GE HealthCare

2023 Sustainability Report - Executive Summary

Creating a world where healthcare has no limits

Message from Peter J. Arduini, President and CEO

"We are putting patients at the center of everything we do, aligning with our purpose to create a world where healthcare has no limits."

Dear stakeholders,

GE HealthCare was founded on a legacy of improving the quality of life for people around the world. As an independent company since 2023, we are continuing to strengthen that commitment by putting patients at the center of everything we do, aligning with our purpose to create a world where healthcare has no limits. With more than 1 billion patients around the world touched by a GE HealthCare product or care solution annually, we recognize the important role we play in contributing to a more equitable, inclusive, and sustainable world.

Innovation and access

Our impact on patients begins with innovation—developing and delivering medical technology, pharmaceutical diagnostics, and digital solutions that transform patient care and healthcare systems worldwide.

In 2023, we launched more than 40 innovations addressing key challenges across our oncology, cardiology, and neurology care pathways, helping healthcare providers deliver more personalized and preventive care. We topped the U.S. Food and Drug Administration (FDA) list with the most AI-enabled medical device authorizations of any medical technology company, with 58, and increased our investment in research and development to almost $1 billion to help meet the needs of a dynamic and evolving global health ecosystem. Through GE HealthCare innovations in precision imaging, AI-enabled solutions, and highly targeted therapies, healthcare providers are revolutionizing the diagnosis, treatment, and management of chronic diseases like dementia, heart disease, and cancer.

The digital healthcare revolution is optimizing data utilization and enhancing patient care delivery. By democratizing healthcare through connected devices, AI, and cloud and mobile technology, healthcare systems are expanding access to quality care, particularly in remote and underserved communities.

In 2023, we launched a new GE HealthCare Academy in Astana, Kazakhstan, one of many training sites around the world, to enable continuous education and help improve quality of care. We are proud of the $44 million grant we received from the Bill & Melinda Gates Foundation to continue the development of AI-assisted ultrasound technology aimed at enhancing access to lifesaving technology in low- and middle-income countries. This technology also will run on lower-cost handheld devices, further enhancing access to healthcare services.

We are also addressing equitable access to healthcare through the GE HealthCare Foundation. At its launch in early 2024, the foundation announced grants to organizations in the United States, Africa, and Indonesia to advance health equity for mothers and babies. These organizations will bolster access to specialized maternal care and workforce training, which will provide critical support and save lives throughout the stages of pregnancy and childbirth.

Nurturing a healthy planet

To protect our health, we must protect our planet. We recognize the link between climate change and patient outcomes. Rising temperatures, extreme weather events, and shifting disease patterns pose significant threats to public health systems.

GE HealthCare's goals to reduce GHG emissions within our operations and across our value chain were recently reviewed and approved by the Science Based Targets initiative (SBTi). Our goal is to reduce 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. These goals are interim milestones on our road to reaching net zero by 2050. We've achieved a 13% reduction in Scope 1 and 2 emissions in 2023 compared to our 2022 baseline.

We are seeking to optimize our energy consumption, reduce waste, and enhance overall operational efficiency—all while working to keep products in use for as long as possible. For more than two decades, our industry-leading GoldSeal program has contributed to the circular economy by extending device life by accepting trade-ins, harvesting parts, and refurbishing devices, and it has helped expand access to our health technology.

Culture and colleagues

Our people are our greatest asset, and we continue to prioritize making progress on our culture journey together. As a new company, advancing culture is critical to help us deliver on our purpose, successfully drive growth, and best serve our people, patients, and customers. We redesigned our performance management approach in 2023, with deliberate shifts to align with our culture and focus on the impact we deliver.

Safety remains at the core of our culture and is rooted in leadership, ownership, and accountability. We require our operational sites to conduct a health and safety program assessment annually and establish plans to address opportunities for continual improvement. We integrate health and safety indicators into monthly operating reviews, monitoring our performance at the corporate, segment, regional, and local operations levels. Importantly, our leaders are responsible for, measured on, and rewarded for their overarching environmental, health, and safety (EHS) performance within their operations.

To help advance an inclusive and vibrant workplace, we have introduced a comprehensive diversity, equity, and inclusion (DEI) strategy and are piloting options for more extensive DEI training. In 2023, I become a signatory of the CEO Action for Diversity and Inclusion pledge, joining more than 2,500 CEOs to create a more inclusive culture while supporting complex—and often challenging—conversations about DEI-related topics. While there is still work to do, I believe we are well positioned to make progress and better reflect the diversity of our people, patients, and providers.

In our first year as a publicly listed company, we joined the UNGC, demonstrating our commitment to sustainable development and ethical business practices on a global scale. Across all levels of GE HealthCare, our governance mechanisms prioritize ethical conduct, transparency, integrity, and accountability, which are all key elements of a successful culture. While the progress we have made in our first year is encouraging, we are committed to addressing the work ahead.

Thank you for your interest in GE HealthCare and the next chapter in our storied history to build a healthier future. I invite you to read more about our progress and join us in living our purpose to create a world where healthcare has no limits. We welcome your comments and feedback.

On behalf of our colleagues worldwide, we appreciate your continued support and partnership.

Sincerely,

Peter J. Arduini
President and CEO

To learn more about GE HealthCare's sustainability efforts, please see our 2023 Sustainability Report.

