2022 Sustainability Report

Creating a world where healthcare has no limits

GE HealthCare

Table of contents

About this report

This document focuses on the environmental, social, and governance (ESG) aspects of our business as we begin to forge our new history and identity as a stand-alone company, following the spin-off of GE HealthCare from General Electric Company (GE) in January 2023.

The content of this report was shaped by an ESG materiality analysis conducted in 2021 while we were still an operating business of GE. This Sustainability Report covers the reporting period for the 2022 fiscal year, unless otherwise indicated, and the data and programs discussed refer to GE HealthCare as a stand-alone business.

"Materiality" for purposes of this report 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.

We have sought to provide information on our ESG data, programs, and achievements consistent with the standards and frameworks outlined by the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-related Financial Disclosures (TCFD). Those indices can be found in the Appendices of this document. We plan to continue to enhance our reporting under these standards as we progress our sustainability journey.

Select data within this report has been assured by a third party and all information relating to this can be found in the Appendices.

Our approach

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."

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 Epane-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

About GE HealthCare

GE HealthCare Technologies Inc. (GE HealthCare) has a long and storied history of innovation. 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 prevention and screening, to diagnosis, treatment, therapy, and monitoring. We are an $18 billion business with approximately 50,000 colleagues. We have a large, globally installed base of more than 4 million medical imaging, ultrasound, and patient monitoring systems.

At GE HealthCare, we see possibilities through innovation. We're partnering with our customers to fulfill healthcare's greatest potential through groundbreaking medical technology, intelligent and connected devices, and care solutions. Better tools enable better patient care. Together, we are not only building a healthier future but living our purpose to create a world where healthcare has no limits.
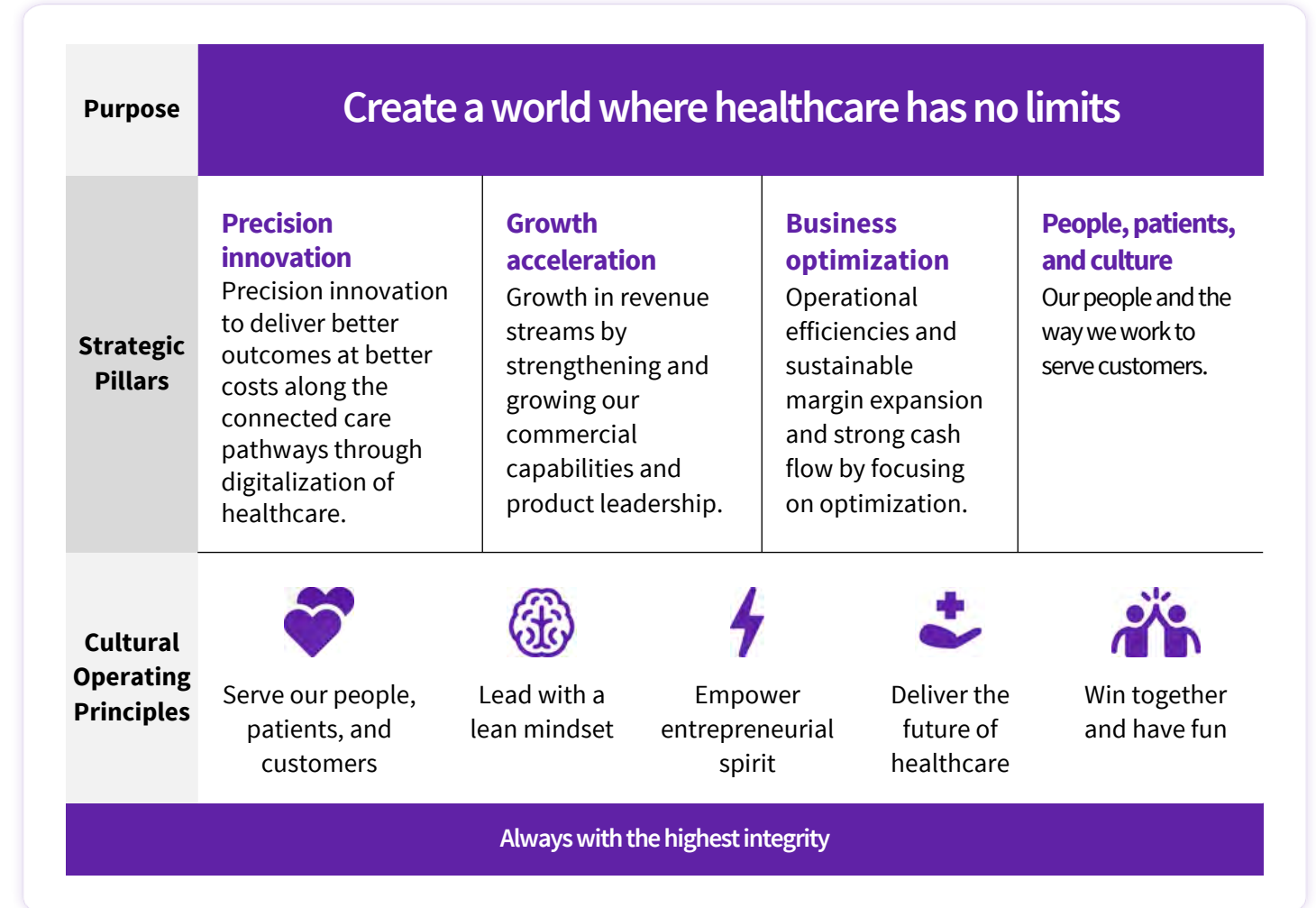
We operate at the center of an ecosystem, working toward precision care, digitizing healthcare, helping drive productivity, and improving outcomes for patients, providers, health systems, and researchers around the world.

We work together to develop, manufacture, and market a broad portfolio of products, services, and complementary digital solutions used in the diagnosis, treatment, and monitoring of patients.

We are developing new capabilities for the future, leveraging emerging technologies and machine learning. Our aim is to provide a broad array of healthcare tools and technologies to the largest number of people possible, with a promise to differentially impact underserved populations.

Our portfolio of solutions addresses the biggest challenges facing the healthcare industry today, including helping to provide better outcomes and improve productivity for customers. We believe these qualities foster strong trust, loyalty, and partnership with our global customer base.

As we work to advance our purpose, we have established strategic pillars and Cultural Operating Principles.

Purpose	Create a world where healthcare has no limits			
Strategic Pillars	**Precision innovation** Precision innovation to deliver better outcomes at better costs along the connected care pathways through digitalization of healthcare.	**Growth acceleration** Growth in revenue streams by strengthening and growing our commercial capabilities and product leadership.	**Business optimization** Operational efficiencies and sustainable margin expansion and strong cash flow by focusing on optimization.	**People, patients, and culture** Our people and the way we work to serve customers.
Cultural Operating Principles	Serve our people, patients, and customers	Lead with a lean mindset	Empower entrepreneurial spirit	Deliver the future of healthcare	Win together and have fun
	Always with the highest integrity			

Four business segments

Our business is composed of four segments that are aligned with the markets we serve.

Imaging

- MI/CT
  - Molecular imaging
  - Computed tomography
- Magnetic resonance
- Oncology care or solutions
- Image-guided therapies
- WH/XR
  - Women's health
  - X-ray

Ultrasound

- Radiology and primary care
- Women's health
- Cardiovascular
- Point of care and handheld
- Surgical visualization and guidance

Patient Care Solutions (PCS)

- Patient monitoring
- Anesthesia and respiratory care
- Diagnostic cardiology
- Maternal infant care
- Digital solutions
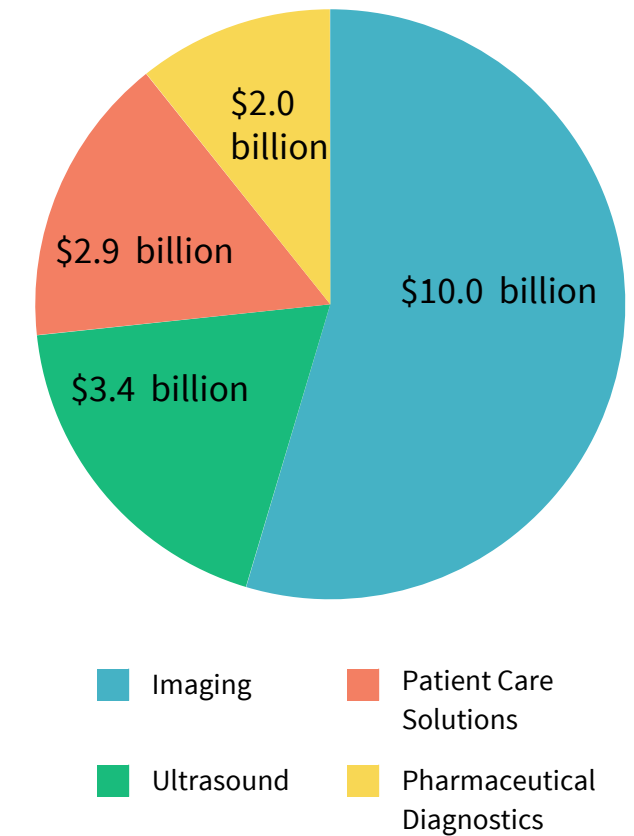- Consumables and services

Pharmaceutical Diagnostics (PDx)

- Contrast media
- Molecular imaging

Revenue by business segment

$18.3 billion

2022 total revenue

- $10.0 billion — Imaging
- $3.4 billion — Ultrasound
- $2.9 billion — Patient Care Solutions
- $2.0 billion — Pharmaceutical Diagnostics

Legend:
- Imaging
- Ultrasound
- Patient Care Solutions
- Pharmaceutical Diagnostics

Global revenues for FY 2022

$8.1 B
U.S./Canada

$3.0 B
Rest of World

$4.7 B
Europe,
Middle East,
and Africa
(EMEA)

