

2022 Sustainability Report - Executive Summary

Creating a world where
healthcare has no limits



Message from Peter Arduini, President and CEO



“ESG considerations are central to our vision and we are working to embed these principles into the core of our business and risk management.”

To learn more about GE HealthCare's sustainability efforts, please see our [2022 Sustainability Report](#)

Dear Stakeholders,

GE HealthCare began the journey as an independent, publicly listed company in January 2023 with a purpose to create a world where healthcare has no limits. Together we are building a patient-focused organization firmly rooted in our proud history of delivering innovative solutions to advance healthcare with a long-standing commitment to sustainability. We take up the mantle from those who have upheld the highest standards and established the foundation from which we launch. With that, we are excited to share GE HealthCare’s inaugural Sustainability Report.

We look with fresh eyes as we redefine how we want to engage with the world and with one another. While building on the best of GE HealthCare’s historical strengths, we are developing new capabilities for the future and shifting our culture to be more connected, collaborative, empowered, agile, and innovative. We are improving alignment and accountability across all levels of the company, accelerating decision-making, and removing complexities to enhance our operational efficiency.

ESG considerations are central to our vision and we are working to embed these principles into the core of our business and risk management. We are pleased to report we have made progress on a number of fronts this year as our sustainability programs have continued to grow and progress toward their objectives. EcoVadis acknowledged our efforts when they awarded us a Silver rating in November 2022, recognizing how fully the principles of sustainability and corporate responsibility have been integrated into our business and management systems.

With oversight from our new Board of Directors, we have instituted leadership focus on our sustainability efforts at multiple levels. We have appointed Kelvin Sanborn as our new ESG Program Lead, and established a cross-enterprise standing committee that drives the company’s sustainability initiatives and works to incorporate them into the core of the business.

The committee includes representatives from Environmental Health and Safety, Legal, Finance, Enterprise Risk Management, as well as our Chief Corporate Marketing and Communications Officer and our Chief Diversity, Equity, and Inclusion Officer.

Late last year, we appointed Abigail Epame-Osuala as our new Chief Diversity, Equity, and Inclusion Officer to establish and drive our diversity, equity, and inclusion strategy. With her leadership, we are committed to fostering an inclusive culture where our colleagues are empowered to do their best work in an environment where they feel accepted, respected, heard, and feel a sense of belonging. We are working to bring this culture to life and are intentionally focused on leveraging a data-driven approach to determine priorities. We are also building a Corporate Social Responsibility team to develop our corporate philanthropy and volunteerism strategies and, in 2024, plan to establish a GE HealthCare Foundation to support these efforts in our global communities.

With respect to our efforts to address climate change, we have reduced our operational greenhouse gas (GHG) emissions by 27% since 2019, in line with our near-term goal to reduce Scope 1 and 2 emissions by 50% by the year 2030. GoldSeal, our program to help reduce waste by promoting the reuse of equipment and parts, recovered approximately 6,700 units of imaging and ultrasound equipment, diverting over 5.15 million kilograms of potential landfill waste.

We also reaffirmed our environmental commitment by joining the Department of Health and Human Services/White House pledge to decarbonize the health sector and make healthcare facilities more resilient to the effects of climate change.

We are encouraged by these accomplishments, but we know a lot of work remains to be done. Our unique position in the healthcare ecosystem will enable us to have the greatest impact in five key areas:

- Expanding access to quality healthcare.
- Promoting diversity, equity, and inclusion.

- Mitigating climate impact and improving concomitant resilience.
- Advancing the circular economy and environmental design.
- Protecting patient data and cybersecurity.

These focus areas are underpinned by GE HealthCare’s longstanding commitments to innovation, product quality, and integrity.

Our slate of activities planned for 2023 and the next few years is wide-ranging, with significant next steps to be taken as we move forward in our sustainability journey. At the top of the list is preparing our GHG reduction targets for submission to the Science Based Targets initiative (SBTi) by year-end 2023. Please refer to the “2022 highlights and looking ahead” section of this report for a list of the activities on our near-term agenda.

In the context of the growing threat of climate change, systemic inequality, and global health disparities, we recognize fulfilling our purpose and following through on our commitments have never been more crucial. We are committed to informing you—our stakeholders—on our progress, which goes hand-in-hand with our defining value of acting ethically and with unyielding integrity at all times. We trust this inaugural Sustainability Report lives up to that commitment. We welcome your comments and feedback.