Our sustainability strategy

Our goal is to deliver long-term value and impact by integrating our sustainability strategy into our business across the five main areas identified by our materiality assessment.

Expanding access to quality healthcare

We aim to enable earlier, better, and faster diagnosis and treatment for more patients by improving access for underserved populations around the globe.

Promoting inclusion and diversity

We seek to foster a diverse, equitable, and inclusive environment for our colleagues that represents the communities we serve.

Mitigating our climate impact and improving resilience

We are working to reduce our Scope 1 and 2 emissions 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, on the road to reaching net zero by 2050.

Advancing the circular economy and environmental design

We incorporate environmental considerations at the design phase of our products and promote and enable the reuse of equipment and parts from de-installed equipment.

Protecting patient data and cybersecurity

We strive to deliver safe and effective products and services that enhance patient care and feature embedded security features to address growing patient data and cybersecurity concerns.

These focus areas are underpinned by our long-standing commitment to product safety, integrity, and innovation:

Product safety

Integrity

Innovation

We develop our products and services using a world-class quality system that addresses the rigorous requirements of approximately 160 countries.

We prioritize acting with integrity in everything we do, and our ethical policies and behavior are embedded across all our operations and business relationships.

Our culture of innovation is a core element of our business and creates value for our customers and stakeholders.

In 2023, GE HealthCare became a signatory to the UNGC, furthering our commitment to adopting sustainable and socially responsible policies and reporting annually on their implementation. Our analysis shows that we can make the most impactful contribution to the Sustainable Development Goals identified below. As we further develop our sustainability strategy, our disclosures aim to provide transparency and demonstrate accountability and impact. This year's report includes additional key performance indicators that allow us to track achievements in key areas.

8 DECENT WORK AND ECONOMIC GROWTH | 3 GOOD HEALTH AND WELL-BEING | 10 REDUCED INEQUALITIES | 12 RESPONSIBLE CONSUMPTION AND PRODUCTION | 13 CLIMATE ACTION

2023 highlights

Expanding access to healthcare

Opened GE HealthCare Academy at Astana Medical University in Kazakhstan to educate up to **150** trainees annually on ultrasound diagnostics.

Received a **$44 million** grant from the Bill & Melinda Gates Foundation to facilitate the creation of user-friendly ultrasound imaging for low- and middle-income countries.

Launched **mobile and remote applications** that can streamline and optimize patient care in rural areas, increase clinical staff productivity, improve collaboration, and reduce costs.

Provided cash and product **donations** for humanitarian relief, that include Morocco, Syria, Türkiye, the Middle East, and the Hawaiian island of Maui in the United States.

Donated more than **$1.3 million** to support charitable organizations in communities across the United States.

Supporting our people

Launched training on our new Cultural Operating Principles to strengthen our culture, with over **120,000** combined views by colleagues to date.

Developed and launched a comprehensive **DEI** strategy with four pillars and created tools to guide our NGRGs.

Was chosen as a Best Place to Work for Disability Inclusion on the **Disability Equality Index** for the third straight year.

Maintained **100%** pay equity globally for gender and for U.S. underrepresented minorities.[1]

Protecting the environment

Reduced our operational GHG emissions by **13%** since 2022, which is in line with our goal to reduce operational GHG emissions by 42% by the year 2030 (compared with a 2022 baseline) and to achieve net zero by 2050.

Received approval of our GHG reduction goals from the **SBTi**.

Further integrated environmentally conscious design into product development.

Recovered **7,375** imaging, ultrasound, and surgery machines, leading to 7.3 kilograms of reused and recycled material.

Safeguarding patient care

Created a Supplier Diversity Council to advance our supplier diversity efforts.

Approximately **400** participants accepted our invitation to our Supplier Summit, which included sessions on topics such as EHS and sustainable sourcing.

Operating responsibly

Initiated revamp of *The Spirit & The Letter*, our **Code of Ethics and Integrity**, to meet the needs of a standalone healthcare company.

Reimagining Better Health

We know the importance of listening to the people at the heart of healthcare. That is why we commissioned the study **Reimagining Better Health** to better understand the needs, hopes, and expectations of patients and clinicians.[2] The study gathered input from a quantitative, double-blinded survey, a review of more than 50 studies, and qualitative interviews with 5,500 patients and 2,000 hospital-based clinicians across eight different countries and different healthcare models. It revealed that patients and clinicians share one common goal—a more human and flexible healthcare experience. Using these findings, we are advancing our work to make that future a reality by overcoming critical technology, people, and process barriers.

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1   Our pay equity results cover 75% of professional band through executive band colleagues. The results for gender globally include colleagues in 11 countries (the U.S. and the top 10 countries with at least 500 in-scope colleagues) and for the U.S. include Black/African American and other ethnically diverse colleagues.

2   Source: https://www.gehealthcare.com/insights/reimagining-better-health

Expanding access to healthcare

Creating a world where healthcare has no limits means equitable access for all.

Access by the numbers:

4M+
Installed base

1B+
Patients served annually, 380M+ in low- and medium-income countries

17
Training locations around the world

181,000+
Healthcare professionals trained in 2023

Healthcare workforce and education

Healthcare professionals are critical to providing more effective and accessible patient care around the globe. Recognizing the need to provide these professionals with the skills and knowledge they need to deliver high-quality care, GE HealthCare offers technical training for the clinicians who operate and maintain healthcare equipment.

