	0.7%	0.5%

U.S. racially and ethnically diverse talent	2022	2023	2024
All employee data			
Asian	10.5%	11.0%	11.4%
YOY change	0.2%	0.5%	0.4%
Black/African American	7.2%	6.9%	7.0%
YOY change	0.5%	-0.3%	0.1%
Hispanic/Latino	8.3%	8.4%	8.4%
YOY change	0.4%	0.1%	0.0%
American Indian/Alaska Native	0.4%	0.4%	0.4%
YOY change	0.0%	0.0%	0.0%
Native Hawaiian/Pacific Islander	0.2%	0.2%	0.2%
YOY change	0.0%	0.0%	0.0%
Multiracial	2.2%	2.3%	2.3%
YOY change	0.1%	0.1%	0.0%
Total racial and ethnic minority	28.6%	29.2%	29.7%
YOY change	1.4%	0.6%	0.5%

Product quality and safety	2022	2023	2024
483 observations	0	3	3
Warning letters	0	0	0
U.S. recalls - Class 1	2	2	5
U.S. recalls - Class 2	19	10	22
Outside of U.S. recalls [5,10]	—	9	9

Product design and lifecycle management	2022	2023	2024
Total reuse weight (kg)[11]	6,966,459	7,317,515	7,803,106
Total landfill weight (kg)[11]	348,335	439,145	474,943
Total weight (kg)[11]	7,314,794	7,756,661	8,278,048

Climate change and energy	2022 (baseline)	2023	2024
Total Scope 1 and 2 emissions (thousand $mtCO_2e$, market-based)[12,13]	288	239	221
Scope 1 emissions[12,13]	120	115	105
Scope 2 emissions[12,13]	168	124	116
Scope 2 emissions (thousand $mtCO_2e$, location-based)[12,13]	181	169	181
Total Scope 3 emissions (thousand $mtCO_2e$)[12,13,14,15]	6,637	6,349	6,064
Scope 3 downstream emissions[12]	4,288	4,251	4,094
Scope 3 upstream emissions[12]	2,349	2,098	1,970
Total Out of Scope operational emissions (thousand $mtCO_2e$)[12]	2.6	4.0	4.4
Direct GHGs[12,13,16]	0.9	0.5	0.4
Bioenergy[12,13]	1.6	3.6	3.9
Scope 1 and 2 GHGs breakdown[12]			
Carbon dioxide (CO_2) (thousand $mtCO_2$)[12]	279	231	210
Methane (CH_4) (thousand $mtCO_2e$)[12]	0.1	0.1	0.1
Nitrous oxide (N_2O) (thousand $mtCO_2e$)[12]	1.1	1.2	1.1
Hydrofluorocarbon (thousand $mtCO_2e$)[12]	5.8	4.4	7.4
Perfluorocarbon (thousand $mtCO_2e$)[12]	1.9	2.3	2.4
Sulfur hexafluoride (thousand $mtCO_2e$)[12]	< 0.1	< 0.1	< 0.1
Energy usage			
Operational energy use (MWh)	1,015,393	1,025,314	983,898
Total electricity (MWh)	496,821	515,742	521,260
Total renewable energy (MWh)[17]	145,073	240,788	265,526
Percentage of renewables used[17]	14%	23%	27%
Percentage of EVs in fleet[15]	11%	16%	28%

[10] The recalls listed as outside the United States are for product safety recalls that did not impact the U.S. installed base and therefore are not included in the U.S. recall number.

[11] Values include Imaging, Magnets, Magnet Upgrades, Ultrasound, and Surgery products for 2023 and 2024 and Imaging, Magnets, and Ultrasound for 2022, expanding on our 2022 disclosure. Imaging and Ultrasound values based on USCAN, EMEA, and Japan for 2022 and 2023. Value was expanded in 2024 to include India.

[12] All emissions values were updated to the most recent, available emissions factors.

[13] Emissions data audited by a third party; see Independent Assurance Statement for more information.

[14] Scope 3 emission categories 9, 10 and 14 are excluded from reporting. More information about our GHG emissions accounting methodology can be found in our Greenhouse Gas Emissions Accounting Methodology.

[15] As part of our ongoing process enhancements, we have updated our Scope 3 emissions and EVs in fleet calculation methodology, which resulted in revised figures for 2022 and 2023.

[16] This value includes Isoflurane, Enflurane, HCFC-22, and HFO1234yf.

[17] The 2022 and 2023 values have been updated from that previously reported to correct incomplete energy data records.