$2.5 B
China Region
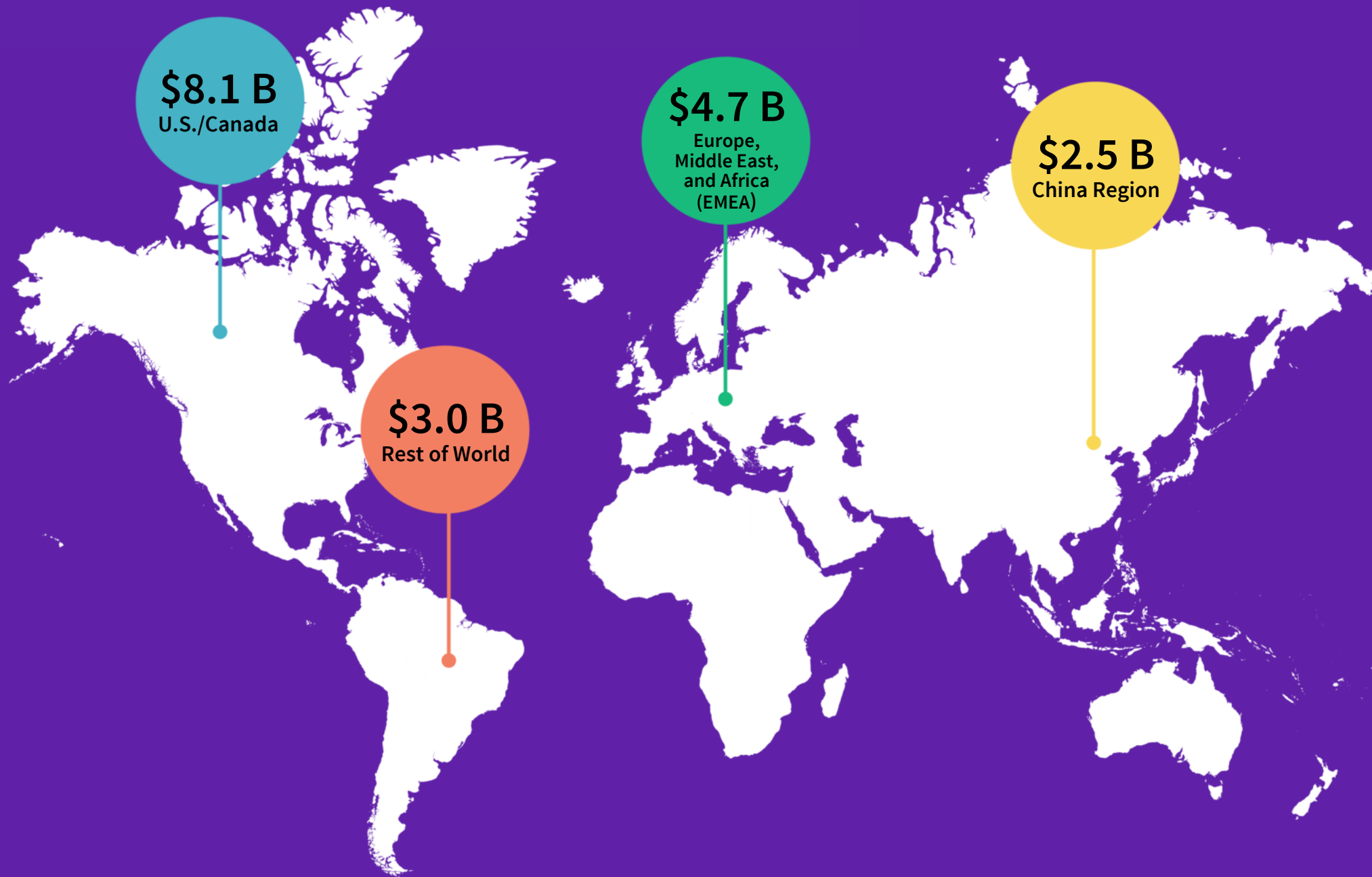
GE HealthCare snapshot - 2022

Approximately
50,000
colleagues

160+
Countries

Approximately
10,000
sales professionals

Approximately
8,300
field service engineers

43
Manufacturing sites across
17 countries

1 billion+
Patients served annually

4 million+
Units installed
across the globe

>$1 billion
R&D and product
investment spend

Sustainability governance and priorities

In light of GE HealthCare's scale — the scope of our product and service portfolio and the breadth of our geographic footprint — we believe we are in a position to meaningfully impact a number of areas that are important to many of our stakeholders. This is what our ESG program aims to do.

We are committed to building upon and enhancing the legacy of GE's established ESG program, refining our ESG strategy, further developing our priorities and goals, and embedding those in our business strategy and objectives.

To guide our ESG goals, programs, and initiatives, we have established a governance structure that involves the highest levels of our organization.

The Enterprise Stewardship Program

GE HealthCare's Enterprise Stewardship Program (ESP) encompasses ESG and Enterprise Risk Management (ERM) oversight. Central to the ESP is the Enterprise Stewardship Program Committee (ESP Committee), composed of representatives across the company's business segments, regions, and functions.

ESG 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.	• **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 underserved 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 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 European Union General Data Protection Regulation (GDPR) and similar privacy laws.

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

GE HealthCare expects to refresh the materiality assessment in 2024.

Ongoing stakeholder engagement

The Board and Management believe in transparent and open communication with our stakeholders. We routinely communicate with stockholders and prospective stockholders on various topics, including business strategy, financial performance, capital allocation plans, corporate governance, and ESG-related initiatives. Management also participates in investor conferences and conducted a roadshow in the months leading up to the spin-off.
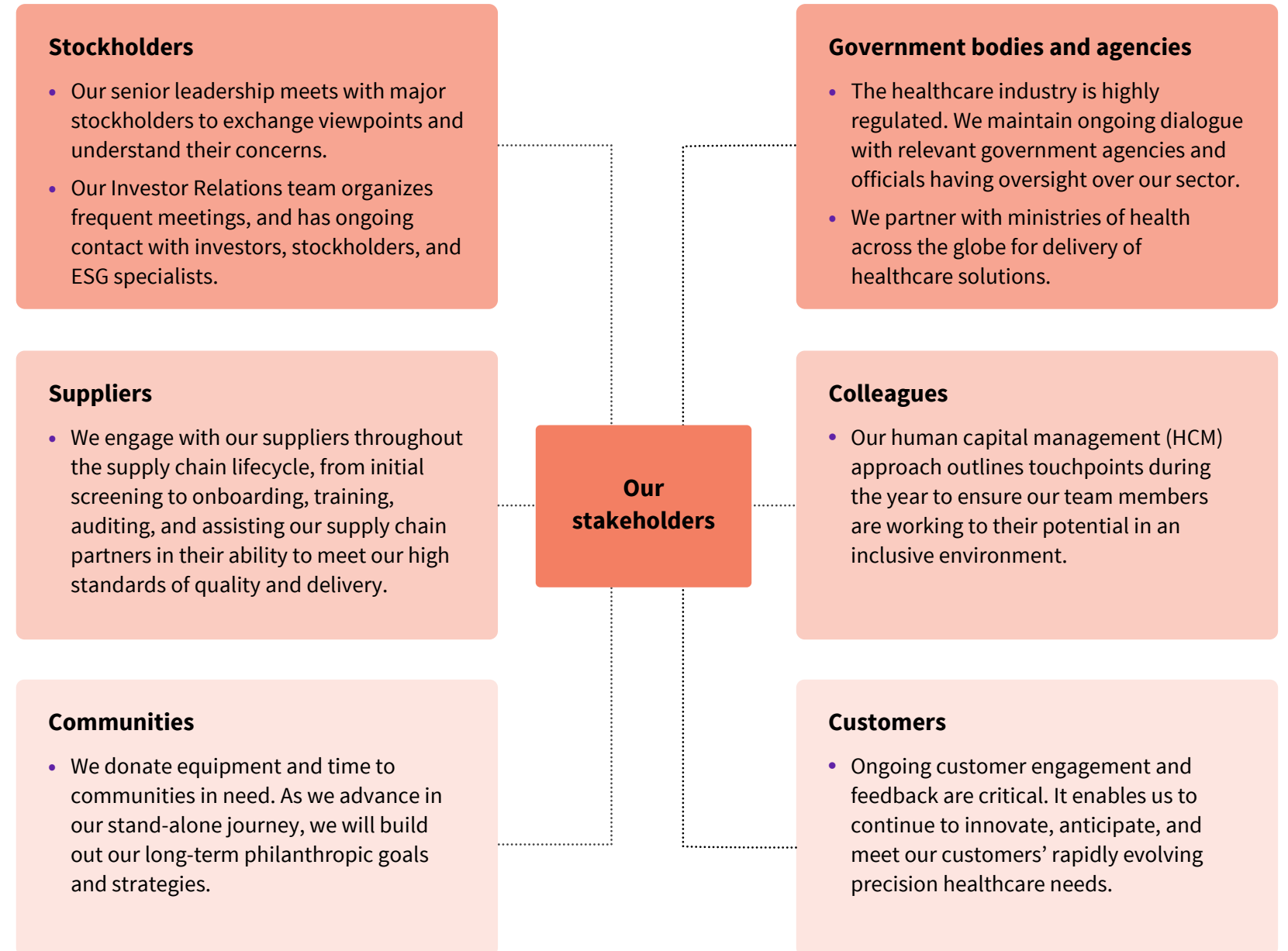
We also routinely engage with other stakeholders—both external and internal —such as customers, suppliers, colleagues, government organizations, patient organizations, Nongovernmental Organizations (NGOs), industry trade associations, and the communities in which we operate. Industry trade associations, such as AdvaMed and MedTech Europe, increasingly provide guidance on changing industry standards.

We recently released "Reimagining Better Health," a study commissioned by GE HealthCare, to bring forward the perspectives of clinicians and patients to better understand the state of healthcare.

The study features a quantitative, double-blinded survey and qualitative interviews with 5,500 patients and 2,000 hospital-based clinicians. The study revealed clinicians and patients share many of the same fundamental values and expectations about healthcare, regardless of country and healthcare model, clinical role, experience, or demographics.

Learn more here.

Working together to create a world where healthcare has no limits

Stockholders
- Our senior leadership meets with major stockholders to exchange viewpoints and understand their concerns.
- Our Investor Relations team organizes frequent meetings, and has ongoing contact with investors, stockholders, and ESG specialists.

Government bodies and agencies
- The healthcare industry is highly regulated. We maintain ongoing dialogue with relevant government agencies and officials having oversight over our sector.
- We partner with ministries of health across the globe for delivery of healthcare solutions.

Suppliers
- We engage with our suppliers throughout the supply chain lifecycle, from initial screening to onboarding, training, auditing, and assisting our supply chain partners in their ability to meet our high standards of quality and delivery.

Our stakeholders

Colleagues
- Our human capital management (HCM) approach outlines touchpoints during the year to ensure our team members are working to their potential in an inclusive environment.

Communities
- We donate equipment and time to communities in need. As we advance in our stand-alone journey, we will build out our long-term philanthropic goals and strategies.

Customers
- Ongoing customer engagement and feedback are critical. It enables us to continue to innovate, anticipate, and meet our customers' rapidly evolving precision healthcare needs.