New GE HealthCare Academy in Astana, Kazakhstan
In November 2023, we opened the first GE HealthCare Academy training center at Astana Medical University in Kazakhstan.

Upskilling rural doctors in China
Since 2011, GE HealthCare has been working with local associations to provide various trainings for rural doctors, clinicians, and technicians.

Training the trainers in Vietnam
GE HealthCare supports Vin University in Hanoi, which opened its Advanced Imaging Education Center (AIEC) in May 2023.

Providing medical imaging training in low- and middle-income countries
GE HealthCare is supporting the International Atomic Energy Agency in its program to train professionals in medical imaging.

Mobile and remote applications

Portable solutions, such as handheld ultrasound devices, are a key element that allow caregivers to bring the equipment to the patient. Mobile and other portable solutions lead to more flexible care and greater access to health services.

The "Mammo Solidaire" is a mobile breast screening truck in **France** that offers free breast cancer screenings to women who have difficulty accessing healthcare.

AI technology

GE HealthCare is developing AI-assisted ultrasound technology to improve outcomes in low- and middle-income countries. In 2023, we were awarded a **$44 million grant from the Bill & Melinda Gates Foundation to facilitate the creation of user-friendly ultrasound imaging**. These tools aim to help healthcare professionals perform quick and accurate ultrasound scans to address maternal and fetal health and respiratory diseases. This technology will run across a range of ultrasound devices and probes, including lower-cost handheld devices.

Affordability

Cost is a significant factor in making care more accessible to more people, so we are working to make prevention, care, and treatment more affordable.

Upgrades and extensions

Offerings such as GE HealthCare's Smart Subscription give providers access to the latest capabilities without having to purchase a new machine and provide standardization by allowing operators to use the same software across their entire fleet.

GoldSeal

The program provides high-quality refurbished or certified medical equipment, a viable diagnostic imaging option for hospitals seeking to stretch their budgets by purchasing used but still exceptionally good equipment.

Donations

In 2023, some of GE HealthCare's donations helped expand access to healthcare, including:

Improving maternal and fetal outcomes in Nigeria

In 2023, GE HealthCare signed a strategic cooperation agreement with Wellbeing Foundation Africa to equip midwives and nurses with the knowledge and skills to operate ultrasound machines.

Providing lifesaving devices to Ethiopia

We donated 41 Carescape R860 ventilators and 41 GE B125 patient monitors to Ethiopia, providing lifesaving devices to healthcare professionals on the ground.

Supporting earthquake relief

After a series of devastating earthquakes hit eastern Türkiye and Syria in 2023, GE HealthCare announced it would donate $1 million in equipment to a non-governmental organization, along with Vscan handheld ultrasound and mobile X-ray systems to be distributed by relief organizations on the ground.

GE HealthCare Foundation

In early 2024, we launched the GE HealthCare Foundation. In its launch year, the GE HealthCare Foundation is focusing on advancing health equity for mothers and babies. The foundation's grants aim to support organizations focused on research, training, and empowerment for maternal and infant care providers in countries that include the United States, Kenya, and Indonesia.

Supporting our people

Our global workforce

We have approximately 51,000 colleagues serving approximately 160 countries.

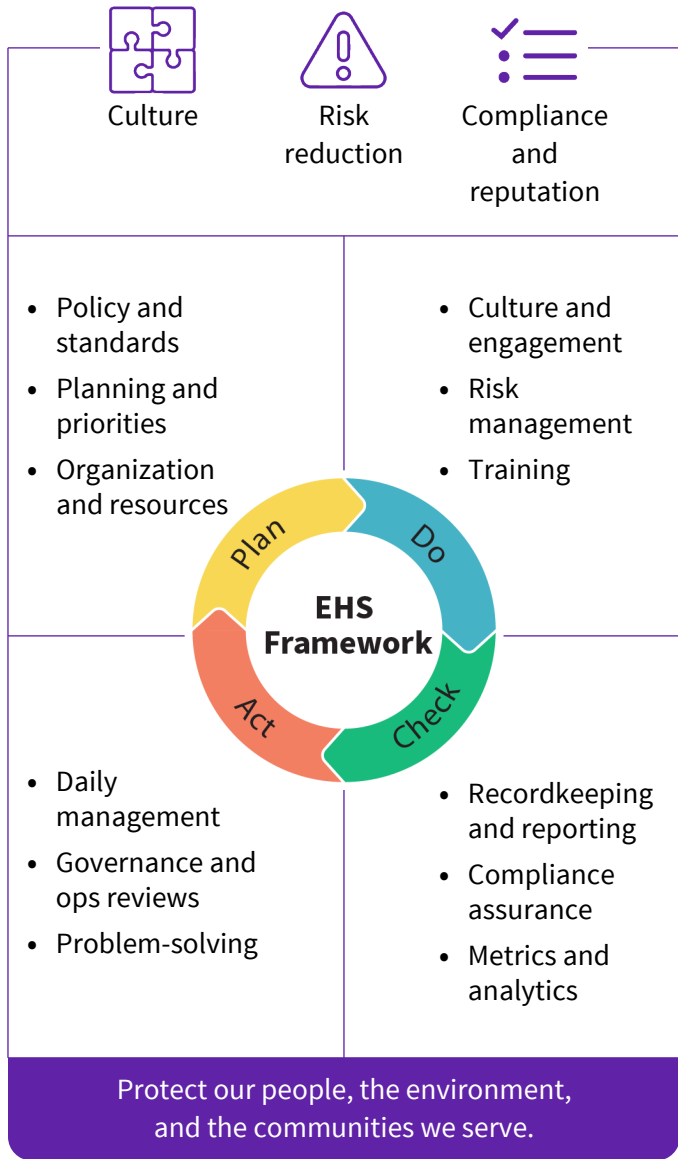|	
United States and Canada	17K
Europe, the Middle East, and Africa	15K
China region	7K
Rest of world	12K