GE HealthCare
2024 Sustainability Report

Sustainability at
GE HealthCare

Enable access
to healthcare

Cultivate a
thriving workforce

Build a
sustainable future

Advance sustainability
across our products

Deliver safe and
secure products

Operate
responsibly

Appendices

76

SASB index

This report is informed by the SASB framework. GE HealthCare reports to SASB Standards for the medical equipment and supplies industry.

Topic	Accounting metric	Code	Response or location
Affordability and pricing	Ratio of weighted average rate of net price increases (for all products) to the annual increase in the U.S. Consumer Price Index	HC-MS-240a.1	GE HealthCare does not disclose this data. Expanding access to healthcare is one of GE HealthCare's priorities. Cost is a significant factor in making care more accessible, and we are working to make prevention, care, and treatment more affordable. See our Enable access to healthcare section.
	Description of how price information for each product is disclosed to customers or their agents	HC-MS-240a.2	Our customers are healthcare providers and researchers, including public, private, and academic institutions. We deploy a global multichannel commercial model consisting of approximately 9,800 sales professionals and a network of over 5,000 indirect third-party partners. Our commercial model is organized according to the needs of our customers and includes global and regional marketing, regional inside sales teams, field-based sales teams, and sales agents and distributors. Our pricing terms are included in customer contracts and could include sales incentives, discounts, returns, chargebacks, group purchasing organization fees, rebates, or credits. See Sales and Distribution Model section within Part 1, Item 1: Business in the 2024 Form 10-K. ⬈
Product safety	Number of recalls issued, total units recalled	HC-MS-250a.1	In 2024, GE HealthCare had 5 Class I and 22 Class II recalls. Outside of the United States, GE HealthCare had 9 recalls. See our Product and service quality and safety section. GE HealthCare Updates Use Instructions for GE HealthCare Giraffe OmniBed Carestation and Incubator Carestation ⬈ GE HealthCare Instructs User to Connect Auxiliary Common Gas Outlet ⬈ GE HealthCare Updates Use Instructions for Giraffe OmniBed and Giraffe OmniBed CareStation ⬈ GE HealthCare Recalls Care Plus, Care Plus Models 1000-4000 and Lullaby Incubators ⬈ GE HealthCare Provides Update to EVair Compressors ⬈
	List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database	HC-MS-250a.2	See the MedWatch Safety Alerts for Human Medical Products database. ⬈
	Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience	HC-MS-250a.3	We report all data as required by the FDA. Manufacturers and device user facilities must report information that reasonably suggests that a medical device may have caused or contributed to a fatality or serious injury. In 2024, six fatalities related to products were reported in the FDA Manufacturer and User Facility Device Experience.
	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices, by type	HC-MS-250a.4	During fiscal year 2024, there were zero FDA enforcement actions taken in response to Good Manufacturing Practices. See our Product and service quality and safety section.

Topic	Accounting metric	Code	Response or location
Ethical marketing	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	HC-MS-270a.1	In the normal course of our business, we are involved from time to time in arbitration; class actions; commercial, intellectual property, and product liability litigation; government investigations; investigations by competition/antitrust authorities; and other legal, regulatory, or government actions. Some of those legal matters are described in Note 14 (Commitments, Guarantees, Product Warranties, and Other Loss Contingencies) in our 2024 Form 10-K. ⬈ No legal proceedings associated with false marketing claims are disclosed in the 2024 Sustainability Report or Form 10-K.
	Description of code of ethics governing promotion of off-label use of products	HC-MS-270a.2	GE HealthCare has a comprehensive Compliance program consistent with the U.S. Department of Health and Human Services Office of Inspector General's Compliance Program Guidance for Pharmaceutical Manufacturers as well as applicable industry codes of conduct for our two lines of business—Medical Devices and Pharmaceutical Diagnostics. GE HealthCare's Compliance program includes a Code of Conduct (*The Spirit & The Letter*) as well as various other policies and procedures. GE HealthCare policy prohibits the promotion of products off-label, and the company trains applicable colleagues on this. GE HealthCare certifies annually to adopt the AdvaMed Code of Ethics and abides by the PhRMA Code of Ethics on Interactions with Health Care Professionals, as applicable and relevant to our two lines of business. Section X of the AdvaMed Code of Ethics covers communications for the safe and effective use of medical technology, including off-label uses of the technology. See our Ethics and compliance section for more information.
Product design and lifecycle management	Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products and to meet demand for sustainable products	HC-MS-410a.1	See our Environmentally conscious design section, Hazardous materials and responsible mineral sourcing section, and 2024 Conflict Minerals Report. ⬈
	Total amount of products accepted for take-back and reused, recycled, or donated, broken down by (1) devices and equipment and (2) supplies	HC-MS-410a.2	Asset Recovery and buy-back programs recovered approximately 8,050 units of imaging, ultrasound, magnets, and surgery machines in 2024, leading to 7.8 million kilograms of reused material. The refurbished equipment is redeployed only after meeting prespecified quality standards. See our Circular economy section.
Supply chain management	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in third-party audit programs for manufacturing and audit quality	HC-MS-430a.1	100% of GE HealthCare's facilities and 38% of Tier I suppliers' facilities participate in third-party audit programs for manufacturing and audit quality. See our Product and service quality and safety section and Ethical supply chain section.
	Description of efforts to maintain traceability in the distribution chain	HC-MS-430a.2	We leverage tracking technologies and enterprise resource planning solutions, which safeguards compliance with regulatory, quality, and control requirements. See our Ethical supply chain section.