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.
- Relaunched *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.
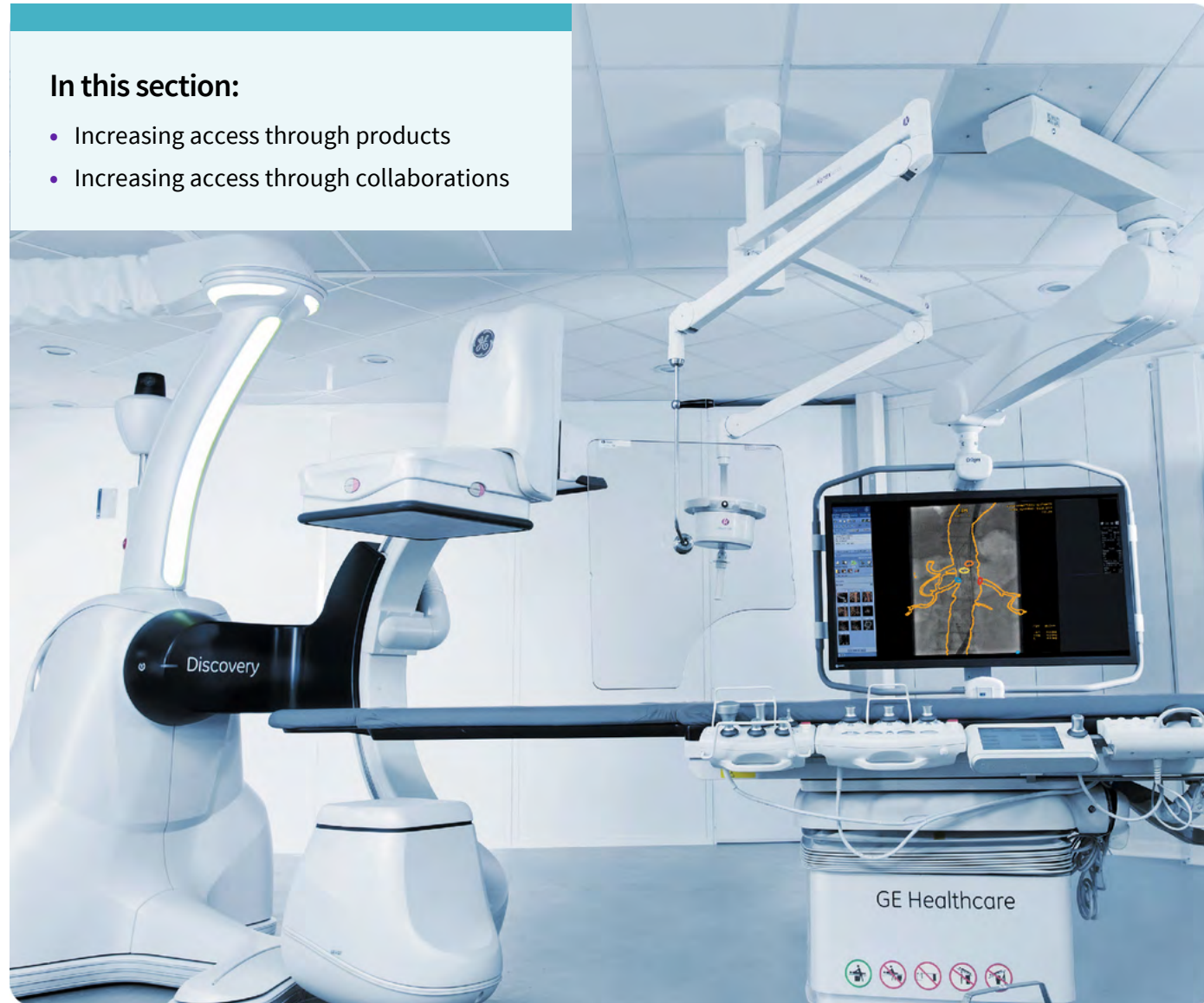
Our social impact

Expanding access to healthcare

In this section:
- Increasing access through products
- Increasing access through collaborations

Why is this a priority?

As one of the world's largest manufacturers of medical imaging equipment, hospitals and medical facilities around the world rely on GE HealthCare's innovations to aid diagnosis, treatment, and monitoring. We are proud of our history and track record in providing state-of-the-art medical technology, pharmaceutical diagnostics, and digital solutions to a broad segment of the population across 160 countries. But we can do much more. We want to enable earlier, better, and faster diagnosis and treatment for more patients.

How is GE HealthCare expanding access to healthcare?

We seek to help improve patient and clinician outcomes globally through innovative technologies and precision care. This can enable integrated, efficient, and highly personalized care to address critical challenges that affect patients and healthcare providers. GE HealthCare is merging imaging, diagnostics, and genomic data with data and science to help build an intelligence-based healthcare system.

This can create greater productivity and access to healthcare such as through the development of mobile health technology that expands the reach of diagnostic and treatment solutions, especially for the half of the world's population that lacks access to care.

What is precision care?

Precision care is an approach to preventing and treating disease that considers a patient's genetic makeup, health history, family history, and environment and lifestyle to develop a personalized health plan for each patient. Diagnosing and treating patients this way matches advanced therapies with specific needs, improves outcomes, and lowers costs.

Increasing access and decreasing disparities in healthcare

We aim to improve and expand the reach and impact of our products and solutions. This will be key to improving access to healthcare globally, especially to the half of the world's population that is underserved and cannot access essential healthcare services.[1]

Two-thirds of the world's population has no access to basic X-ray or ultrasound examinations.[2] Our technology enables caregivers to bring advanced diagnostics, treatments, and monitoring to remote parts of the globe where access to hospitals and medical equipment is limited. Portable solutions, such as handheld ultrasound devices, enable caregivers to bring the equipment to the patient.

Access

GE HealthCare's current approach to expanding access to healthcare is addressed through our products and collaborations.

Equity

GE HealthCare is aware that access to affordable and reliable healthcare is a significant driver of equity and economic inclusion. As we continue our journey, we plan to develop strategies to promote greater access to healthcare by harnessing the networks and capabilities we have across the globe. We plan to report on our progress in future reports.

[1] According to the World Health Organization.

[2] https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6859023/.

Increasing access through products

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.

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

Vscan Air is a portable, pocket-sized ultrasound that offers crystal-clear image quality and whole-body scanning capabilities. Vscan Air enables clinicians to easily image patients at the point of care, avoiding the need for access to specific locations or infrastructure, and enabling healthcare providers to gather more detailed information during the physical exam for optimized courses of treatment.

Mobile CT in a Box provides a solution to address the challenge of unbalanced healthcare resources in primary care. Mobile CT in a Box—equipped with protection shield, ventilation, sterilization, and other proper settings—can be installed in a mobile bus or van travelling to rural areas. Furthermore, Mobile CT in a Box is normally equipped with an IPM 4G/5G remote imaging quality control platform to help clinicians with practical knowledge. Combining on-site scanning and telemedicine, this innovation enables patients in remote and rural areas to access higher quality screening and diagnosis.

AMX Navigate is an advanced mobile X-ray system that delivers a new level of effortless workflow, clinical excellence, and rugged reliability. It is engineered to deliver consistent, reliable results whenever and wherever needed. Built on the AMX legacy of reliability, it also provides on-device AI for triaging and enhanced productivity, as well as comprehensive remote services.

Mural™ Solution for Labor and Delivery is a virtual care, digitized solution that provides critical information for courses of clinical action during the labor and delivery process to support the provision of optimal and appropriate care. Using hospital defined protocols, Mural aggregates objective, clinically meaningful data related to high-risk events, such as hemorrhage, hypertension, or oxytocin management into a centralized clinical surveillance dashboard. This provides the clinical team with actionable insights to prioritize the most critical cases and clinical decision support to trigger responsive and timely care. By minimizing subjectivity and manual workflows, Mural enables unbiased, early, and consistent compliance with evidence-based care that is key to reducing severe maternal mortality and morbidity during the in-hospital experience, and potentially reducing disparities in maternal patient outcomes.

Increasing access through collaborations

Some of our collaborative programs to expand access to healthcare include:

Collaboration with the Ministry of Public Health in Thailand to deploy a mobile CT system. The program was launched at the Chulabhorn Hospital in Bangkok, which has a mobile treatment group that aims to help people in rural areas with limited access to diagnostic healthcare services. To safely transport the deployable CT system around Thailand, Chulabhorn Hospital worked with a local vendor to construct a special trailer with appropriate features to preserve the physical safety and hygiene features of the equipment. By having the ability to travel around the country, the mobile CT scanner will expand the ability of Chulabhorn's healthcare professionals to detect and treat respiratory and other conditions as early as possible in rural areas of Thailand. The AI technology used in the CT scanner is also expected to help improve diagnosis and treatment of Thailand's chronic problem with pulmonary tuberculosis. The deployable CT system is anticipated to be useful in other Southeast Asian countries.

Collaboration with Boston Scientific to provide a comprehensive solution to cardiac care centers in Southeast Asia. The program expands access to healthcare by providing diagnosis, treatment, and monitoring of the cardiac patient care pathway. Given its diversity of healthcare systems, cultures, and socioeconomic groups, Asia faces many challenges in the prevention and treatment of cardiovascular disease, the leading cause of death globally, with Asia accounting for a significant portion of those deaths. The integration of access to the latest medical innovations and cutting-edge technology provided by Boston Scientific and GE HealthCare supported the availability of treatment for patients of all degrees of complexity.

Collaboration with the Ministry of Health in the Democratic Republic of Congo to deliver mobile X-ray units and echocardiogram (ECG) machines. Through this collaboration, GE HealthCare supported the effort to fight COVID-19 in a country where medical technology is extremely limited, by equipping 82 sites around the country with innovative mobile X-ray and ECG technology. Our colleagues also trained users to provide high-quality care to their patients.

Expanding access to and advancing radiation therapy. GE HealthCare launched a collaboration with Accuray, an innovative radiation therapy company, to expand access to, and advance the practice of, precision radiation therapy. The collaboration seeks to improve diagnosis and treatment across the spectrum of cancer care with the goal of enabling the treatment of more patients more quickly. It also aims to drive digitization and interoperability to help streamline workflows in radiation oncology.

Training rural doctors in China. Since 2011, GE HealthCare has been working with local associations to provide various trainings for rural doctors, clinicians, and technicians. By the end of 2022, approximately 60,000 rural doctors have been trained in over 20 provinces in China. Training rural doctors with proper skillsets is critical for improving local healthcare quality.

Promoting breast cancer awareness in China. Pink Action, our program to raise public awareness of breast cancer, has held events annually since 2006 to promote breast cancer prevention and treatment. The campaign has offered free screening to more than 58,000 women, promoting early health screening awareness in China.

Training professionals in Africa and Latin America in medical imaging. GE HealthCare is supporting the International Atomic Energy Agency (IAEA) in its program to train professionals in medical imaging to tackle the global inequity in access to life-saving cancer diagnosis and treatment. This collaboration will provide in-person and online training to radiologists and nuclear medicine professionals from Africa and Latin America to help them detect cancer and other diseases.

Improving access to radiopharmaceuticals in South Africa. GE HealthCare delivered two cyclotrons to Axim Life Isotopes, South Africa's laboratory facility enabling the production of tracing agents used in molecular imaging scans. This collaboration aims to drive continuous innovation in molecular imaging agent production and help expand precision care in the region.

GE HealthCare initiative with the White House

In support of the Biden-Harris Maternal Health Call to Action, GE HealthCare commits to continuing to help hospitals deliver excellent patient care to every mother and baby. Over the next five years, GE HealthCare aims to sell our Mural Solution for Labor and Delivery software solution—launched in 2021—to 300 hospitals to empower clinicians to make more informed decisions for over 1 million women during labor and delivery across the United States.

The virtual care solution comes at a time when maternal mortality rates are in the spotlight. Recent data shows the United States was one of two countries to report an increase in maternal mortality since 2000 and ranked last among all industrialized countries.*

* Eugene Declercq and Laurie Zephyrin, "Maternal Mortality in the United States: A Primer," Commonwealth Fund, Dec. 16, 2020.

In 2022, some of GE HealthCare's donations contributed to expanding access to healthcare, including:

Support to Ukraine
GE HealthCare donated $5 million worth of life-saving ultrasound and monitoring equipment to Ukraine for use in hospitals and non-clinical settings.

Maternal and postnatal care in Nigeria
GE HealthCare donated 30 portable ultrasound devices to four NGOs in Nigeria—the Wellbeing Foundation Africa, DANGOTE Group, Population Services International, and AMCH Foundation—to help strengthen maternal care in the region and minimize potential postnatal complications.

