

## About GE HealthCare

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

GE Healthcare employs more than 750 people at its key location in Cork, where we manufacture Contrast Media used in Xray, CT, MR, Interventional and Ultrasound procedures globally. GE Healthcare provides 100 million+ doses per year. We have seven owned cGMP accredited manufacturing sites globally, with Cork, Ireland being one of them.

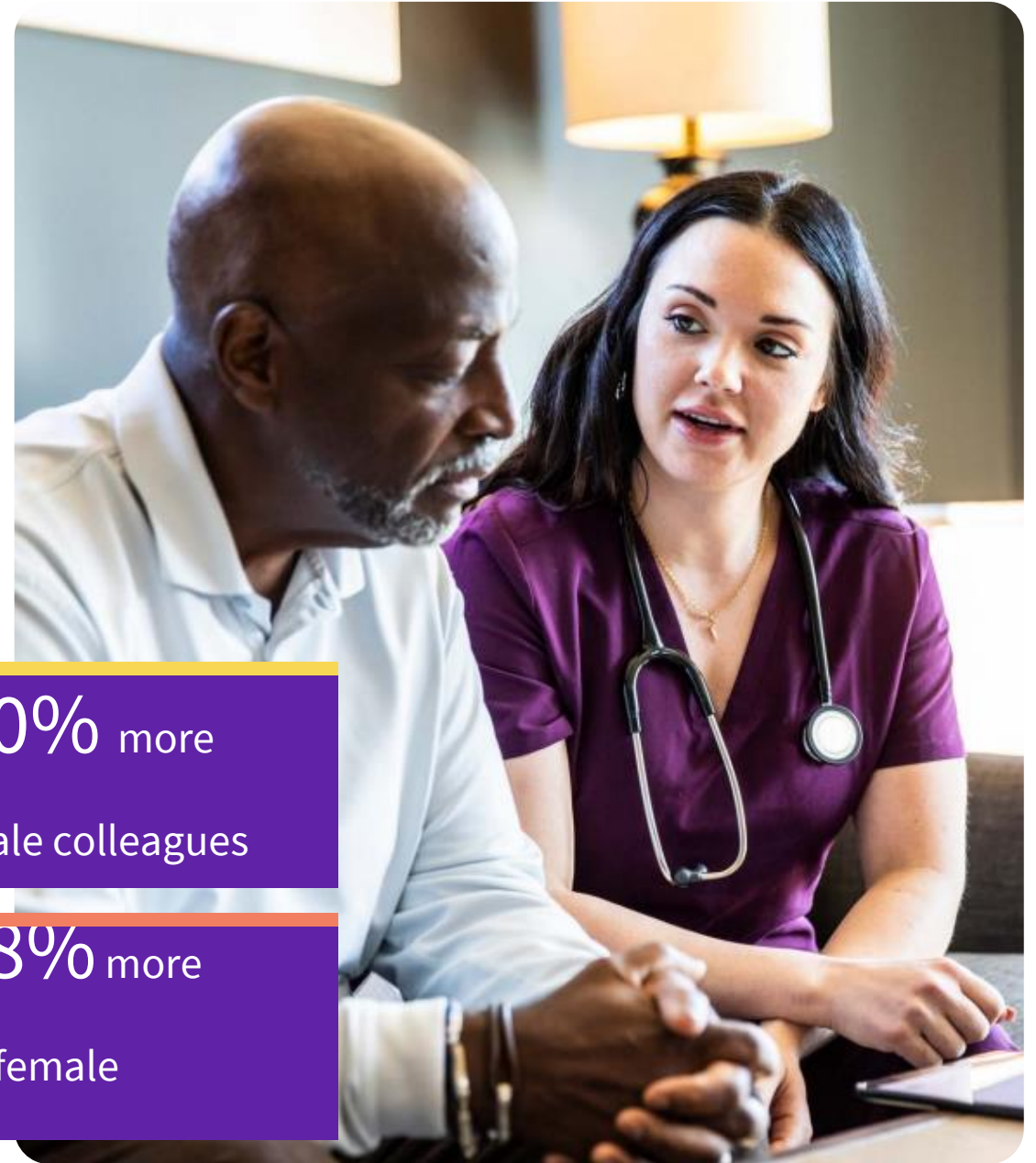
Today we are publishing our Gender Pay Gap report for GE Healthcare Ireland Ltd. This report is based on data from 30th June 2023.