**GE HealthCare
2024 Sustainability Report**　　Sustainability at
GE HealthCare　　Enable access
to healthcare　　Cultivate a
thriving workforce　　Build a
sustainable future　　Advance sustainability
across our products　　Deliver safe and
secure products　　Operate
responsibly　　**Appendices**　　78

Topic	Accounting metric	Code	Response or location
	Description of the management of risks associated with the use of critical materials	HC-MS-430a.3	See our Ethical supply chain section and Hazardous materials and responsible mineral sourcing section.
			GE HealthCare has developed and deployed a comprehensive supply chain risk management approach to identify, assess, prioritize, and mitigate supply risk. Mitigation strategies include internal and third-party risk management tools, maintaining objective evidence of suppliers' compliance with minimum viable quality standards and audits of conformance with those standards, conducting ongoing supplier audits, developing resiliency plans, and investing in internal data and analytic architecture.
			Based on risks identified, we may be required to identify and qualify one or more replacement suppliers or to redesign or modify our products to incorporate new components. We also make efforts to diversify our suppliers.
Business ethics	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	HC-MS-510a.1	In the normal course of our business, we are involved from time to time in arbitration; class actions; commercial, intellectual property and product liability litigation; government investigations; investigations by competition/antitrust authorities; and other legal, regulatory, or government actions. Some of those legal matters are described in Note 14 (Commitments, Guarantees, Product Warranties, and Other Loss Contingencies) in our 2024 Form 10-K. ⬀
	Description of code of ethics governing interactions with healthcare professionals	HC-MS-510a.2	GE HealthCare's Code of Ethics and Integrity (*The Spirit & The Letter*) discusses how the company interacts with customers, stakeholders, and others internally. *The Spirit & The Letter* can be found here. ⬀
			GE HealthCare also certifies annually to adopt the AdvaMed Code of Ethics. See our Ethics and compliance section for more information.

Table 2. Activity Metrics

Activity metric	Code	Response or location
Number of units sold by product category	HC-MS-000.A	Number of units sold are not disclosed, but revenues by segment are disclosed. 2024 revenue by segment: Imaging—$8.9 billion; Advanced Visualization Solutions —$5.1 billion; Patient Care Solutions—$3.1 billion; Pharmaceutical Diagnostics—$2.5 billion; and Other —$0.1 billion.

**GE HealthCare
2024 Sustainability Report**

Sustainability at
GE HealthCare

Enable access
to healthcare

Cultivate a
thriving workforce

Build a
sustainable future

Advance sustainability
across our products

Deliver safe and
secure products

Operate
responsibly

Appendices

79

Climate disclosures index

This report is informed by the recommendations of the TCFD. We continue to assess our climate-related risks and opportunities to increase our resilience and plan to expand our transparency and reporting in future reports.