Health and safety

Our Environmental, Health, Safety, and Sustainability Policy (EHS Policy) is part of *The Spirit & The Letter,* which, as our Code of Ethics and Integrity and the cornerstone of our culture, guides how we act at GE HealthCare. The EHS Policy sets our expectations for all colleagues and commits us all to EHS excellence.
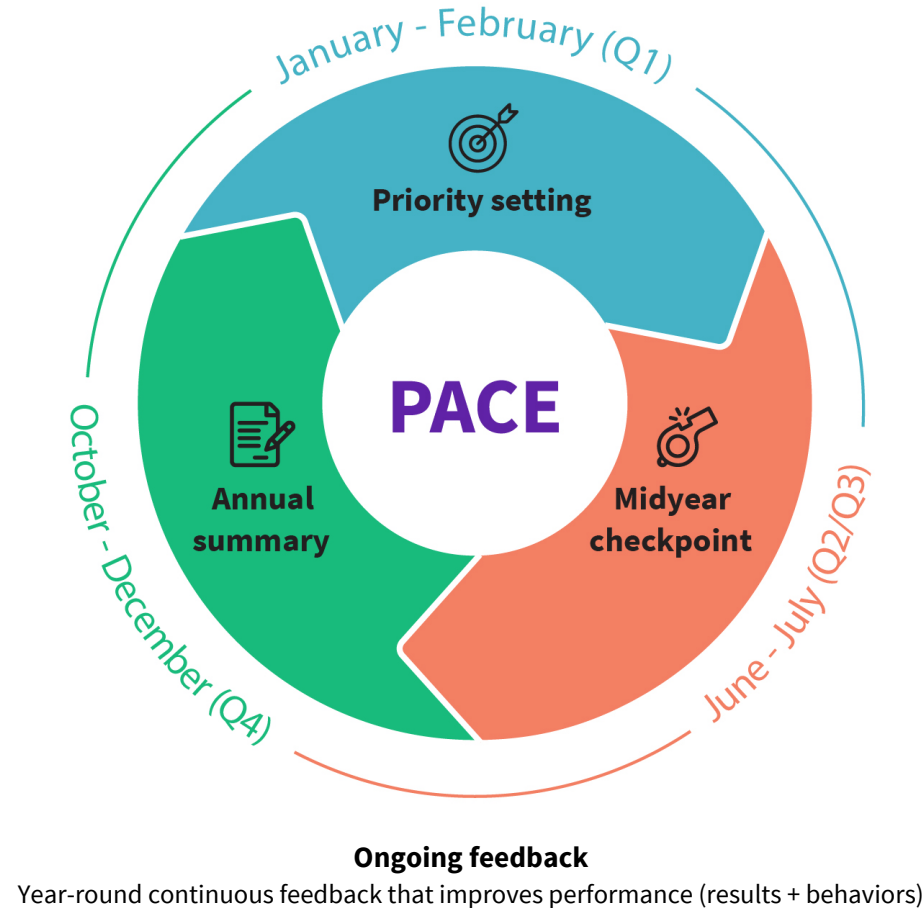
ISO 45001:2018 standard

Our central EHS Management System is certified to the ISO 45001:2018 standard, the international standard governing occupational health and safety management. We have 45 locations certified to the standard.

GE HealthCare EHS Management System

Culture

Risk reduction

Compliance and reputation

- Policy and standards
- Planning and priorities
- Organization and resources

- Culture and engagement
- Risk management
- Training

Plan
Do
EHS Framework
Act
Check

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

- Recordkeeping and reporting
- Compliance assurance
- Metrics and analytics

Protect our people, the environment, and the communities we serve.

Talent management

At GE HealthCare, our colleagues are one of our most valuable resources. Recognizing their vital role and the importance of performance management in shaping culture, we redesigned our performance management approach in 2023. This new process, the Performance, Assessment, Coaching, and Enablement (PACE) program, is being implemented in 2024 and features deliberate shifts to better align with our aspirational culture. In everything we do, we focus on the impact we deliver for our people, patients, and customers.

January - February (Q1)

Priority setting

PACE

Midyear checkpoint

June - July (Q2/Q3)

Annual summary

October - December (Q4)

Ongoing feedback
Year-round continuous feedback that improves performance (results + behaviors)

Diversity, equity and inclusion

GE HealthCare believes in the value of each person's unique identity, background, and experiences. We are committed to fostering an inclusive culture in which all colleagues feel empowered to do their best work because they feel accepted and respected and have a sense of belonging. Having a diverse workforce helps us reflect the diversity of the patients that we ultimately serve.