Support to hospitals and healthcare facilities in Turkey
In the wake of a devastating earthquake in early 2023, GE HealthCare donated $1 million worth of handheld ultrasound and X-ray systems to healthcare professionals on the ground to provide essential imaging capacity.

Support to hospitals and healthcare facilities in China
In 2022, GE HealthCare donated ultrasound diagnostic equipment worth over $450,000 to Qingjian County People's Hospital in Yulin City, Shaanxi Province, China, to support local doctors' access to higher quality healthcare services.

Supporting our people

In this section:

- Protecting the health and safety of our colleagues
- Transforming our culture
- Attracting, developing, and engaging our talent
- Promoting diversity, equity, and inclusion

Why is this a priority?

We are united in our purpose to create a world where healthcare has no limits. We are working together to establish a culture where our colleagues can thrive. One of our most valued assets is our solid, stable, and valued global workforce.

How does GE HealthCare address human capital management?

As a new stand-alone company, we have a unique opportunity to invest in new capabilities and define our own culture. A robust colleague development strategy allows GE HealthCare to attract and retain innovative leaders in this transformational time. We embrace a diverse workforce and are committed to supporting diversity, equity, and inclusion (DEI) across our global teams. It is also essential that we protect the health and safety of our colleagues.

This section discusses our strategies and activities to execute on each of our human capital priorities.

Our global workforce

We have a global workforce of approximately 50,000 colleagues with manufacturing sites across 17 countries.
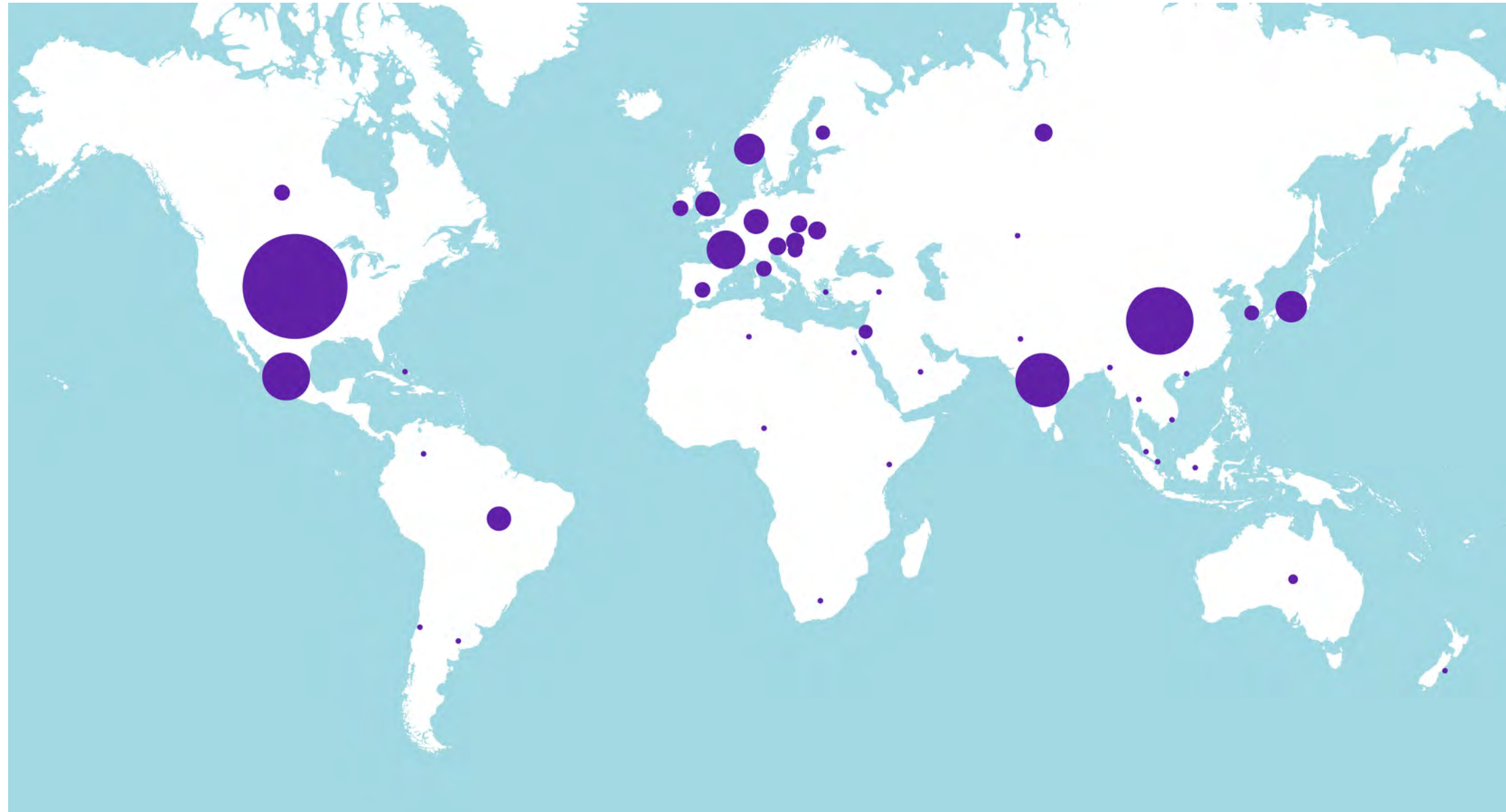
U.S.
32% (16K)

Outside of the U.S.
68% (34K)

On-site
45% (23K)

Hybrid
33% (16K)

Remote
22% (11K)

Protecting the health and safety of our colleagues

Our first Cultural Operating Principle is "serve our people, patients, and customers" and that commitment starts with safety. Safety is of upmost 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. Our efforts extend to promoting the mental and emotional health and wellness of our workforce. Senior Management takes ownership and accountability for environment, health, and safety (EHS) performance, and sets policies and objectives in support of that performance. Management is measured on, and responsible for, EHS performance within their operations and expected to provide the leadership, resources, and support to meet our EHS commitments.

We ask that our colleagues conform to and understand all EHS training, follow all EHS processes and procedures at their worksites, question unsafe or improper operations they observe, and stop any work they think is unsafe or improper. We pursue continuous improvement by assessing EHS data and trends, applying Human and Organizational Performance principles to learn from incidents, growing a shared ownership for EHS, and leveraging a lean[1] problem-solving approach.

EHS performance targets are established annually with operating rhythms to track, measure, and frequently review performance. This takes place from the senior executive level to daily management system

(DMS) reviews where work is being completed. We use a range of action and outcome metrics to monitor performance, assess risk, target support, and drive accountability across our operations. Our primary focus is on performance indicators contributing to strong year-over-year reduction in workplace injuries.

Health and safety practices and guidelines

To protect our people and the communities in which we operate, we:

- Develop and maintain our EHS Management System, including safe work practices, training, and defenses.
- Install, maintain, and monitor environmental controls to verify that our emissions meet applicable limits.
- Assess EHS risks of any new activity— whether designing a new product, selling in a new market, building a new factory, or buying a new business—and prepare our teams and sites accordingly.
- Comply with all the EHS laws that apply to our operations.

[1] **Lean** is a critical tool to help prevent undesirable events, and drive productivity and safety across our operations. The lean approach seeks to reduce and eliminate non-value adding activities and waste throughout an entire value stream.

| Action metrics	Outcome metrics
Colleague concerns	Injury and illness rate
Compliance obligations	Days away from work
Audit findings	Severe events
Actions closed from Potentially Severe Events (PSEs)	PSEs
EHS framework score	Environmental impact and compliance
Life-saving principles	Contractor injuries

EHS Management System

Our EHS Management System lays the foundation for identifying and managing EHS risk and compliance in our operations. The system includes processes to define regulatory applicability and accountability, identify and measure risk, build EHS competency, and manage process and personnel changes. Adherence to the system is assessed through our EHS framework, a tool deployed at the operations level to guide implementation and measure conformance to expectations. Our EHS framework is updated annually to reflect program continuous improvement and is a focal point of our internal EHS auditing program.

Colleague health and well-being

GE HealthCare hired a Global Medical Director to build a global team of occupational health physicians, nurses, and allied health specialists to establish and drive our occupational health and well-being strategy. This includes compliance with federal regulations and company policies on health and safety, and creating a culture of health with leadership engagement.

As a healthcare company, we are committed to taking a thoughtful approach to global benefits design that is culturally relevant, ambitious in preventive care, and seeks to address the needs of our diverse colleagues at all life stages. We are also proud of the flexibility we offer our colleagues in balancing life and work through hybrid work options, with 22% working remotely and 33% in a hybrid work arrangement.

GE HealthCare Injury and Illness Rate
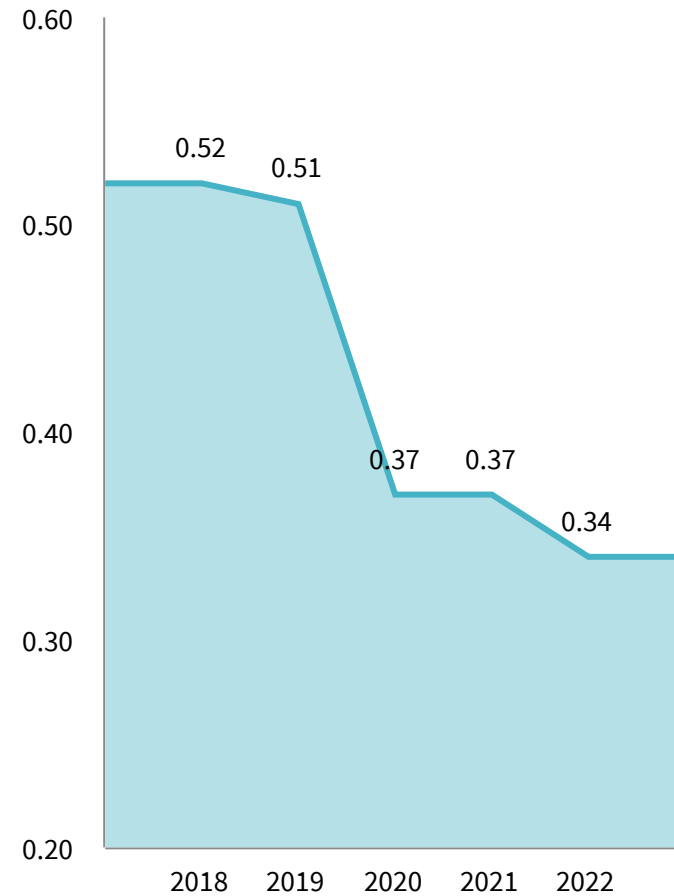
Metric	2022 Indicator
Injury and Illness Total Recordable Rate*	0.34
Fatalities – colleagues and contractors	0

* 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.

Improving the safety of our colleagues: Packaging solutions in Bangalore, India

Our colleagues in design and operations constantly seek to improve the ergonomic conditions for the health of our teams. For example, GE HealthCare technicians working at our sites in Bangalore won the International Ergo Cup in the Team Driven Workplace Solutions at the Applied Ergonomics Conference in New Orleans, Louisiana. The winning X-ray Tube packaging solution resulted in a "Zero Lift and Zero Bend" workstation that reduced ergonomic risk to operators by 82%.