Topic	Recommended disclosure	Response or location
Governance: Disclose the organization's governance on climate-related risks and opportunities.	a. Describe the Board's oversight of climate-related risks and opportunities.	a. GE HealthCare's governance framework is foundational to the ESG program. Our Board has an integral role in overseeing our ESG program and activities and receives regular updates to remain apprised of potential ESG risks and opportunities. For more details on the Board's oversight, see the Sustainability governance section and page 26 ⧉ of our 2025 Proxy Statement.
	b. Describe management's role in assessing and managing climate-related risks and opportunities.	b. GE HealthCare management has primary responsibility for the practices, processes, and procedures to proactively and comprehensively manage risk. Management conducts a full enterprise risk assessment annually, with enterprise risks organized into broad categories of strategic, operational, financial, regulatory, and IT/cybersecurity risk. For more information on the ERM program, see page 23 ⧉ of our 2025 Proxy Statement. In addition to the ERM program, GE HealthCare has an Enterprise Stewardship Program Committee that oversees ESG efforts and the ERM program and a Climate Council composed of cross-functional leaders across the organization that drives execution of the company's approach to climate action. For more details on the Enterprise Stewardship Program Committee and Climate Council, see the Sustainability governance section and Build a sustainable future section.
Strategy: Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.	a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long terms.	a. GE HealthCare completed a climate risk assessment of our physical and transition climate-related risks and opportunities in 2023. The climate risk assessment identified six prioritized climate risks and analyzed their likelihood and potential impacts over a three-year period and a 2050 time horizon. For more detail on the six prioritized climate risks, see the Climate risk assessment section. The assessment also pinpointed areas of opportunity. For more details on areas of opportunity, see the Advance sustainability across our products section.
	b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	b. GE HealthCare factors climate-related risks and opportunities into our business, including our products and services. For example, our businesses have issued many environmental product collaterals, which can be found on the Sustainability Reports hub ⧉. These collaterals cover specific products and describe how the products contribute to a reduction in environmental impact. See the Environmentally conscious design section for more information.
	c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	c. See the Climate risk assessment section for more information. GE HealthCare will be enhancing vulnerability identification, scenario planning, and implementation of risk mitigation and resiliency measures at prioritized sites. More information will be provided in future reports.

GE HealthCare
2024 Sustainability Report

Sustainability at
GE HealthCare

Enable access
to healthcare

Cultivate a
thriving workforce

Build a
sustainable future

Advance sustainability
across our products

Deliver safe and
secure products

Operate
responsibly

Appendices

80

Topic	Recommended disclosure	Response or location
Risk management: Disclose how the organization identifies, assesses, and manages climate-related risks.	a. Describe the organization's processes for identifying and assessing climate-related risks.	a. GE HealthCare's ERM process, which includes the identification and assessment of climate-related risks, is described on page 23 ⬀ of our 2025 Proxy Statement.
	b. Describe the organization's processes for managing climate-related risks.	b. For a description of how key risks are managed, see page 23 ⬀ of our 2025 Proxy Statement. GE HealthCare has a goal to achieve net zero by 2050. An interim goal is to reduce our operational GHG emissions (Scope 1 and 2) by 42% and our Scope 3 emissions from purchased goods and services, upstream transportation and distribution, business travel, and use of sold products by 25% by 2030 compared to a 2022 baseline. For more details on our strategy to reduce our emissions, see the Climate action section.
	c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Climate risks are embedded in our ERM program. See the Corporate governance section for more information.
Metrics and targets: Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	We monitor a number of climate-related metrics in addition to our emissions. See the Climate action section and the Key performance indicators ⬀ in the appendices.
	b. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions and the related risks.	See the Climate action section and the Key performance indicators ⬀ in the appendices.
	c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	See the Climate action section and the Key performance indicators ⬀ in the appendices.

**GE HealthCare
2024 Sustainability Report**

Sustainability at
GE HealthCare

Enable access
to healthcare

Cultivate a
thriving workforce

Build a
sustainable future

Advance sustainability
across our products

Deliver safe and
secure products

Operate
responsibly

Appendices

81

UN SDG index

The following table provides an outline of how GE HealthCare contributes to the achievement of the UN SDGs.