Sincerely,

Peter J. Arduini
President and CEO

Sustainability governance and priority areas

Governance structure

Board of Directors/Board Committees		
GE HealthCare Executive Management		
Enterprise Stewardship Program Committee		
Purpose	Oversight and management	Roles
In alignment with the Board and management’s corporate governance responsibilities, GE HealthCare’s Enterprise Stewardship Program proactively identifies, assesses, and responds to risks and opportunities that could impact the company’s business and operations.	The Board oversees management’s establishment and execution of corporate strategy, along with our ESG program and activities. The Board receives regular updates to remain apprised of potential ESG risks and opportunities.	<ul style="list-style-type: none"> • Co-Chairs of the ESP Committee: ESG and ERM Program Leaders (from Global Law and Policy) coordinate ESP activities. • Members: Designated by GE HealthCare’s executive management, members of the ESP Committee represent GE HealthCare’s regions, segments, and functions. They bring together expertise in our business activities and awareness of the risks and opportunities faced by GE HealthCare. • ESG Program Leader: Manages ESG practice and initiatives, along with individual subject matter experts who lead their respective programs across the broad ESG landscape. • ERM Program Leader: Manages ERM practice and initiatives, including proactively identifying, assessing, monitoring, and reporting on the company’s top risks.

Materiality assessment

In 2021, while GE HealthCare was still an operating business of GE, we partnered with a third party to conduct an ESG materiality assessment to identify the top impacts, risks, and opportunities for our company across a wide landscape of ESG topics. The objective of this assessment was to develop a list of priority topics deemed the most relevant for our sustainability strategy.

We engaged more than 100 internal and external stakeholders to identify what was most material for GE HealthCare.

The final output of this assessment process, our ESG materiality matrix, identified five priority areas:

- **Expanding greater access to healthcare** for under-served populations globally.
- **Promoting diversity, equity, and inclusion across the enterprise** by fostering an inclusive culture in which all of our colleagues feel empowered to do their best work.
- **Mitigating our climate impact and improving resilience** by working to reduce our GHG emissions in line with the SBTi (please see Climate section in Sustainability Report for specific targets and goals).
- **Advancing the circular economy and environmental design** by promoting and enabling the reuse of equipment and parts from de-installed equipment, and by incorporating environmental considerations at the design phase of our products.
- **Protecting patient data and cybersecurity** by adopting a standardized approach to data privacy worldwide based in large part on the General Data Protection Regulation (EU GDPR) and similar privacy laws.

We routinely communicate with both external and internal stakeholders, including our customers, suppliers, colleagues, investors, government organizations, patient organizations, NGOs, industry associations, and the communities in which we operate, to gain further insight and transparently communicate our priorities.

2022 highlights and looking ahead

Environment

Mitigating our climate impact and improving resilience

- Reduced our operational GHG emissions by 27% since 2019, in line with our near-term goal to reduce Scope 1 and 2 emissions by 50% by the year 2030 and achieve net zero by 2050.
- Registered with the SBTi, with the commitment to provide climate impact reduction key performance indicators (KPIs) and targets for validation by year-end 2023.
- Joined the Department of Health and Human Services/White House pledge to decarbonize the health sector and make healthcare facilities more resilient to the effects of climate change.

Advancing the circular economy and environmental design

- Asset recovery and buy-back programs, at the heart of GE HealthCare’s circularity program, recovered approximately 6,700 units of imaging and ultrasound machines, leading to 5.15 million kilograms of reused and recycled material. GoldSeal refurbished equipment is redeployed only after it meets pre-specified quality standards.
- Our U.S. Repair Operations Center processes 4.5 million kilograms of commodities annually, of which 80% is physically recycled and kept out of landfills.

Looking ahead

- Complete a climate risk assessment (including physical and transitional risks and opportunities); expected to be completed by year-end 2023.
- Build a climate transition plan to be informed by our climate risk assessment.
- Develop a net zero roadmap for Scope 1, 2, and 3 GHG emissions, and submit targets to the SBTi for validation by year-end 2023.
- Move forward on our ambition to have the suppliers representing the top 70% of spend commit to science-based targets for their climate impact reduction goals. We are launching this effort by collecting third-party survey data from those suppliers.

Social

Promoting diversity, equity, and inclusion

- Developed and communicated new Cultural Operating Principles and embarked on a multiyear, phased, and integrated change process to embed those principles within GE HealthCare.
- Achieved 100% pay equity globally for gender and for U.S. underrepresented minorities.
- Established a diverse Board with 10 members of whom 40% are women, 30% are racially/ethnically diverse, and 20% were born outside of the United States. Board leadership is also diverse, with women comprising 60% of Board leadership positions (Lead Director, Audit Committee Chair, and Nominating and Governance Committee Chair).