Health and safety: Executive incentives

Our "One GE HealthCare Annual Bonus Plan" focuses on metrics that are intentionally aligned to our strategic pillars, including a focus on safety performance that is aligned to our people, patients, and culture strategic pillar.

Transforming our culture

Our aspiration to create a world where healthcare has no limits requires the right commitment, strategy, and, most important, people. We believe culture matters and, at this transformational moment in our history, we have the unique opportunity to strategically reset the cultural expectations for the organization.

We are starting from a strong foundation and culture. As we activate our new company culture, we look to leverage what has made us strong in the past, with our compass clearly set to what we think will lead us to win in the future.

Transforming our culture: Defining and transmitting GE HealthCare's new Cultural Operating Principles

We have established a set of Cultural Operating Principles. These principles clearly define what we value and the behaviors we expect of ourselves and each other to enable our growth strategy, deliver our purpose, and create value for our colleagues, customers, patients, stockholders, and communities. Our Cultural Operating Principles are designed to:

- Serve as a guide for how we behave and interact with each other and stakeholders.
- Guide how we make decisions and drive results.
- Define what it means to work at and with GE HealthCare.
- Capture how we aspire to continuously improve our culture.

Our Cultural Operating Principles

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. Everyone we interact with, from patients and providers, to colleagues and customers, deserves our best. We listen with open minds, breaking down barriers to transform today's personal challenges into tomorrow's breakthrough solutions.	**We make things better every day.** Lean is how we execute our strategy, align our priorities, and run our business. We simplify the complex, eliminate waste, and solve problems with speed and agility. We are dedicated to safety and quality as we deliver on our commitments to patients, customers, and stockholders.	**We're all owners here, and we act with speed.** We feel personally accountable for solving problems and delivering solutions. We make decisions and take action. We learn, adapt, and overcome obstacles and uncertainty— never losing sight of what matters most.	**We dream big to deliver the future of healthcare.** We find new ways to deliver value for our people, patients, and customers through a growth mindset and continuous learning. We embrace creativity, act boldly, and unlock new possibilities.	**We make a difference as one inclusive team.** We are passionate about our purpose. We care for, trust, and value the unique contributions of one another. We empower, inspire, and grow high-performing diverse teams that have fun and deliver on our potential.

Always with the highest integrity

Our Cultural Operating Principles were developed via a robust process that engaged colleagues globally at all levels of the organization.

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.

Learning and development

GE HealthCare has a rich legacy of being a learning organization. We are in the process of redefining our future approach and infrastructure to further enable a culture that expects and fosters continuous learning for all colleagues. We are focusing our development on five intentional learning areas that are foundational to building understanding of our Cultural Operating Principles. These learning areas for 2023 are servant leadership; prioritization and focus; growth mindset; and inclusive leadership. We are designing and launching a series of learning opportunities that include simple online video learnings, external expert events, people leader dialogues, and senior leadership videos. We are pleased with the participation of our organization. We have had over 80,000 views of our online learnings to date.

Colleague engagement

We recognize that to shape culture, driving thoughtful engagement of all our colleagues is essential. We intentionally use the word "colleague" when speaking about our employees to reinforce a team-based and less hierarchical culture. We are deliberate about the frequency or type of engagement. We know the strength of our people leaders is a significant driver to sustain positive culture change. In this first year as an independent company, we are putting specific emphasis on enabling this population.

Our objectives for people leaders are:

- To engage people leaders with a more dynamic approach focused on their role in leading others, living GE HealthCare's culture and purpose, and driving a two-way dialogue.

- To establish a rhythm of regular, transparent, and predictable touchpoints with people leaders so they can better understand the business context within which we are operating.

- To enable content to flow down deeper within the organization and drive greater team engagement.

Listening

We believe we need to be systematic in listening to the organization. We have a strong history of leveraging organizational surveys as one method of listening. In 2023, we are redesigning our all-colleague survey to reflect our Cultural Operating Principles, so that it will serve as a solid baseline from which we will be able to understand and monitor our collective progress in bringing our desired culture to life. We have also introduced intermittent pulse surveys to gather input on how we are progressing in specific areas. We are seeing positive momentum and robust levels of participation, reinforcing that we have a healthy culture. In addition to surveys, our leaders understand their role in continuously engaging through other forums, such as roundtables and exit interviews to hear live insights.

Attracting, developing, and engaging our talent

Talent process. Our approach to talent management is to cultivate strong individual and company performance. We are building off a strong legacy of robust talent management processes including annual goal setting, performance management, succession planning, and career development. We seek to cultivate a diverse and skilled workforce at all levels of the organization. We are in the process of redesigning core processes to reinforce and enable our Cultural Operating Principles.

Attracting talent. We are confident in our ability to continue to attract and retain talent, particularly in light of the sustained positive impact of our purpose on our external brand. We know that our company is an attractive option for career development, as we continue to see a strong flow of candidates at all levels. In addition, we are firmly committed to internal talent development. For professional roles, 43% of all hires came from internal talent in 2022.

Stable leadership and workforce. We have very experienced middle to senior management layers, with an average tenure of around 13 years, implying significant stability and low levels of knowledge loss. Across the board, our colleagues display a high degree of loyalty, with average tenure of more than nine years of service at GE HealthCare. For 2022, GE HealthCare's global voluntary attrition rate for our professional level colleagues was 8.4%. In the first half of 2023, GE HealthCare's attrition rates have declined.

Development. As our customer needs evolve, we must continue to evolve the capabilities of our organization so we are in a position to serve. Our operating model increasingly requires that our workforce possess essential leadership capabilities, as well as functional expertise. We also seek to further develop our digital capabilities across all areas of the organization as we accelerate our digital transformation. As part of the spin-off, we have the unique opportunity to redefine and re-establish our approach. These programs will continue to emphasize:

- **Early talent programs**. We have early talent development programs across our different functions, such as finance, quality, and supply chain. Our engineering program, Edison, is the largest. There is a strong intentional DEI component incorporated into the early talent programs at GE HealthCare to foster the right workforce for the future.

- **Leadership development programs.** Post spin-off, we are defining and building leadership development programs in line with our evolving culture. The programs will be designed to serve our leaders at the key phases of their leadership journeys, from first-time people leaders through senior leadership.

- **Functional development.** Specific developmental opportunities to strengthen critical capabilities are also offered. As our organization evolves, so will our focus in terms of development.
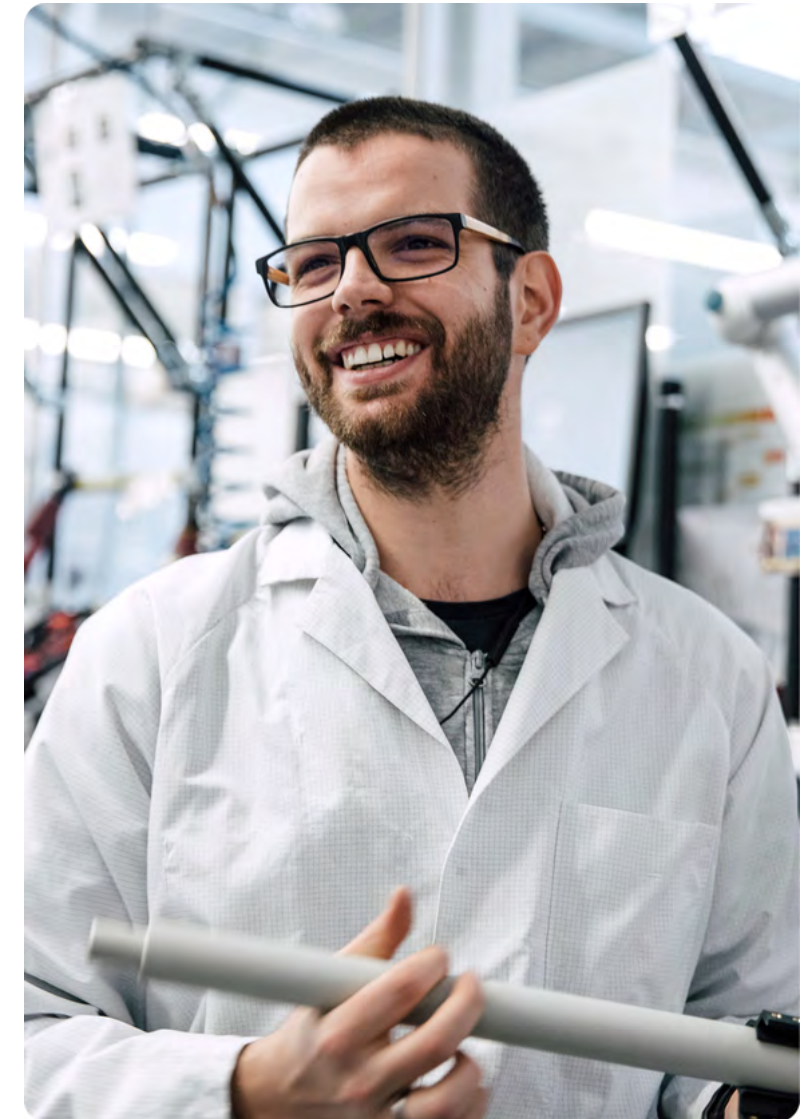
Promoting diversity, equity, and inclusion

We are focused on creating a diverse, equitable, and inclusive environment for our colleagues that represents the communities GE HealthCare serves.

There is a commitment to DEI at the highest level of GE HealthCare, with oversight at the Board and senior executive leadership levels. Our leadership team members are committed to laying a strong foundation grounded in DEI. Our Chief Diversity, Equity, and Inclusion Officer is in the process of resetting our legacy DEI approach, examining our current policies, and establishing a strategy and governance model that reflects the values, priorities, and culture of GE HealthCare. We are designing a multiyear DEI strategic plan that is globally consistent but locally relevant with the following goals:

• Continuously reimagine our talent ecosystem.
• Create an environment where all voices are amplified.
• Maximize partnerships to accelerate innovative solutions.
• Accelerate holding one another accountable.

DEI in human capital management. DEI is front and center across the human capital management (HCM) lifecycle at GE HealthCare and, in 2023, we are taking the time to examine the entirety of our HCM chain to embed DEI throughout. This entails conducting an organizational review of our practices through a DEI lens, including a review of the breadth and depth of diversity in inclusive succession planning; partnerships to promote a diverse external pipeline for succession; diversity considerations in talent acquisition; the language and visuals used to discuss diversity internally and externally, and their impact in conveying a colleague value proposition for diverse populations; and the effectiveness of showcasing inclusion and diversity of leadership.

Next-generation resource groups. We've evolved our employee resource groups into next-generation resource groups. They are continuing to build on the 30-year history of our employee resource groups and are important enablers of our DEI strategy. Our next-generation resource groups consist of Colleague Resource Groups (CRGs) and Special Interest Groups (SIGs). Our CRGs and SIGs provide networking and

professional development opportunities, foster a sense of belonging, and advocate on behalf of their members and their specific needs. These groups include the African Affinity Forum; Asia Pacific Allies and Friends; Disability Advocacy Network; Early Development @ GE HealthCare; Faith Work Forum; Green Team Network; Unidos (formerly Hispanic Forum); Pride Alliance; Veterans Network; and Women's Network.

Pay equity. GE HealthCare has achieved 100% pay equity globally for gender and for U.S. underrepresented minorities.* 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.