Workforce composition

	FY22	FY23
Women talent globally		
Leadership[3]	34.2%	36.0%
Professional[4]	33.7%	34.5%
All colleagues	32.1%	32.9%
U.S. racial and ethnically diverse talent		
Leadership	23.6%	24.8%
Professional	25.1%	25.8%
All colleagues	28.6%	29.2%
U.S. data		
Disability	2.4%	5.4%
Veteran status	9.9%	9.5%

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

3   Leadership is executive band (senior management) colleagues and above.

4   Professional is professional through senior professional band colleagues.

Diversity, equity, and inclusion strategy

In 2023, GE HealthCare developed a comprehensive DEI strategy.

Embedding diversity, equity, and inclusion in our culture will result in our colleagues feeling valued and having a sense of belonging, our patients feeling represented in the healthcare solutions we provide, and our customers feeling engaged as we live our purpose to create a world where healthcare has no limits.
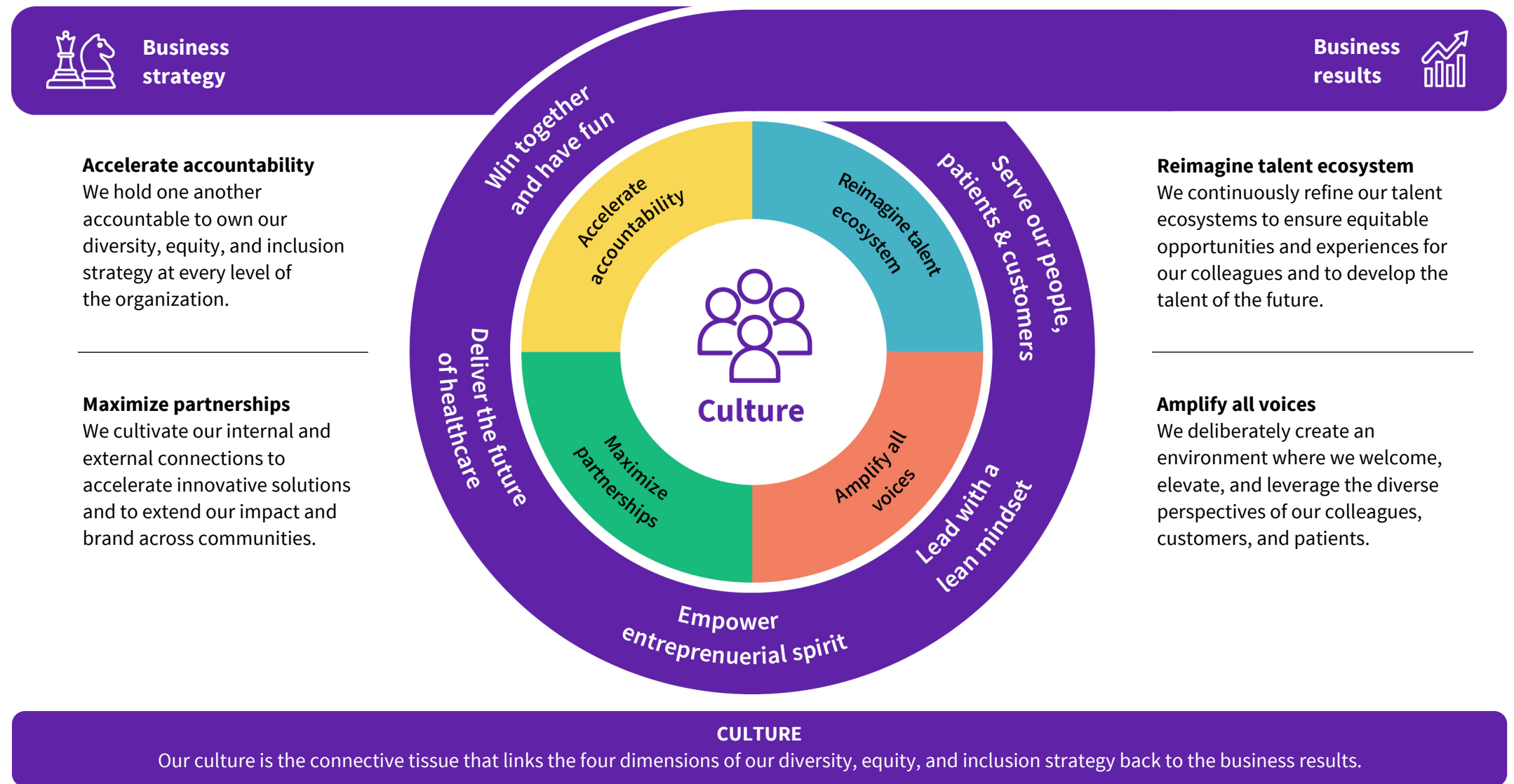
Business strategy

Business results

Accelerate accountability
We hold one another accountable to own our diversity, equity, and inclusion 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 ensure equitable 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.

Win together and have fun

Serve our people, patients & customers

Deliver the future of healthcare

Accelerate accountability

Reimagine talent ecosystem

Culture

Maximize partnerships

Amplify all voices

Lead with a lean mindset

Empower entreprenuerial spirit

CULTURE
Our culture is the connective tissue that links the four dimensions of our diversity, equity, and inclusion strategy back to the business results.