Primary SDGs	How we contribute to the achievement of the SDG
Goal 3: Ensure healthy lives and promote well-being for all at all ages.	We provide medical technology, pharmaceutical diagnostics, and digital solutions to help hospitals and medical facilities diagnose and treat patients across more than 160 countries. We work with the healthcare ecosystem to expand access to an even broader population to enable earlier, better, and faster diagnosis and treatment for more patients. We support achievement of this goal by prioritizing healthcare access as an important patient need. We address this on multiple fronts. We invest in the development of innovative technologies with fewer infrastructure requirements and in AI for situations in which infrastructure and healthcare professionals may be limited. We strive to make our solutions more affordable by offering refurbished and reconditioned options. We train healthcare professionals and advance health access. More about our work to advance access to healthcare is in the Enable access to healthcare section. Furthermore, as a leading global medical technology company, we recognize the relationship between a healthy environment and healthy people. We have developed a four-pillar framework that provides the structure for our environmental management priorities and objectives. Information about the four pillars is in the Build a sustainable future section.
Goal 8: Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.	We contribute to this goal through our employment opportunities and supply chain activities. Respect for human rights is at the heart of our culture, and we are committed to working with our business partners and entities throughout our value chain to align their policies and practices with the expectations set forth in our Human Rights Policy. ⧉ A culture of innovation is a core element of our business. Our R&D efforts concentrate on creating new products and solutions, developing new applications for products, and enhancing our existing products to improve outcomes for customers and patients. We employ approximately 10,900 engineers and scientists worldwide and engage in and sponsor clinical research and product development through collaborations with universities, medical centers, and other organizations.
Goal 10: Reduce inequality within and among countries.	In addition to supporting SDG 3, our work to advance healthcare access supports targets of SDG 10. More about our work to advance access to healthcare is in the Enable access to healthcare section. We are also progressing our culture and belonging work at our company, addressing pay equity and creating and maintaining a diverse supplier base to drive innovation and promote inclusion.
Goal 12: Ensure sustainable consumption and production patterns.	We design reliable and repairable equipment that can keep serving patients for as long as possible. Environmentally conscious design is a fundamental principle in the development of our products. As we assess the production and lifecycle of a product, we consider circularity from the outset as well as potential impacts, including energy and water use, hazardous substances, and waste management. We provide refurbishment and recycling options to our customers and the healthcare ecosystem once equipment reaches the end of its working life, and we buy back equipment for lifecycle extensions. More information on our work to contribute to a circular economy is in the Advance sustainability across our products section.
Goal 13: Take urgent action to combat climate change and its impacts.	Our goal is to reduce operational GHG emissions (Scope 1 and 2) by 42% and Scope 3 emissions from purchased goods and services, upstream transportation and distribution, business travel, and use of sold products by 25% by 2030 compared to a 2022 baseline. These goals are interim milestones on our road to reaching net zero by 2050. The SBTi recently approved our science-based goals. To achieve our net zero goal, we aim to mitigate 90% of our baseline GHG emissions, with any remaining emissions addressed through carbon removal methods.

Secondary SDGs	How we contribute to the achievement of the SDG
Goal 1: End poverty in all its forms everywhere.	In addition to supporting SDGs 3 and 10, our work to advance healthcare access supports targets of SDG 1. More about our work to advance access to healthcare is in the Enable access to healthcare section.
Goal 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.	Healthcare professionals are critical to providing more effective and accessible patient care, and we offer technical training for the clinicians who operate and maintain healthcare equipment. Descriptions of several of our training initiatives are in the Clinical education section. We believe a culture and expectation of continuous learning is essential to our progress as an organization, and we expect all colleagues to demonstrate a growth mindset through continuous learning and skills development. More information about our learning and development opportunities is in the Talent management section. We recognize our responsibility to provide a pathway for future generations into the fields of healthcare and engineering. We sponsor many philanthropic efforts to promote STEM (science, technology, engineering, and mathematics) to girls and underrepresented groups, such as GE Girls, Girls Get Set, First Robotics, and more.
Goal 5: Achieve gender equality and empower all women and girls.	We believe a culture of belonging for all brings out the best in our people and helps develop innovative products and solutions that address the diverse needs of the communities we serve. Details on how we build a culture of belonging is in the Culture and belonging section. We maintained pay equity globally for gender in 2024. On average, men and women performing similar work are paid the same, taking into account factors such as the job being performed, experience, and location. Our pay equity results cover 75% of professional band and officer colleagues, excluding the CEO and direct staff. The results for gender globally include colleagues in 11 countries (the United States and the top 10 countries with at least 500 in-scope colleagues).
Goal 9: Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation.	We support this SDG through our development of integrated solutions, services, and data analytics to make hospitals more efficient, clinicians more effective, therapies more precise, and patients healthier and happier. In addition to supporting SDG 8, our culture of innovation and the work of our 10,900 engineers and scientists worldwide also address targets of SDG 9. Our history of innovation is summarized in the Innovation at GE HealthCare section.
Goal 15: Protect, restore, and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, halt and reverse land degradation, and halt biodiversity loss.	Healthy ecosystems are intrinsically linked to healthy people. We are taking action to protect and restore biodiversity in the communities where we operate. Details on our biodiversity, resource conservation, and pollution prevention and management efforts can be found in the Conservation and pollution management section.
Goal 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels.	We prioritize acting with integrity in everything we do. Always acting with the highest levels of integrity is the foundation for our five Cultural Operating Principles. Respect for human rights is at the heart of our culture of integrity. We are committed to working with all our business partners and entities throughout our value chain to align their policies and practices with the expectations set forth in our Human Rights Policy. Our Compliance organization has several programs that oversee ethics-related issues. Training and educating our colleagues on their obligations is an essential part of our Compliance program.
Goal 17: Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development.	We collaborate with associations, organizations, and policymakers around the world to enable more resilient healthcare systems, increase access to healthcare, and reduce the environmental impact of our products and operations.