# GE Healthcare Ireland Ltd Gender Pay Gap Report 2023

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

## GE HealthCare Ltd Pay Gap

Whilst our pay gap results show that our female employees earn, a 'mean' average of 11% less than male employees and a median average of 2% less than male employees, this is lower than the current reported estimated average for Ireland of 14.4%. The pay gap is primarily driven by the lower proportion and uneven distribution of female employees across the pay quartiles. The percentage of females in the lower pay quartile is far greater than in the highest pay quartile, which drives the gender pay gap. In addition, this entity employs a number of higher paid, senior global roles supporting the global business. The fact that these roles are currently occupied mostly by males has contributed to the pay gap



Male colleagues earn **8.0%** more  
**MEAN** pay than female colleagues

Male colleagues earn **0.8%** more  
**MEDIAN** pay than female  
colleagues

# GE HealthCare Ltd Pay Gap

We see a significant improvement in our all employee gender pay gap data compared with the previous year. This is due to an increase in female representation in more senior roles.

Our part-time population is very small and therefore the results will fluctuate depending on the composition of that population. This year there has been marked increase in males working part time, particularly in higher pay positions, which has seen our figures shift.

Whilst we see an improvement from last year, we continue to have a significant gap. This is largely due to having a mix of roles ranging from early career interns to senior technical specialists. We see a far higher percentage of females in the lowest pay quartile than we do across the other three pay quartiles. As an illustration, we have managed to achieve a majority female intake for our student interns. Whilst this contributes to a higher pay gap in the short term, it is important strategically to create a gender balanced pipeline in the future.

## Part-time Employees

Male colleagues earn **2.2%** more  
**MEAN** pay than female colleagues

Male colleagues earn **6.8%** more  
**MEDIAN** pay than female colleagues

## All Employees

Male colleagues earn **8.0%** more  
**MEAN** pay than female colleagues

Male colleagues earn **0.8%** more  
**MEDIAN** pay than female colleagues

## Temporary Employees

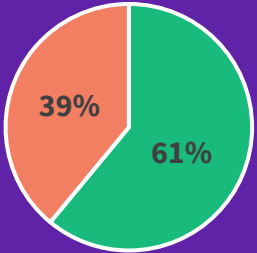
Male colleagues earn **14.5%** more  
**MEAN** pay than female colleagues

Male colleagues earn **13.7%** more  
**MEDIAN** pay than female colleagues



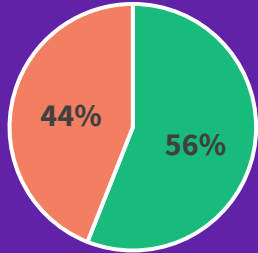
# GE HealthCare Ltd Gender Breakdown Pay Per Quartile

Quartile A  
Lower Paid



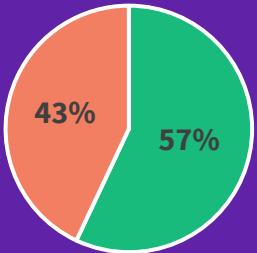
Male Female

Quartile B  
Lower Middle



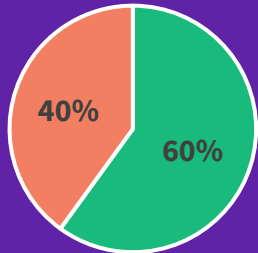
Male Female

Quartile C  
Upper Middle



Male Female

Quartile D  
Upper Paid



Male Female

# GE HealthCare Ltd Bonus Gap

Most of our colleagues (male and female) receive a bonus in some form. Our bonuses cover a wide range of reward types and this may be why we see a difference between the mean and the median data. This means it is difficult to draw clear inferences from these figures and we continue to see variation year on year related to business performance factors.



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



**88.65%** of female colleagues  
received a bonus



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



**92.03%** of male colleagues  
received a bonus





# GE HealthCare UK Volunteering

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



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

90

Active GE HealthCare  
UK Volunteers

18

Key School  
Relationships

580

GirlsGetSET Participants

5683

Students Reached

From GE HealthCare UK Volunteering January to November 2023 data



GE HealthCare