Here are three key steps we are taking to achieve and drive pay equity across GE HealthCare:

• Our compensation philosophy reinforces GE HealthCare's culture of respect and fairness.
• We establish consistent pay ranges and structured bonus plans that promote colleague engagement and high performance.

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

2022 pay equity data

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

* 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).
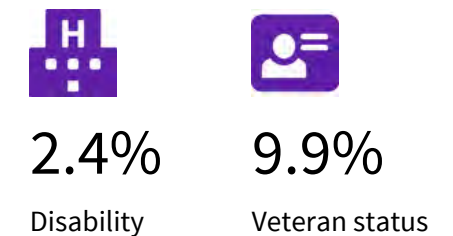
Diversity metrics

Global gender data

Leadership[1]

34.2%
+3.8%

Professional[2]

33.7%
+0.5%

All colleagues

32.1%
+0.4%
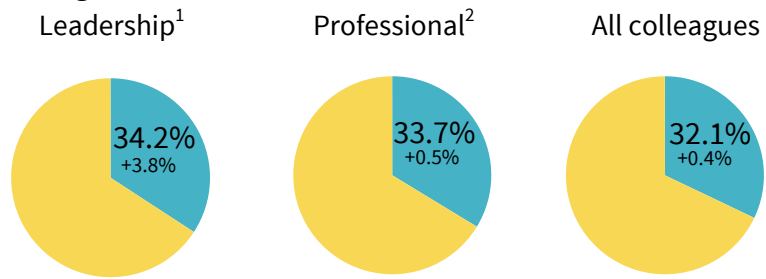
■ Women   ■ Men   ■ Non-binary   Data is compared against 2021 data

U.S. ethnicity data

	Asian	Black/African American	Hispanic/ Latino	American Indian/ Alaska Native	Native Hawaiian/ Pacific Islander	Multiracial	Total Racial & Ethnic Minority
Leadership	13.8%	2.1%	6.0%	0.2%	0.0%	1.4%	23.6%
▲ vs 2021	0.1%	-1.1%	0.3%	0.0%	0.0%	-0.4%	-1.1%
Professional	12.1%	4.5%	6.2%	0.3%	0.2%	1.9%	25.1%
▲ vs 2021	-0.1%	0.4%	0.2%	0.0%	0.0%	0.2%	0.8%
All colleagues	10.5%	7.2%	8.3%	0.4%	0.2%	2.2%	28.6%
▲ vs 2021	0.2%	0.5%	0.4%	0.0%	0.0%	0.1%	1.4%

U.S. data

2.4%
Disability

9.9%
Veteran status

[1] Leadership is executive band (mid-level management) colleagues and above.
[2] Professional is professional and senior professional band colleagues.

Our environmental impact

Mitigating our climate impact and improving resilience

In this section:

- Climate change
- Biodiversity
- Resource conservation
- Pollution prevention and management

Why is this a priority?

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. According to the World Health Organization (WHO), between 2030 and 2050 climate change is expected to cause an estimated 250,000 additional deaths per year from malnutrition, malaria, diarrhea, and heat stress. In the context of the growing threat of climate change, systemic inequality, and global health disparities, we want to enable earlier, better, and faster diagnosis and treatment for more people in need, while reducing our impact on the environment.

As a leading global medical technology company, we believe climate action and related resilience are an integral part of our mission to improve outcomes for patients and healthcare providers around the world. It is our responsibility to intensify our actions to further reduce our emissions.

How is GE HealthCare addressing its environmental impact?

We are transforming how GE HealthCare addresses the environment and climate-related challenges.

With respect to climate change, GE HealthCare's goal is to achieve net zero by 2050. We have committed to the SBTi along with a group of visionary corporate leaders taking ambitious climate action. This includes an existing goal to reduce operational GHG emissions (Scope 1 and 2) by 50% by 2030 compared to a 2019 baseline.

Our environmental program also encompasses GE HealthCare's plan to address pollution management, resource conservation, and biodiversity.

Environmental transformation

We are working to further embed environmental considerations in the culture evolution that is taking place at GE HealthCare. Our new environmental governance structure and our recently launched Environmental Leadership and Management (ELM) standard are both integral to our environmental focus.

Environmental governance

We have an EHS Council that helps to oversee implementation of the EHS Management System across GE HealthCare. It also considers how we are delivering on EHS priorities, along with evolving strategy as we learn from events, trends, and the general business outlook. This council is chaired by our Chief Supply Chain and Global Services Officer and our EHS Executive. It includes senior leadership staff members from the segments, regions, and supporting functions.

Board of Directors/Nominating and Governance Committee
GE HealthCare Executive Management

GE HealthCare Enterprise Stewardship Program (ESP) Committee	GE HealthCare EHS Council

Developing ELM and processes

To advance our four environmental pillars (discussed further on the following page), and to provide optimal governance and management oversight of our environmental transformation activities, we are evolving our environmental standards. The environmental management process at GE HealthCare begins with an aspects and impacts analysis, as outlined by International Standards Organization (ISO) 14001 specifications. We identify and document activities, products, and services that interact with an aspect of the environment and the actual or potential environmental impact of this interaction. We then use a common screening matrix and register to determine which activities, products, and/or services are considered significant or most impactful to the environment. Significant aspects are further evaluated through detailed risk assessments to identify specific actions needed to reduce environmental risk or optimize environmental opportunities. The aspects and impacts that are registered are tied back to the four environmental pillars.

Environmental aspect
- Any activity, product, or service that interacts or could interact with the environment.
- A significant aspect is most impactful to the environment and determined significant through a risk screening or designated "significant" by the business.

Environmental impact
- Change to the environment, whether adverse or beneficial, wholly or partly arising from an organization's environmental aspects.
- Impacts can be actual or potential, beneficial or detrimental.
- Impacts may be quantified (e.g., SoFi data, waste reports, etc.) or estimated.

Aspects and Impacts Register
- A document that lists environmental aspects and impacts, and identifies significant environmental aspects by the application of risk criteria.

GE HealthCare's EHS Management System is aligned with ISO 14001

The process for confirming the EHS Management System entailed:

- A review of the high-level relevant documentation to confirm that all requirements of ISO 14001 had been met.
- Interviews with corporate level leaders responsible for key EHS functional areas within the company's organizational structure.
- A review of EHS records supporting implementation of internal audit, corrective action, training, performance improvement, and other programs.
- Site visits to review local EHS system implementation at seven operating sites and service organizations, selected to provide a representative sample based on size and complexity, geography, business area, and ISO 14001 certification status.

An assurance statement was provided by Lloyd's Register (LRQA) in January 2020. View the complete statement here.

Environmental strategy: Acting on our four environmental pillars

We have established a four pillar framework to help us structure our environmental management priorities and objectives going forward.
The four environmental pillars of our program are: climate change; biodiversity; resource conservation; and pollution prevention and management.

Climate change	Biodiversity	Resource conservation	Pollution prevention and management
A long-term shift in climate patterns caused by a buildup of **GHG** in the atmosphere that absorb heat.	The variety of animals, plants, fungi, and microorganisms that work together in **ecosystems** to maintain balance and support life.	The management of the use of **natural resources** by eliminating or reducing waste and reusing resources.	Prevention of **pollutants** from being released into the environment and the management of pollutants in a way that is least harmful to the environment.

The following six aspects are designated as significant by GE HealthCare and require risk assessments.

• GHG emissions such as use of energy from fossil fuels and internal combustion engine (ICE) vehicles.	• Construction work that involves the reduction of natural green space or increases impervious surfaces.	• Use of water in water scarce areas. • Wood products from sources that are not certified as sustainable.	• Pollution streams that increased 10% or more in one year. • Emission parameters of concern (within 50% of regulatory permit limit or exceedance in last three years).

Climate change

Climate action is an integral part of our mission to improve outcomes for patients, healthcare providers, and researchers around the world, and it is our responsibility to intensify our actions to further reduce our GHG emissions.

The governance body responsible for GE HealthCare's approach to climate change has recently evolved to a Climate Council (from the previous Carbon Working Group), with wider representation across the company and a broader focus. Specifically, the Climate Council is now co-chaired by our Chief Science and Clinical Technology Officer and our Chief Supply Chain and Global Services Officer. The Climate Council meets monthly to assess the aspects, risks, and opportunities related to the transition to a lower carbon economy. Its other objective is to focus on the full spectrum of Scope 1, 2, and 3 GHG emissions. In addition to this work, the council looks to maintain an ongoing view into customer questions, concerns, and expectations around GE HealthCare's actions on environmental sustainability and climate-related issues.

The broad goals of the Climate Council in 2023 are to recommend SBTi targets (Scope 1, 2, and 3) to senior executive leadership and the Board, align and drive implementation of a net zero roadmap (including the climate risk assessment, which is a part of the roadmap), and integrate considerations of climate-related risk into GE HealthCare's culture.

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.

Initial baseline and assessments. We developed a 2019 baseline for Scope 1 and 2 emissions, and our data collection process continues to mature through the introduction of third-party auditing. In 2022, we developed our first Scope 3 baseline (for 2021) and are now reviewing internally to improve this process. We intend to start third-party audits for Scope 3 in line with our commitment to transparency. We are also engaged in several other projects to develop roadmaps with specific action plans to lead us to the accomplishment of our GHG emission reduction objectives. The most significant of these projects are:

- Developing a net zero roadmap that includes levers to achieve our short-term 2030 targets. This includes Scope 1, 2, and 3.
- Conducting footprint accounting for Scope 3 in 2022 and developing a Scope 3 target.
- Preparing to submit carbon emission reduction targets by the end of 2023 for validation by the SBTi.
- Completing a risk assessment (of physical and transition climate risk), to be followed by scenario modeling.
- Climate transition planning based on climate risk assessments and scenario analysis.
- Developing processes for integrating greater understanding of climate impact and resilience into the new culture being forged at GE HealthCare.
- Implementing the use of a new tool to improve our ability to track and utilize environmental footprint data from large manufacturing sites and colleague centers.

Climate Council

Purpose

In alignment with GE HealthCare's EHS and sustainability policy, as well as near and long-term climate commitments, the Climate Council will drive cross-functional ownership and engagement to execute, integrate, and communicate Scope 1, 2, and 3 GHG reduction roadmaps.

Roles

- **Co-chairs.** Chief Supply Chain and Global Services Officer and Chief Science and Clinical Technology Officer
- **Members.** Representatives of segments and functions with expertise in our business activities, carbon reduction, requirements and goals, and climate-related risks and opportunities faced by GE HealthCare.

Scope 1 and 2 strategy

To achieve our operational carbon emission reduction goals, we developed a roadmap based on our carbon reduction pillars.