**GE HealthCare
2024 Sustainability Report**

Sustainability at
GE HealthCare

Enable access
to healthcare

Cultivate a
thriving workforce

Build a
sustainable future

Advance sustainability
across our products

Deliver safe and
secure products

Operate
responsibly

Appendices

83

Independent assurance statement for GHG emissions

LRQA Independent Assurance Statement

Relating to GE HealthCare's GHG Emissions Assertion for the Calendar Year 2024

This Assurance Statement has been prepared for GE Precision Healthcare LLC in accordance with our contract.

Terms of Engagement

LRQA was commissioned by GE Precision HealthCare LLC (GE HealthCare) to provide independent assurance of their greenhouse gas (GHG) emissions inventory ("the Inventory") for the calendar year (CY) 2024 against the assurance criteria below to a limited level of assurance and materiality of 5% using LRQA's verification procedure and ISO 14064 - Part 3 for greenhouse gas emissions. LRQA's verification procedure is based on current best practise and is in accordance with ISAE 3000 and ISAE 3410.

Our assurance engagement covered GE HealthCare's global operations and activities and specifically the following requirements:

- Verifying conformance with:
  - GE HealthCare's reporting methodologies for the selected datasets; and
  - World Resources Institute / World Business Council for Sustainable Development Greenhouse Gas Protocol: A corporate accounting and reporting standard, revised edition (otherwise referred to as the WRI/WBCSD GHG Protocol) for the GHG data[1].
- Evaluating the accuracy and reliability of data and information for only the selected indicators listed below:
  - Direct (Scope 1), Energy Indirect (Scope 2) GHG emissions;
  - Total Scope 3 GHG emissions;
  - Bioenergy related GHG emissions; and
  - Other Direct GHG emissions.

LRQA's responsibility is only to GE HealthCare. LRQA disclaims any liability or responsibility to others as explained in the end footnote. GE HealthCare's responsibility is for collecting, aggregating, analysing and presenting all the data and information within the Inventory and for maintaining effective internal controls over the systems from which the Inventory is derived. Ultimately, the Inventory has been approved by and remains the responsibility of GE HealthCare.

LRQA's Opinion

Based on LRQA's approach nothing has come to our attention that would cause us to believe that GE HealthCare has not, in all material respects:

- Met the requirements of the criteria listed above; and
- Disclosed accurate and reliable performance data and information as summarized in Table 1 below.

The opinion expressed is formed on the basis of a limited level of assurance[2] and at the materiality of the 5% of the verifier.

---

[1] http://www.ghgprotocol.org/
[2] The extent of evidence-gathering for a limited assurance engagement is less than for a reasonable assurance engagement. Limited assurance engagements focus on aggregated data rather than physically checking source data at sites. Consequently, the level of assurance obtained in a limited assurance engagement is lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Page 1 of 3

Table 1. Summary of GE HealthCare GHG Emissions for CY 2024

Scope	Category	Metric Tons CO2e
Scope 1 Emissions	Direct	104,974
Scope 2 Emissions	Location-Based[1]	180,764
	Market-Based[1]	115,851
Scope 3 Emissions	Total Scope 3 Emissions[2]	6,063,918
Outside of Scopes	Bioenergy[3]	3,938
	Direct GHG Emissions[4]	428

Note 1: Scope 2, Location-based and Scope 2 Market-based are defined in the WRI/WBCSD GHG Protocol, 2015.
Note 2: Includes summation of Scope 3 categories 1, 2, 3, 4, 5, 6, 7, 8, 11, 12, 13 and 15. Scope 3 emissions categories are defined in the WRI/WBCSD GHG Protocol, Corporate Value Chain (Scope 3) Standard.
Note 3: Includes Biogenic emissions from stationary combustion of biodiesel, ethanol and landfill gas.
Note 4: Includes fugitive emissions of aesthetic gases and non-Kyoto refrigerants.