Protecting the environment

Environmental considerations in operations

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.

ISO 14001

Our central EHS Management System is certified to the ISO 14001:2018 standard, the international standard governing environmental management. In total, we have **49** certified locations.

ISO 50001

23 locations are certified to the ISO 50001:2018 standard, the international standard governing energy management.

Policies and related links

GE HealthCare EHS and Sustainability Policy

Science Based Targets initiative

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. To achieve our net zero goal, we currently aim to mitigate 90% of our baseline GHG emissions and to address any remaining emissions through carbon removal methods. In 2024, the SBTi approved our updated goals.

Scope 1 and 2

In 2023, GE HealthCare had Scope 1 emissions of 113,528 metric tons CO_2 equivalent and Scope 2 market-based emissions of 139,701 metric tons CO_2 equivalent.

Scope 1 and 2 GHG emissions

Reductions from 2019 to 2022

27%

Reductions from 2022 to 2023

13%

Scope 3

2023 Scope 3 GHG emissions by category
(million mtCO$_2$e)

	2022 (baseline year)	2023
Total	6.8	6.8
Downstream	4.2	4.3
Upstream	2.5	2.5

We are focused on four categories to drive our Scope 3 emissions reductions. We have appointed leaders and identified key activities for each of these categories:

Use of sold products: Improving the energy efficiency of our equipment, transitioning to anesthetic gases with lower global warming potential, and educating customers about the optimal use of the equipment.

Upstream transportation: Using lower-carbon transportation modes where practical, such as replacing short-haul flights with road transport, transitioning air freight to ocean, and looking for opportunities to load-share and source materials more locally.

Purchased goods and services: Collaborating with 70% of our largest suppliers by spend through the EcoVadis platform to reduce GHG emissions across our supply chain. Exploring alternatives for some of our carbon-intensive materials, reducing waste, and increasing our parts and equipment reuse and refurbishment program.

Business travel: Examining alternatives to short-haul business class flights, assessing more direct options to long-haul routes, reviewing opportunities associated with sustainable aviation fuel, and improving education and awareness.

GE HealthCare completed a climate risk assessment in 2023 to help us understand the risks and opportunities associated with climate change. 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.

Environmental considerations in products

Environmentally conscious design

GE HealthCare now formally builds environmentally conscious design (ECD) considerations into the development of our products. We consider environmental factors at product conception and throughout the lifecycle, including the selection of raw materials and parts, the supply chain, manufacturing plants, distribution, use by the customer, and end-of-life management. As we assess the production and lifecycle of a product, we consider potential impacts from the outset, including energy and water use, hazardous substances, and waste management.

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.