Our objective is to achieve reduction of our GHGs by 50% by 2030 compared to a 2019 baseline and achieve net zero by 2050.
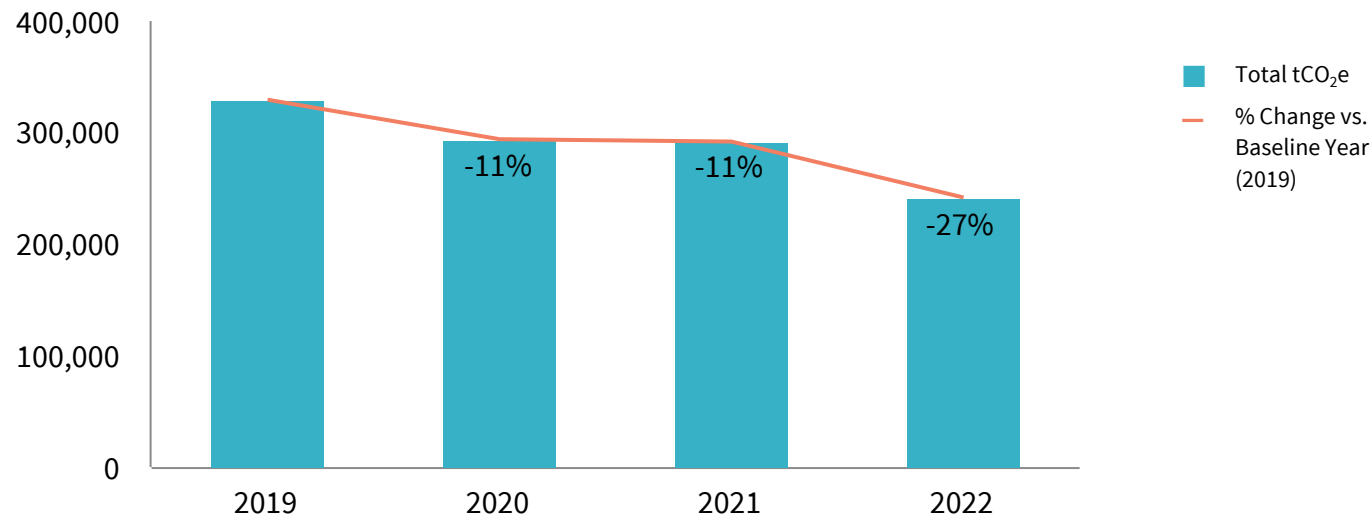
GHG emissions across the value chain. We are working to cut emissions across our value chain. Please see the discussion in the Ethical Supply Chain section of this report regarding our ambition to engage the suppliers representing the top 70% of GE HealthCare's spend to commit to science-based targets.

Transparency and accountability. Our TCFD index provides details and accountability on our climate-related governance, risks and opportunities, and strategies.

Automating anesthesia delivery and reducing GHG emissions during surgery

In March 2022, GE HealthCare received U.S. Food and Drug Administration (FDA) pre-market approval for the End-tidal (Et) Control software for use with one of our general anesthesia delivery system offerings. This enables a potential 44% decline in GHG emissions due to a number of efficiencies and also provides a potential 27% reduction in operating room costs. Learn more about this innovation here.

Scope 1 and 2 GHG emissions

Chart legend:
- Total tCO_2e
- % Change vs. Baseline Year (2019)

Data labels: 2019; 2020 (-11%); 2021 (-11%); 2022 (-27%)

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 on-going 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 four sites in the US.

Facility footprint reductions

Fleet electrification

Renewable energy

Please see our GHG accounting methodology for more information about our calculation practices.

Biodiversity

GE HealthCare recognizes healthy ecosystems are intrinsically linked to healthy people, and the protection and restoration of nature are an integral part of the response to climate change. We aim to protect and restore biodiversity at our manufacturing locations, to identify and address biodiversity risks and opportunities within our supply chain, and to improve awareness of biodiversity among our customers, colleagues, and suppliers.

In 2022, we conducted several workshops to reflect on the importance of biodiversity to GE HealthCare, on the path to creating a high-level strategic roadmap. The next steps in this process are being defined.

To advance our biodiversity strategy, we aim to conduct biodiversity action plan pilots in 2023 at two of our sites to understand the impact and vulnerabilities of biodiversity loss. Additionally, through a third-party supplier assessment platform, our Global Procurement team is collecting biodiversity information from GE HealthCare's largest suppliers. We expect to have more to disclose on biodiversity in future sustainability reports.

Resource conservation

GE HealthCare aims to conserve the Earth's natural resources through more efficient use and reduced dependence. Through the Aspects and Impacts Register, GE HealthCare organizations identify activities, products, and services that use non-renewable resources. The use of water in water-stressed environments and the use of wood products from non-certified sustainable sources are designated as "significant" and require risk assessments to identify improvement opportunities.

Advancing the circular economy and environmental design also provides resource conservation opportunities. We work to reduce our dependence on scarce resources, like helium, and reduce our waste of materials, like iodinated contrast media. For further discussion of GE HealthCare's programs in this regard, please see the next section of this report.

## Pollution prevention and management

Pollution prevention and management are integrated into GE HealthCare's EHS Management System and framework. The EHS framework guides identification and management of environmental emissions from our operations. We have dedicated programs for the responsible management and disposal of wastes, for the use and discharge of water from our facilities, and for the prevention and management of spills from our operations. Our EHS Management System and framework define processes for meeting regulatory standards, for allocating accountability within our organization, and for building environmental competency of colleagues.

Advancing the circular economy and environmental design

In this section:

- Environmentally conscious design
- Product life extension and product upgrades
- Refurbishment, harvesting, and recycling medical equipment
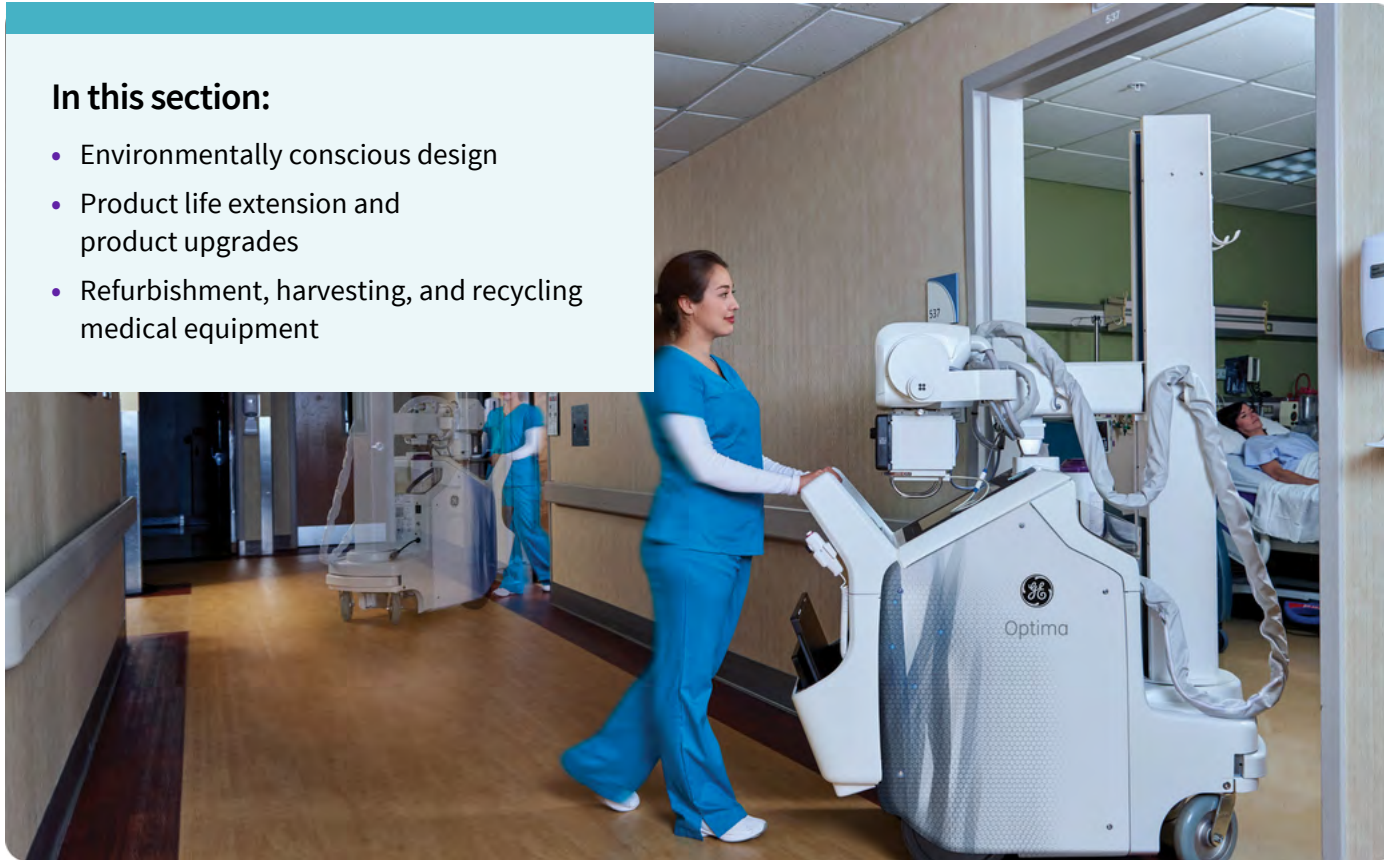
Why is this a priority?

The current healthcare environment demands creative solutions to solve complex problems. Growing environmental constraints must be assessed while maintaining an excellent standard of care.

For GE HealthCare, it is essential to continue to drive progress toward early, precise, and accessible diagnosis and treatment of more patients. We must do this while not losing sight of our environmental impact, and what we can do to reduce it. We aim to advance the principles of the circular economy and prioritize the environment starting at the conception of our products and services.

How is GE HealthCare addressing the 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. Our aim is to improve energy efficiency, optimize the use of materials, and provide digitally enabled and remote predictive and maintenance services.

We 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.

For more than 20 years, GE HealthCare has been applying the foundations of the circular economy. We have been designing reliable and serviceable equipment, and leveraging a dedicated and efficient service organization, including a spare parts supply chain. Our Circularity and Eco-design teams and programs are increasingly important as we advance our objective of embedding a stronger culture of sustainability and environmental stewardship across our company.

Our approach to circularity encompasses two distinct strategies:

- **Eco-design.** For the design and manufacture of new products and services, we have developed an Environmentally Conscious Design (ECD) process and team. This team is also responsible for working with our product teams to improve energy efficiency and develop GHG emissions reduction plans across business lines.

- **Extending, repairing, refurbishing, reselling, and recycling.** Our Lifecycle Solutions team structures and manages programs to extend the life of GE HealthCare imaging equipment already owned by our customers, and to repair their devices predicatively and remotely. When a customer chooses to replace a system, we strive to extend its useful life by refurbishing, reselling, or harvesting the system for parts. In the case of systems at the end of their useful life, we recycle them responsibly.

Environmentally conscious design

At GE HealthCare, our Eco-design team works to embed ECD into our products at their conception and over the course of their lifecycles, including in the selection of raw materials, parts, supply chain, manufacturing plants, packaging, distribution, end user, and end-of-life management. In assessing the production and lifecycle of a product, potential Impacts are considered from the start, including energy use, hazardous substances, waste management, and water use.

The priorities of GE HealthCare's ECD program are to:

- **Improve energy efficiency.** Seeking ways to lower the electricity consumption of our equipment, as more than 40% of the healthcare sector's carbon footprint comes from electricity use.[1]

- **Optimize the use of rare and/or limited materials.** Designing equipment to lower their use of materials such as helium and other rare or finite resources.

- **Provide remote predictive and maintenance services.** Providing these services throughout the lifespan of a product to reduce downtime and resources otherwise used in maintenance and repair, and prolong the useful life of our equipment.