LRQA's Approach

LRQA's assurance engagements are carried out in accordance with our verification procedure. The following tasks were undertaken as part of the evidence gathering process for this assurance engagement:

- interviewing relevant employees of the organization responsible for managing GHG emissions data and records;
- assessing GE HealthCare's data management systems to confirm they are designed to prevent significant errors, omissions or mis-statements in the Inventory by reviewing the effectiveness of data handling procedures, instructions and systems, including those for internal quality control;
- verifying historical GHG emissions data and records at an aggregated level for calendar year 2024; and
- confirming GE Healthcare is following their base year recalculation policy, and that the policy is in conformance with the GHG Protocol. GE Healthcare did not need to recalculate their base year.

LRQA's Standards, Competence and Independence

LRQA implements and maintains a comprehensive management system that meets accreditation requirements for ISO 14065 *Greenhouse gases – Requirements for greenhouse gas validation and verification bodies for use in accreditation or other forms of recognition* and ISO/IEC 17021 *Conformity assessment – Requirements for bodies providing audit and certification of management systems* that are at least as demanding as the requirements of the International Standard on Quality Control 1 and comply with the *Code of Ethics for Professional Accountants* issued by the International Ethics Standards Board for Accountants.

LRQA ensures the selection of appropriately qualified individuals based on their qualifications, training and experience. The outcome of all verification and certification assessments is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent.

Page 2 of 3

Signed

Dated: May 23, 2025

Derek Markolf
LRQA Lead Verifier
On behalf of LRQA, Inc.
2500 City West Blvd, Ste 150, Houston, TX 77042
LRQA reference: UQA00002269/ 7395092

LRQA Group Limited, its affiliates and subsidiaries, and their respective officers, employees or agents are, individually and collectively, referred to in this clause as 'LRQA'. LRQA assumes no responsibility and shall not be liable to any person for any loss, damage or expense caused by reliance on the information or advice in this document or howsoever provided, unless that person has signed a contract with the relevant LRQA entity for the provision of this information or advice and in that case any responsibility or liability is exclusively on the terms and conditions set out in that contract. The English version of this Assurance Statement is the only valid version. LRQA assumes no responsibility for versions translated into other languages. This Assurance Statement is only valid when published with the Inventory to which it refers. It may only be reproduced in its entirety. Copyright © LRQA, 2025.

Page 3 of 3

GE HealthCare
2024 Sustainability Report

Sustainability at
GE HealthCare

Enable access
to healthcare

Cultivate a
thriving workforce

Build a
sustainable future

Advance sustainability
across our products

Deliver safe and
secure products

Operate
responsibly

Appendices

84

Acronyms

AdvaMed	Advanced Medical Technology Association
AI	Artificial intelligence
AR3T	Avoid, reduce, restore & regenerate, transform
BEVs	Battery electric vehicles
CAPA	Corrective and preventive action
CDCs	Custom designed containers
CEO	Chief Executive Officer
CO_2	Carbon dioxide
COCIR	European Coordination Committee of the Radiological, Electromedical, and Healthcare IT Industry
CRA	Compliance risk assessment
CRGs	Colleague resource groups
CRRB	Compliance and Risk Review Board
CT	Computed tomography
DMA	Double materiality assessment
ECD	Environmentally Conscious Design
EEO-1	U.S. Federal Employment Information Report
EHS	Environmental, health, safety, and sustainability
EMEA	Europe, the Middle East, and Africa
Emerge U	Emerge University
ERM	Enterprise risk management
ESG	Environmental, social, and governance
ESP	Enterprise Stewardship Program
EV	Electric vehicle
FDA	Food and Drug Administration
GE	General Electric Company
GHG	Greenhouse gas
GIP	Global Interactions Policy
HBA	Healthcare Businesswomen's Association
HIPAA	Health Insurance Portability and Accountability Act
IAEA	International Atomic Energy Agency
ISO	International Organization for Standardization
KPI	Key performance indicator
KYS	Know Your Supplier

LCA	Lifecycle assessment
LMICs	Low- and middle-income countries
LSP	Life Saving Principles
MEPA	Medical Equipment Proactive Alliance for Sustainable Healthcare
MI	Molecular imaging
MR	Magnetic resonance
MRI	Magnetic resonance imaging
MWh	Megawatt hour
NGRGs	Next Generation Resource Groups
OECD	Organisation for Economic Co-operation and Development
OSHA	Occupational Safety and Health Administration
PAC	Political Action Committee
PACE	Performance, Assessment, Coaching and Enablement
PDx	Pharmaceutical Diagnostics
PET	Positron emission tomography
PhRMA	Pharmaceutical Research and Manufacturers
QMS	Quality Management System
REACH	Registration, Evaluation, Authorization, and Restriction of Chemicals
RITE Hub	Regional Innovation, Training and Experiential Hub
RoHS	Restriction of Hazardous Substances
RMI	Responsible Mining Initiative
RSNA	Radiological Society of North America
R&D	Research and development
SASB	Sustainability Accounting Standards Board
SBTi	Science-Based Targets initiative
SIGs	Special interest groups
SIP	Severe incident prevention
SRG	Supplier Responsibility Governance
TCFD	Task Force on Climate-related Financial Disclosures
TRIR	Total Recordable Incident Rate
UN SDGs	United Nations Sustainable Development Goals
UNGC	United Nations Global Compact
USCAN	United States and Canada
3TG	Tin, tantalum, tungsten, and gold