Circular economy
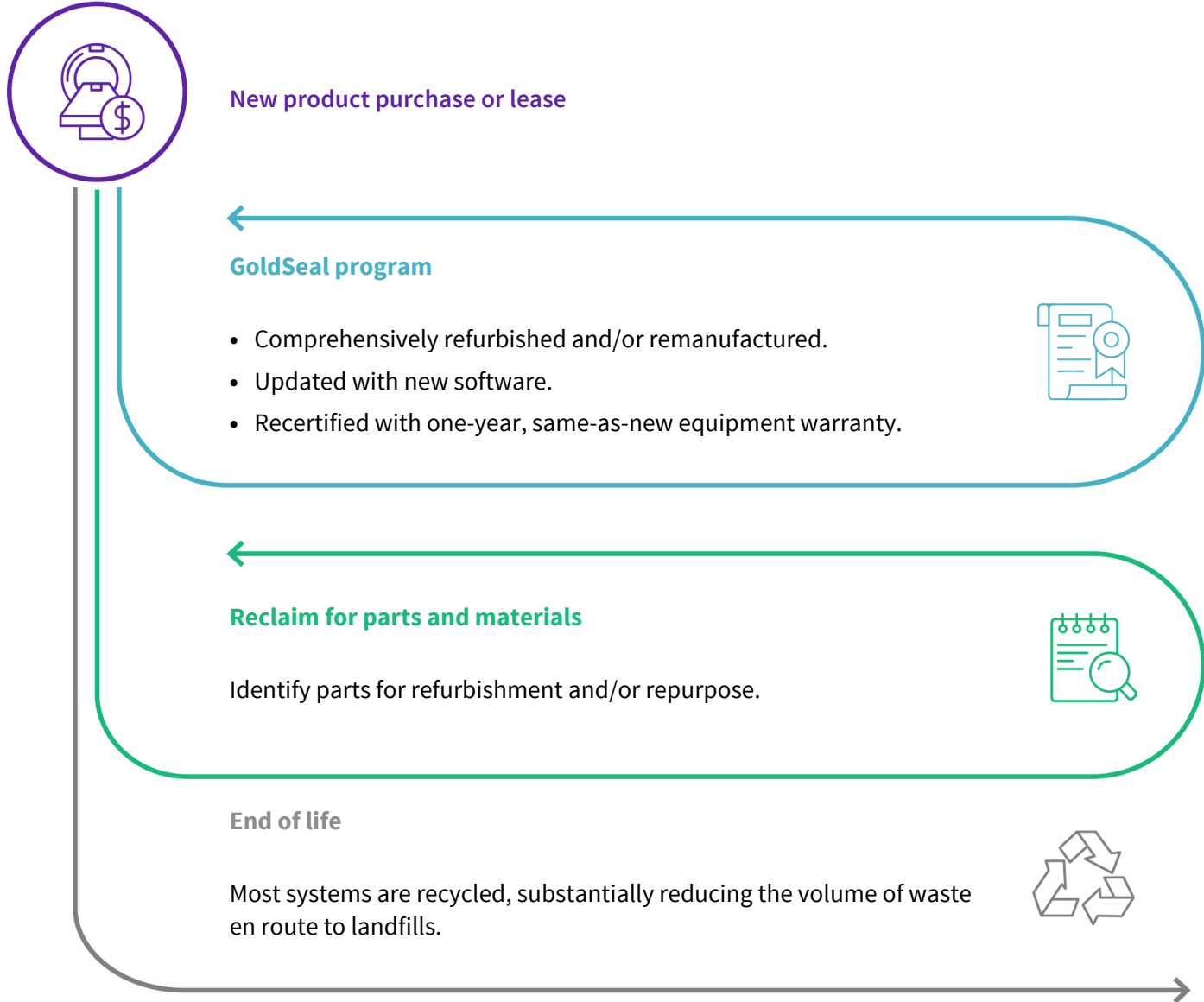
Lifecycle extension

Through the Life Extension program, GE HealthCare uses machine data, service history, and configuration details with secure remote access to perform preventive, predictive, and corrective maintenance. GE HealthCare equipment is monitored regularly to maintain its ongoing ability to provide the expected quality output.

GoldSeal

More than 20 years ago, GE HealthCare established the **GoldSeal** program to extend the life of equipment and to increase access and affordability. This program accepts trade-in equipment from our customers that are changing or upgrading their existing devices. In the case of GE HealthCare brand trade-ins, the equipment undergoes an extensive inspection and testing process and, if deemed reusable, is refurbished or certified to meet the original system specifications. The equipment then receives a **GoldSeal Pre-Owned Certification** and can be resold.

Number of recovered system units	7,375
Total reuse weight (kg)[6]	7,317,515
Total landfill weight (kg)[6]	439,145
Total weight (kg)[6]	7,756,661

6   Values include Imaging, Magnets, Ultrasound, and Surgery products for 2023. Imaging and Ultrasound values are based on USCAN, EMEA, and Japan.

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.

Safeguarding patient care

Product and service quality and safety

GE HealthCare has a robust Quality Management System (QMS) that incorporates all applicable international quality and regulatory standards and requirements.

Our corrective and preventive actions process (CAPA) is an integral element of our QMS that supports continuous quality improvement. Through this process, we receive 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.

External certifications

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

Cybersecurity and data privacy

Our approach to cybersecurity is built on three tenets:

Driving a secure enterprise: Putting systems and processes in place to promote cybersecurity across the entirety of our company and our supply chain.

Developing secure products: Embedding cybersecurity into design, development, and maintenance throughout a product's lifecycle.

Delivering secure services: Advancing security and privacy throughout our services with innovative technology, processes, and risk mitigation.

ISO 27001-compliant

In 2023, GE HealthCare received the ISO 27001 certification for our Information Security Management System. ISO 27001 is the international standard for information security. Its framework requires organizations to identify information security risks and implement appropriate controls to tackle them. In 2024, we successfully extended our existing ISO 27001-certified Information Security Management System to include the specific privacy controls from ISO 27701, and we achieved ISO 27017 and ISO 27018 certification for our Information Security Management System.
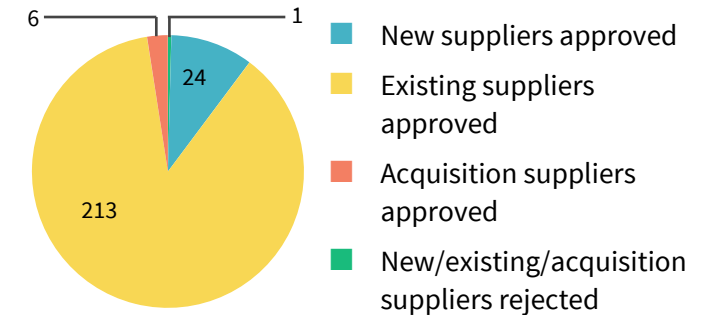
Ethical supply chain

As a global business, our supply chain is diverse and expansive. In 2023, we sourced from more than 28,000 suppliers across the world with a total spend across all suppliers of approximately $9.7 billion. We source in some locations where human rights, environmental, health, safety, labor, and other practices can give rise to compliance and ethical risks. We are focused on unyielding integrity in how we operate our business, and we drive this same level of commitment with our suppliers.
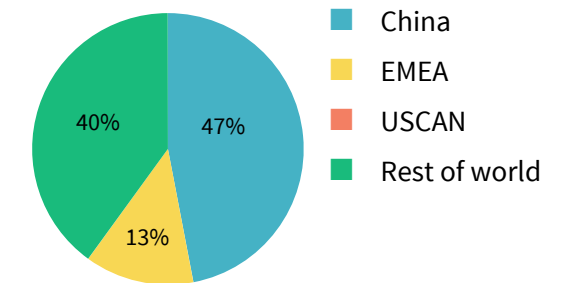
During the supplier onboarding process and throughout our supplier relationships, GE HealthCare's Quality and Risk Management team performs audits of their operations.