Expanding access to quality healthcare

- Invested in Norwegian contrast media producer Active Pharmaceutical Ingredients (API) to address the rapidly growing demand for iodinated contrast media worldwide.
- Provided \$5 million worth of life-saving medical equipment to Ukraine for use in distressed settings outside of hospitals.
- Donated \$1 million worth of handheld ultrasound and X-ray systems in the wake of the devastating earthquake in Turkey in early 2023.

Looking ahead

- Strengthen our focus and actions to build a pipeline of Black/African American talent, racial/ethnic minority talent, and women talent globally.
- Continue the launch of a supplier diversity portal, which will allow diverse suppliers with completed profiles to fully engage and maximize opportunities with GE HealthCare.
- Develop our corporate philanthropy strategy, including the creation of a GE HealthCare Foundation in 2024.
- Reimagine our volunteerism strategy to empower our colleagues globally to play a vital role in their communities.

Governance, ethics, and accountability

Expanding governance, ethics, and compliance programs

- Launched as a stand-alone public company with strong corporate governance provisions including, among other things, annual director elections, a Lead Independent Director with clearly delineated duties, and no supermajority provisions, poison pill, or dual-class share structure.
- Relunched *The Spirit & The Letter* (GE HealthCare’s Code of Conduct) in 10 languages.
- 99.7% of colleagues were certified as having read and understood the Code of Conduct.

Looking ahead

- Enhance transparency and reporting over the near term, including issuing an updated TCFD report once the climate risk assessment is completed, and an updated materiality assessment in 2024 to inform our ESG priorities.
- Expand the reporting standards we use for disclosing our ESG information and data. In July 2023, GE HealthCare joined the UN Global Compact. We are currently exploring how our sustainability priorities and commitments align with the UN Sustainable Development Goals (SDGs). We expect this analysis to be finalized in 2024.

Our social impact

Expanding access to healthcare

We aim to design and develop a range of products that can be useful for our partners and customers who address the needs of underserved patients.

Products

Some of the GE HealthCare products that help us achieve this goal:

- Vscan Air
- Mobile CT in a Box
- AMX Navigate
- Mural™ Solution for Labor and Delivery

Collaborations

Some of our collaborative programs that are part of our efforts to expand access to healthcare are:

- Deploying mobile CT systems in Thailand
- Providing a comprehensive solution to cardiac care centers in Southeast Asia
- Delivering mobile X-ray units and ECG machines in the Democratic Republic of Congo
- Expanding access to and advancing precision radiation therapy
- Training rural doctors in China
- Promoting breast cancer awareness in China
- Training professionals in Africa and Latin America in medical imaging
- Improving access to radiopharmaceuticals in South Africa

Donations

- \$5 million worth of life-saving ultrasound and monitoring equipment in Ukraine
- 30 portable ultrasound devices to four NGOs in Nigeria
- \$1 million worth of handheld ultrasound and X-ray systems in Turkey
- Over \$450,000 in ultrasound diagnostic equipment in China

Supporting our people

We are working together to establish a culture where we can thrive. One of our most valued assets is our solid, stable, and valued global workforce. 68% of our workforce is located outside the U.S.

Cultural transformation



Culture change process

Advancing our new culture and our Cultural Operating Principles is not just about programs and initiatives. We have initiated the transformation of GE HealthCare’s culture via a multiyear, phased, and integrated change process. Our goal is to align awareness and understanding at all levels of the organization, to drive the adoption of our new culture and its principles, and to foster the sustainability of the new culture across our company’s ecosystems. In our first year, our efforts are primarily focused on building organization-wide understanding and alignment.

Colleague health & well-being

Safety is of utmost importance to GE HealthCare. Our responsibility is to make sure that anyone who works for us conducts their tasks in a safe manner, while also working to continually make our working environment safer.

Metric	2022 Indicator
Injury and Illness Total Recordable Rate ¹	0.34
Fatalities – colleagues and contractors	0

¹ 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. Occupational Health and Safety Administration (OSHA) recordkeeping requirements globally.

Diversity, equity and inclusion

We are focused on creating a diverse, equitable, and inclusive environment for our colleagues that represents the communities GE HealthCare serves. We also review pay on a regular basis to confirm our pay practices are competitive and equitable.

