

GE HealthCare Ireland Ltd

Ireland Gender Pay Gap Report 2024



GE HealthCare

About GE HealthCare

GE HealthCare is a leading global medical technology, pharmaceutical diagnostics, and digital solutions innovator, dedicated to providing integrated solutions, services, and data analytics to make hospitals more efficient, clinicians more effective, therapies more precise, and patients healthier and happier. Serving patients and providers for more than 125 years, GE HealthCare is advancing personalized, connected, and compassionate care, while simplifying the patient's journey across the care pathway. Together our Imaging, Advanced Visualization Solutions, Patient Care Solutions, and Pharmaceutical Diagnostics businesses help improve patient care from diagnosis, to therapy, to monitoring. We are an \$19.6 billion business with approximately 51,000 colleagues working to create a world where healthcare has no limits.

GE HealthCare in Ireland

GE Healthcare employs approximately 750 people at its key location in Cork, where we manufacture Contrast Media used in X-Ray, CT, MR, Interventional and Ultrasound procedures globally. GE HealthCare's imaging agents are used to support 120 million patient procedures per year, globally. 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 2024.



GE HealthCare Ireland Ltd

Pay Gap 2024

Mean	Median
5.6% All Employees	1.3% All Employees
-5.4% Part Time Employees	1.8% Part Time Employees
19.5% Temporary Employees	19.4% Temporary Employees

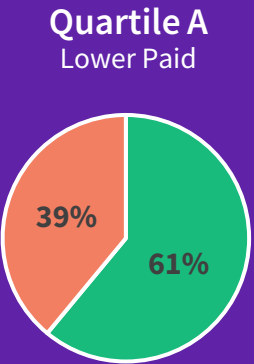
Our ‘all employee’ gender pay gap data is consistent with the previous year’s data. We see a reduction in the Mean and a very small increase in the Median. The continuing gap that we see is partly due to this entity employing a number of higher paid, senior, global roles supporting the global business. The fact that these roles are currently occupied mostly by males has contributed to the pay gap particularly impacting the mean average. In addition, we continue to see an overall lower representation of females. We are taking positive steps to increase female diversity during our recruitment processes, particularly in Operations and Engineering where we see higher proportion of males.

Our part-time population remains small but we have seen a significant increase in the number of part-time employees since last year, particularly of female employees.

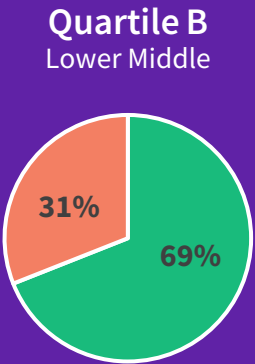
Within our temporary employee base, we have a mix of roles ranging from early career interns to senior technical specialists. Many of this group are also conversions from our agency staff, commonly in operational roles. Overall, this group is heavily skewed towards males compared with our overall gender distribution. We also see a far higher percentage of females in the lowest pay quartile than across our population overall which reflects our efforts to attract more females into our student intern and graduate positions. Whilst this contributes to a higher pay gap in the short term, it is important strategically to create a gender balanced pipeline in the future.



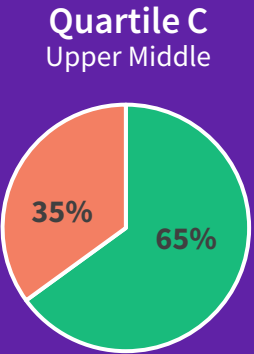
GE HealthCare Ireland Gender Breakdown Pay Per Quartile



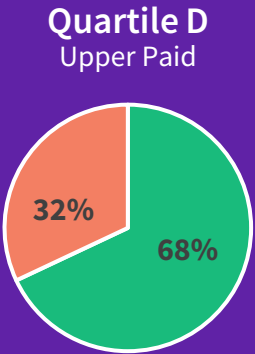
Male Female



Male Female



Male Female



Male Female

GE HealthCare Ireland Ltd Bonus Gap

Our bonus gap results show that our male employees earn a Mean average of 15.3% more than female employees and a Median average of 5.2% more. We believe gender breakdown and the wide range of reward types captured in the data create certain data skews, meaning it is difficult to draw clear inferences from these figures. In particular, senior roles tend to attract more variable pay; lower female representation in these senior roles, therefore, appears to be a key driver of the gap.

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

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



100% of male employees
receive benefits in kind



98% of female employees
receive benefits in kind



90.4% of male
employees received a bonus



91.2% of female
employees received a bonus



Male employees earn 15.3% more
MEAN bonus than female employees



Male employees earn 5.2% more
MEDIAN bonus than female employees



Closing the Gap

Overall, the GE HealthCare Ireland Ltd gap is primarily driven by the lower proportion, and uneven distribution, of female colleagues - approximately 37% of our workforce. GE HealthCare Ireland is primarily an industrial manufacturing business where the sector sees a reduced representation of females in senior, higher paid, roles within engineering, technology, manufacturing and technical services. We are committed as a company to addressing the gender balance in our workforce. We recognise that increasing diversity in an industrial business takes time, investment, and dedicated action.

We are focused on ensuring our cohort of graduate and student intake is targeted at hiring diverse talent, generating a diverse pipeline and succession planning for senior positions. The movement of our female talent within the business is a key metric that we monitor to ensure females are getting equal benefit from promotion opportunities. We are also concentrating efforts on attracting a diverse slate for open positions across all pay quartiles.

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

In 2024, our Cork Campus received the 'Investors in Diversity' Bronze Award from the Irish Centre of Diversity. This affirms that we have built strong foundations to embed Inclusion and Diversity across our operations and that we are "*equipped for the journey of becoming richer in Fairness, Respect, Diversity, Inclusion & Engagement*". We look forward to building on this as we continue along the path of progress.

We recognise that closing the gap will take time and focus, but this is a challenge we will continue to embrace to help deliver this change.





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