GE HealthCare
2024 Sustainability Report

Sustainability at
GE HealthCare

Enable access
to healthcare

Cultivate a
thriving workforce

Build a
sustainable future

Advance sustainability
across our products

Deliver safe and
secure products

Operate
responsibly

Appendices

85

Cautionary statement regarding forward-looking statements

This report contains forward-looking statements. These forward-looking statements might be identified by words and variations of words, such as "will," "expect," "may," "would," "could," "plan," "believe," "anticipate," "intend," "estimate," "potential," "position," "forecast," "target," "guidance," "outlook," and similar expressions. These forward-looking statements may include, but are not limited to, statements about our business; information related to our business segment portfolios and strategies; our business and ESG plans, performance, and goals, including our environmental targets; our governance policies and principles; our plans related to our social impact; and our cybersecurity and data privacy plans and goals.

These forward-looking statements involve risks and uncertainties, many of which are beyond our control. Factors that could cause our actual results to differ materially from those described in our forward-looking statements include, but are not limited to, operating in highly competitive markets; global geopolitical and economic instability, including as a result of changes in trade and tariff policy, the conflict between Ukraine and Russia, and tensions in the Middle East; public health crises, epidemics, and pandemics and their effects on our business; changes in third-party and government reimbursement processes, rates, and contractual relationships, including related to government shutdowns and changes in the mix of public and private payers; demand for our products, services, or solutions and factors that affect that demand; developments in the market in China; our ability to control increases in healthcare costs and any subsequent effect on demand for our products, services, or solutions; our

ability to successfully complete strategic transactions; the impacts related to our increasing focus on and investment in cloud, edge computing, AI, and software offerings; management of our supply chain and our ability to cost-effectively secure the materials we need to operate our business; disruptions in our operations; the actions or inactions of third parties with whom we partner and the various collaboration, licensing, and other partnerships and alliances we have with third parties; the impact of potential information technology, cybersecurity, or data security breaches; maintenance and protection of our intellectual property rights as well as maintenance of successful research and development efforts with respect to commercially successful products and technologies; our ability to attract and/or retain key personnel and qualified employees; ESG matters; compliance with the various legal, regulatory, tax, privacy, and other laws to which we are subject, such as the Foreign Corrupt Practices Act and similar anti-corruption and anti-bribery laws globally, and related changes, claims, inquiries, investigations, or actions; the impact of potential product liability claims; and our level of indebtedness as well as our general ability to comply with covenants under our debt instruments and any related effect on our business. Please also see Item 1A, "Risk Factors" of our Annual Report on Form 10-K for the fiscal year ended December 31, 2024, filed with the U.S. Securities and Exchange Commission (SEC) and any updates or amendments we make in future filings. There may be other factors not presently known to us or that we currently consider to be immaterial that could cause our actual results to differ materially from those projected in any forward-looking statements we make. We do not undertake any obligation to update or revise our forward-looking statements except as required by applicable law or regulation.

In addition, historical, current, and forward-looking environmental- and social-related statements may be based on standards for measuring progress that are still developing, internal controls and processes that continue to evolve, and assumptions that are subject to change in the future. We caution you that these statements are not guarantees of future performance nor promises that goals or targets will be met and are subject to numerous and evolving risks and uncertainties that we may not be able to predict or assess. In some cases, we may determine to adjust our commitments, goals, or targets or establish new ones to reflect changes in our business, operations, or plans.

The inclusion of information in this report should not be construed as a characterization regarding the materiality or financial impact of that information. For additional information regarding GE HealthCare, please see our Annual Report on Form 10-K for the fiscal year ended December 31, 2024, and other filings with the SEC.

Feedback for GE HealthCare

We appreciate the perspectives and input from all our stakeholders. We invite comments and suggestions on how we can better communicate our programs. You can contact us at GEHC.ESG@gehealthcare.com.