2022 pay equity data²

Global	U.S.	
100%	100%	101%
Gender	Black/African American	Other Ethnically Diverse

Diversity metrics

Global gender data

Leadership ³	Professional ⁴	All colleagues
34.2%	33.7%	32.1%
Women	Women	Women
+3.8%	+0.5%	+0.4%

Data is compared against 2021 data

U.S. ethnicity data

Leadership	Professional	All colleagues
23.6%	25.1%	28.6%
-1.1%	+0.8%	+1.4%

Data is compared against 2021 data

U.S. data	
2.4%	9.9%
Disability	Veteran status

² Our pay equity results include gender and U.S. Black/African American and other ethnically diverse professional band through executive band colleagues across 11 countries (the United States and top 10 countries with at least 500 in-scope colleagues; this population covered 75% of our global professional through executive band colleagues).

³ Leadership is executive band (mid-level management) colleagues and above.

⁴ Professional is professional and senior professional band colleagues.

Our environmental impact

Climate change

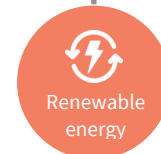
GE HealthCare recognizes the relationship between a healthy environment and healthy people. Climate change affects the social and environmental determinants of health, including clean air, safe drinking water, sufficient food, and secure shelter. It is our responsibility to intensify our actions to further reduce our emissions. GE HealthCare has set two GHG emissions reduction goals:

- By 2030, reduce operational emissions (Scope 1 and 2) by 50% compared to a 2019 baseline
- By 2050, achieve net zero emissions.

Key components of our carbon reduction plan

Pillar 1: Facility GHG footprint reductions

- Over the past two years, our largest sites have been using GHG reduction roadmaps. In 2023, sites have been asked to adopt the new ELM tools, including the Aspects and Impacts Register.
- We established a central fund dedicated to GHG emission reduction projects, which spent about \$6.5 million in 2021 and 2022 to drive energy reduction projects. This gave rise to an ongoing discussion of how to integrate these ideas and projects more fully into GE HealthCare’s culture and operations.



Pillar 2: Reducing emissions from fleet

- We have a global fleet of over 10,000 vehicles. Since 2020, we have introduced over 1,150 plug-in hybrid (PHEV) and electric vehicles (EV) to our global fleet.
- Our EU fleet is leading the way; over 75% of current vehicle orders awaiting delivery are hybrid, PHEVs, or EVs.

Pillar 3: Shifting to renewable energy sources

- We purchased 100% renewable electricity at 14 sites in Europe and 4 sites in the US.

Our efforts have resulted in the following reduction in our Scope 1 and Scope 2 GHG emissions:

Scope 1 and 2 GHG emissions



% Change vs. Baseline Year (2019)

Circular economy

To address circularity, we reimagine our products and components across the product lifecycle. This spans design, manufacturing, sourcing, distribution, installation, and service operations, all the way through to product utilization. We also provide refurbishment and recycling options to our customers and the healthcare ecosystem at the end of life of our equipment, including harvesting systems for parts and responsible recycling. We also buy back equipment for lifecycle extensions.

Refurbish

In a typical year, GoldSeal recovers approximately 6,700 pieces of imaging machines and ultrasound units globally. The GoldSeal program buys machines that comes back on a trade.