The image to the right summarizes the 2023 annual Supplier Responsibility Governance audits, which are based on the supplier's geographic region, as well as several other weighted risk factors.
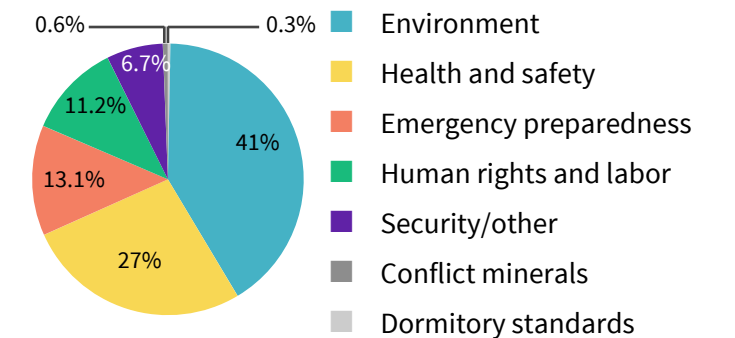
SRG audit outcome

- New suppliers approved
- Existing suppliers approved
- Acquisition suppliers approved
- New/existing/acquisition suppliers rejected

6 | 1 | 24 | 213

SRG audits by region

- China — 47%
- EMEA — 13%
- USCAN
- Rest of world — 40%

SRG findings by risk area

- Environment — 41%
- Health and safety — 27%
- Emergency preparedness — 13.1%
- Human rights and labor — 11.2%
- Security/other — 6.7%
- Conflict minerals — 0.6%
- Dormitory standards — 0.3%

Operating responsibly

Corporate governance

GE HealthCare's commitment to good corporate governance is enshrined in our governing documents. Our Certificate of Incorporation and Bylaws establish fundamental governance principles, while our Governance Principles set forth additional detail on our Board's operations and key governance practices. The Board has three standing committees — the Audit Committee, the Governance Committee, and the Compensation Committee. Each has specified responsibilities outlined in its respective committee charter.

Ethics and compliance

The Spirit & The Letter

We recently published a new version of *The Spirit & The Letter*, our Code of Ethics and Integrity. *The Spirit & The Letter* is the framework that guides our actions and decision-making. The updated document is aligned with GE HealthCare's Cultural Operating Principles, which are underpinned by one essential tenet — Always act with the highest integrity.

The latest version of *The Spirit & The Letter* added seven new sections to reflect our business as a standalone healthcare company. They are:

- Diversity, equity, and inclusion
- Enterprise risk management
- Environmental, social, and governance
- Indirect third parties
- Interactions with healthcare professionals and healthcare institutions
- Patients and patient organizations
- Research and product development

Policies and related links

Bylaws

Certificate of Incorporation

Clawback Policy

Governance Principles

The Spirit & The Letter

Integrity Guide for Suppliers, Contractors, and Consultants

Audit Committee Charter

Nominating and Governance Committee Charter

Talent, Culture, and Compensation Committee Charter

Responsible AI

Our responsible AI strategy has four main elements:

Ethical design: AI solutions are designed to improve patient health and well-being while respecting the principles of privacy, accountability, and security.

Explainability: Providing explainable models builds trust among patients and practitioners by being open about AI processes, workflows, and decisions.

Trustworthiness: Robust and fair AI solutions can build confidence in AI systems, with online performance monitoring verifying their robustness and providing unbiased outcomes for diverse populations. For instance, we build robustness of AI algorithms by multi-site validation.

Interoperability: Seamless integration with existing systems and intuitive user interface design to improve clinical and operational efficiencies can enhance collaboration and user experience.

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 environmental, social, and governance (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; our ability to successfully complete strategic transactions; 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; demand for our products, services, or solutions and factors that affect that demand; management of our supply chain and our ability to cost-effectively secure the materials we need to operate our business; disruptions in our operations; changes in third-party and government reimbursement processes, rates, contractual relationships, and mix of public and private payers, including those related to government

shutdowns; our ability to attract and/or retain key personnel and qualified employees; global economic instability, including that resulting from the conflict between Ukraine and Russia, the conflict in Israel and surrounding areas, and the actions in the Red Sea region; public health crises, epidemics, and pandemics and their effects on our business; maintenance and protection of our intellectual property rights as well as maintenance of successful research and development (R&D) efforts with respect to commercially successful products and technologies; the impact of potential information technology, cybersecurity, or data security breaches; compliance with the various legal, regulatory, tax, privacy, and other laws we are subject to, such as the Foreign Corrupt Practices Act and similar anti-corruption and anti-bribery laws globally and related changes, claims, inquiries, investigations, or actions; our ability to control increases in healthcare costs and any subsequent effect on demand for our products, services, or solutions; the impacts related to our increasing focus on and investment in cloud, edge, artificial intelligence (AI), and software offerings; the impact of potential product liability claims; ESG matters; our ability to operate effectively as an independent, publicly traded company; 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 the "Risk Factors" section of our Annual Report on Form 10-K for the fiscal year ended December 31, 2023, 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, 2023, and other filings with the SEC.