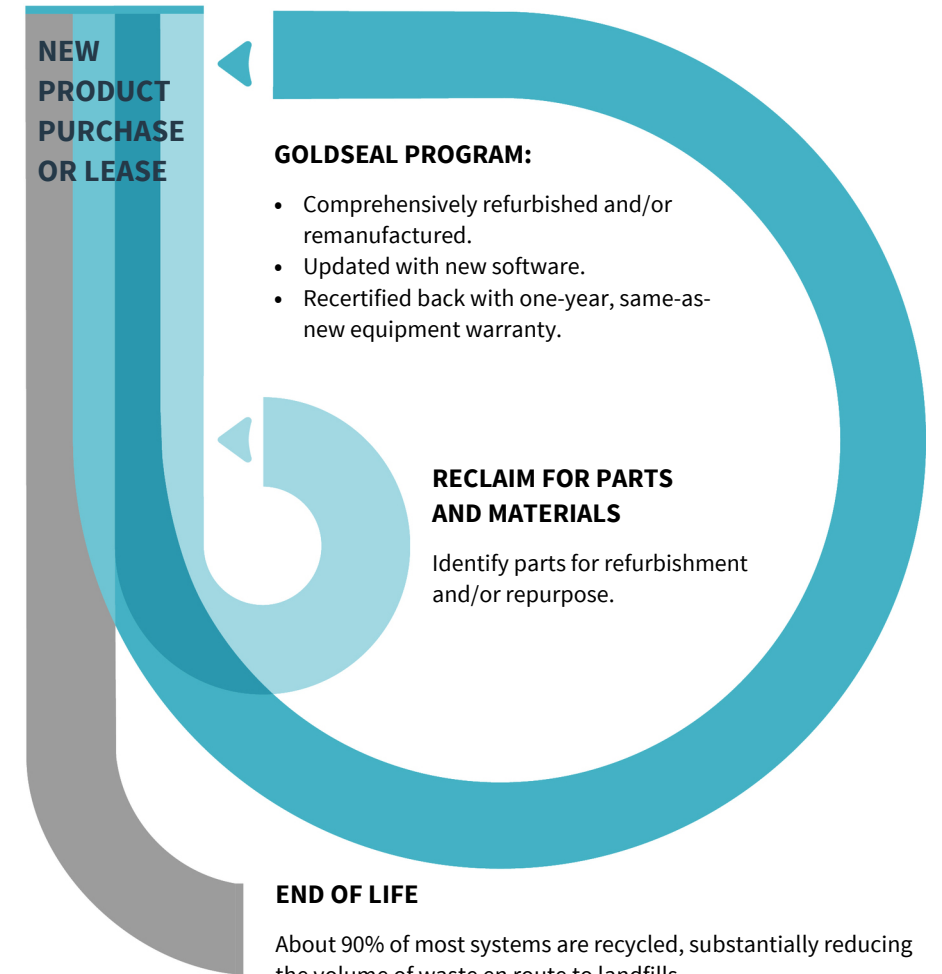
Repair/harvest

GE HealthCare maintains a catalog of harvested parts that have been qualified through a certified process using the ISO 13485 quality system.

Recycle

When harvesting is not appropriate, GE HealthCare recycles most of our systems. As a case in point, the Recycling Center—a part of GE HealthCare’s Repair Operations Center (ROC) and the company’s largest recycling center worldwide—processes 4.5 million kilograms of commodities annually, of which approximately 80% is physically recycled and kept out of landfills.

Imaging systems reuse weight (kg)	3,783,136
Ultrasound reuse weight (kg)	505,621
Total reuse weight (kg)	5,149,177



Our governance and accountability

Corporate governance overview

GE HealthCare’s governance framework guides our Board oversight of the company and is foundational to our sustainability program.

Board of Directors. Our Board consists of 10 members, of whom four are women, three are racially or ethnically diverse, and two were born outside of the United States.

Board leadership. The roles of Chairman and CEO are separate, which allows the Chairman to drive strategy and agenda setting at the Board level and the CEO to maintain responsibility for executing that strategy. The Board also has an independent Lead Director, who works with the Chairman to set the agenda for the Board and exercises additional oversight on behalf of the independent directors.

Board committee structure. The Board carries out its oversight responsibilities through three committees—the Audit Committee, the Nominating and Governance Committee, and the Talent, Culture, and Compensation Committee. The Chair and all other members of each committee are independent.

Product quality and safety

GE HealthCare is committed to making safe and effective products that meet the needs of our customers and their patients, and that help healthcare providers solve the clinical, operational, and economic challenges they face every day while improving patient outcomes. The quality of our products and services is a key part of our reputation and the basis of our competitive strength.

We maintain a Global Quality Policy, establish and maintain management responsibility for operationally measuring ourselves against this policy, and have an appropriate organizational structure that provides inputs, checks, and balances for key decision making.

As part of our Global Quality Policy, every GE HealthCare colleague is committed to:

- Passion for patient safety and customer satisfaction in all products and services.
- Compliance with laws and regulations pertaining to the safety, quality and performance requirements in all countries in which GE HealthCare’s products and services are offered.
- Continual improvement of our products, services, and our Device Quality Management System (QMS) and pharmaceutical QMS, as applicable.

Cybersecurity

GE HealthCare is confronting the complex challenge of cybersecurity risk with a multifaceted approach.

Our approach to cybersecurity is built on **four tenets**:

 <p>Driving a secure enterprise</p>	<p>Putting systems and processes in place to promote cybersecurity across the entirety of our company and our supply chain.</p>	
 <p>Developing secure products</p>	<p>Embedding cybersecurity into design, development, and maintenance throughout a product’s lifecycle.</p>	
 <p>Delivering secure services</p>	<p>Advancing security and privacy throughout our services with innovative technology, processes, and risk mitigation.</p>	
 <p>Providing managed and consulting cybersecurity services</p>	<p>Helping to secure operations, systems, and data via managed services, including the Skeye solution.</p>	