- **Redeploy parts.** Working to harvest, reuse, and refurbish parts including as part of our GoldSeal program.

[1] Health Care Without Harm report, "*Health Care's Climate Footprint*", page 20.

Aligning with international standards. ECD requires aligning with international standards to promote regulatory compliance across our markets globally, and to move toward achieving GE HealthCare's environmental goals and commitments. GE HealthCare considers our North Star to be the IEC/ISO 62430 standard. We are also committed to compliance with the EU RoHS directive 2011/65/EU, which pertains to restriction of hazardous substances in electrical and electronic equipment. Additionally, all of our imaging systems are manufactured in accordance with Waste Electrical and Electronic Equipment (WEEE) regulations.

The IEC/ISO 62430 standard

IEC/ISO 62430, or the international standard for environmentally conscious design for electrical and electronic products, specifies requirements and procedures to integrate environmental aspects into design and development processes of electrical and electronic equipment and the materials and components of which they are composed. ECD is based on the concept of lifecycle thinking that requires consideration during the design and development process of the significant environmental aspects of a product in all the lifecycle states. Further information is available here.

Product collaterals. To meet the needs of the market, our existing and prospective customers, and other stakeholders, GE HealthCare has issued environmental product collaterals for more than 60 products since April 2022. The collaterals are structured to describe how the product minimizes environmental impact through reducing energy consumption; its eligibility for recycling or refurbishment; and its capacity for improving patient outcomes. The collaterals also outline packaging efforts, product transportation, and reduction in the use of hazardous substances in the manufacturing of the product.

Reducing contrast media waste

The CT motion multi-dose syringeless injector, which delivers iodinated contrast media for computed tomography (CT) imaging procedures, helps reduce procedure setup time and increases patient throughput by eliminating time-consuming preparation steps, while helping to optimize patient dosing and reduce wasted contrast media.

Today, the majority of contrast-enhanced CT imaging involves radiology technicians filling a syringe with contrast media prior to the injection procedure. With the syringeless CT motion, the required dose is drawn and injected directly from the injector's contrast media container, saving time, facilitating the optimal volume of contrast media to be used, reducing wasted leftover contrast, and generating less disposable waste. CT motion also provides injection reports accessible via RIS/PACS for dose management systems and records of prior injections to further optimize dose and improve patient safety.

Radiology departments are focused on managing increased demand and conserving contrast media. The CT motion supports efficient operational practices—helping to save time, contrast, and consumables, improve workflows, and facilitate better patient throughput. We expect demand for iodinated contrast media to double in the next decade, so we are investing both in production capacity expansion and in technologies like this that conserve volumes and reduce leftover contrast media.

Reducing dependency on rare earth materials: SIGNA™ Hero and helium use

GE HealthCare designed SIGNA™ Hero MR machine with sustainability in mind. To help healthcare systems save on operational costs in the long run, SIGNA Hero is designed to lower the usage of helium—a scarce resource. Additionally, the SIGNA Hero magnet is two tons lighter than its predecessor. The system is designed with AIR Recon DL, which can help users reduce scan time by up to 50%, saving power and resources, and improving the patient experience.

Product life extension and product upgrades

The global refurbished medical equipment market plays a critical role in helping improve access to affordable, quality healthcare. High-quality refurbished medical equipment is a viable diagnostic imaging option for hospitals seeking to stretch their budgets by purchasing used, but still exceptionally good, equipment. There are environmental benefits from refurbishing medical imaging equipment as well. By extending the useful life of medical imaging equipment, refurbishment is a form of reuse and waste prevention, contributing to a circular economy.

Healthcare imaging equipment has traditionally had a limited lifespan. However, with technology advancements, the lifespan of equipment can be extended and enhanced to improve clinical outcomes. GE HealthCare has the capability to extend the life of our products with hardware and software upgrades.

Extending the useful life of MR scanners. One example is the life extension of MR scanners, which are in use for 12 to 15 years on average before being replaced. An MR's largest and most important component is the magnet, which has a life expectancy of more than 25 years. For eligible systems, GE HealthCare's MR Continuum program helps reset the life of its MR scanners. Using the existing magnet, the program upgrades the hardware and software around it to create a premium performance MR platform using state-of-the-art technology and the latest clinical applications. The new platforms are also made up of

more energy-conscious systems. This is accomplished with minimal disruption and at a lower cost than purchasing an entirely new system. The environmental impact of such a change is also substantially lower than replacing the magnet and enables lower energy consumption going forward. **To date, GE HealthCare field service teams have spearheaded more than 300 on-site platform updates using the existing magnet.**

Minimizing obsolescence. Another example of leveraging existing infrastructure and avoiding obsolescence is Revolution Apex, a new modular CT system design developed by GE HealthCare. Twenty years ago, new CT technologies were introduced every four to five years. Today, new solutions are introduced annually due to the accelerating pace of innovation. Consequently, CT technology is becoming obsolete more quickly than ever before—resulting in increased difficulty in keeping systems up to date. With this challenge in mind, GE HealthCare developed the new, modular Revolution Apex CT system that enables hardware scalability, allowing radiology departments and healthcare facilities to add service lines to accommodate evolving patient needs. Healthcare facilities have access to the latest technology while minimizing obsolescence and optimizing clinical capabilities.

The respective product and systems design and engineering teams are developing methodologies for measuring and quantifying the environmental opportunity afforded by these kinds of upgrades and life extensions.

Preventive, predictive, and corrective maintenance. As part of the Life Extension program, GE HealthCare leverages machine data, service history, and configuration details with secure remote access and artificial intelligence to perform preventive, predictive, and corrective maintenance. Using this information and these methods, GE HealthCare equipment is monitored regularly to maintain its ongoing ability to provide the expected quality output. We continue to work on improving our remote diagnostic and predictive capabilities, while working to improve the reliability of the process.

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.
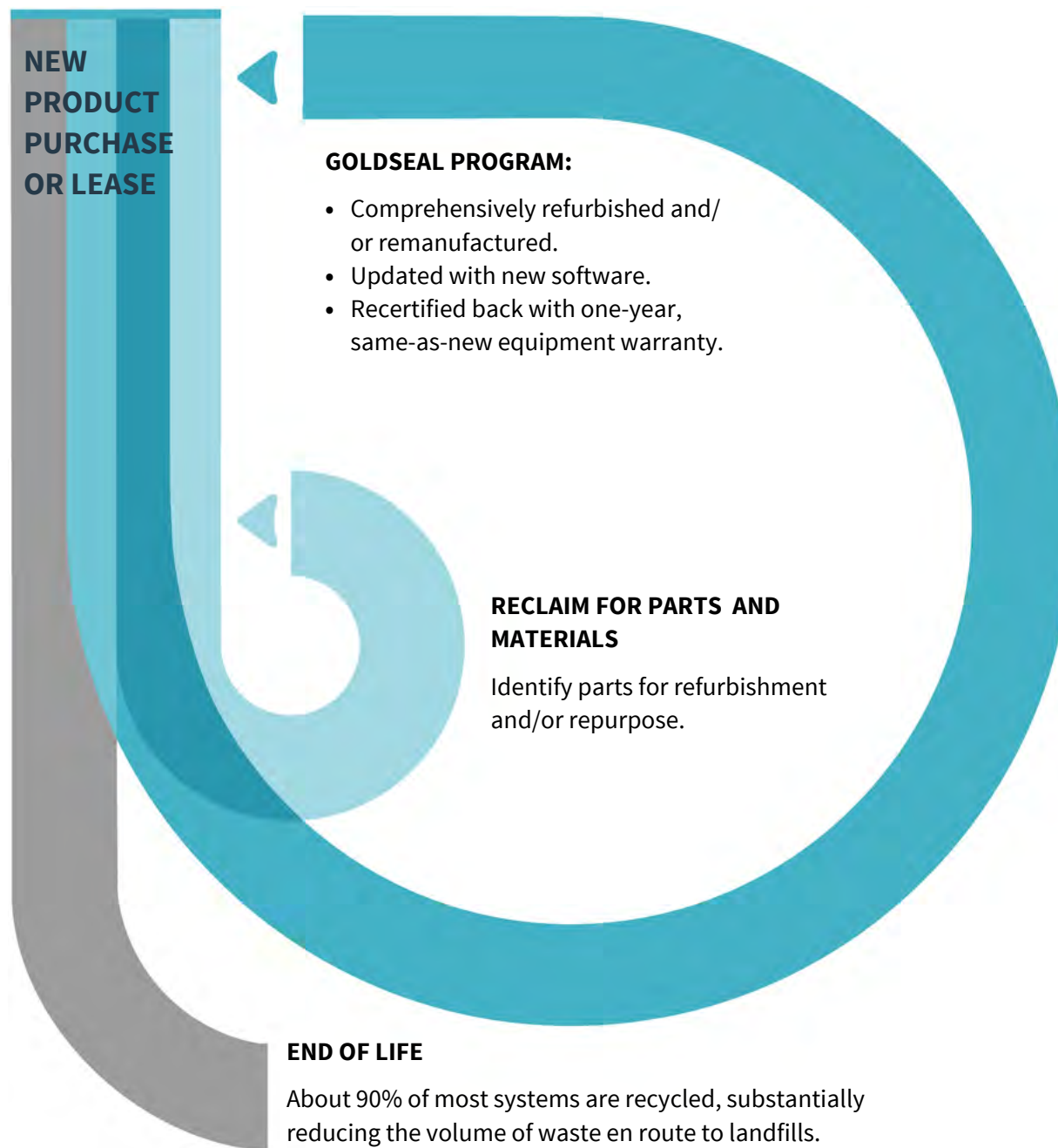
Restore to working order.

Refurbishment, harvesting, and recycling medical equipment

GE HealthCare established our **GoldSeal** program more than 20 years ago to help reduce medical imaging equipment waste by promoting and enabling the reuse of equipment and parts from de-installed imaging systems. All of GE HealthCare's MR, CT, and positron emission tomography (PET) systems are eligible for assessment at the appropriate time in their lifespans for refurbishment, harvesting, or recycling.

The GoldSeal program works by accepting trade-in equipment from GE HealthCare customers who are changing or upgrading their existing devices. In the case of GE HealthCare brand trade-ins, the equipment is taken through an extensive inspection and testing process and, if deemed reusable, is refurbished to meet the original system specifications. The equipment then receives a **GoldSeal Pre-owned Certification** and can be resold.

In the case of equipment that cannot be redeployed, either because it does not meet GoldSeal's standards or because the program has excess inventory, there are three possible courses of action. The equipment can be:

- Sold back to the market via brokers.
- Harvested for parts to be reused.
- Broken down into commodities and sold to certified recyclers who provide a recycling certificate.

NEW PRODUCT PURCHASE OR LEASE

GOLDSEAL PROGRAM:

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

RECLAIM FOR PARTS AND MATERIALS

Identify parts for refurbishment and/or repurpose.

END OF LIFE

About 90% of most systems are recycled, substantially reducing the volume of waste en route to landfills.

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

GE HealthCare

2022 Sustainability Report

Our approach

Our social impact

Our environmental impact

Our governance and accountability

Appendices

36

Our governance, ethics, and accountability

Corporate governance

In this section:

- Corporate governance
- Environmental risk management
- Political spending and lobbying
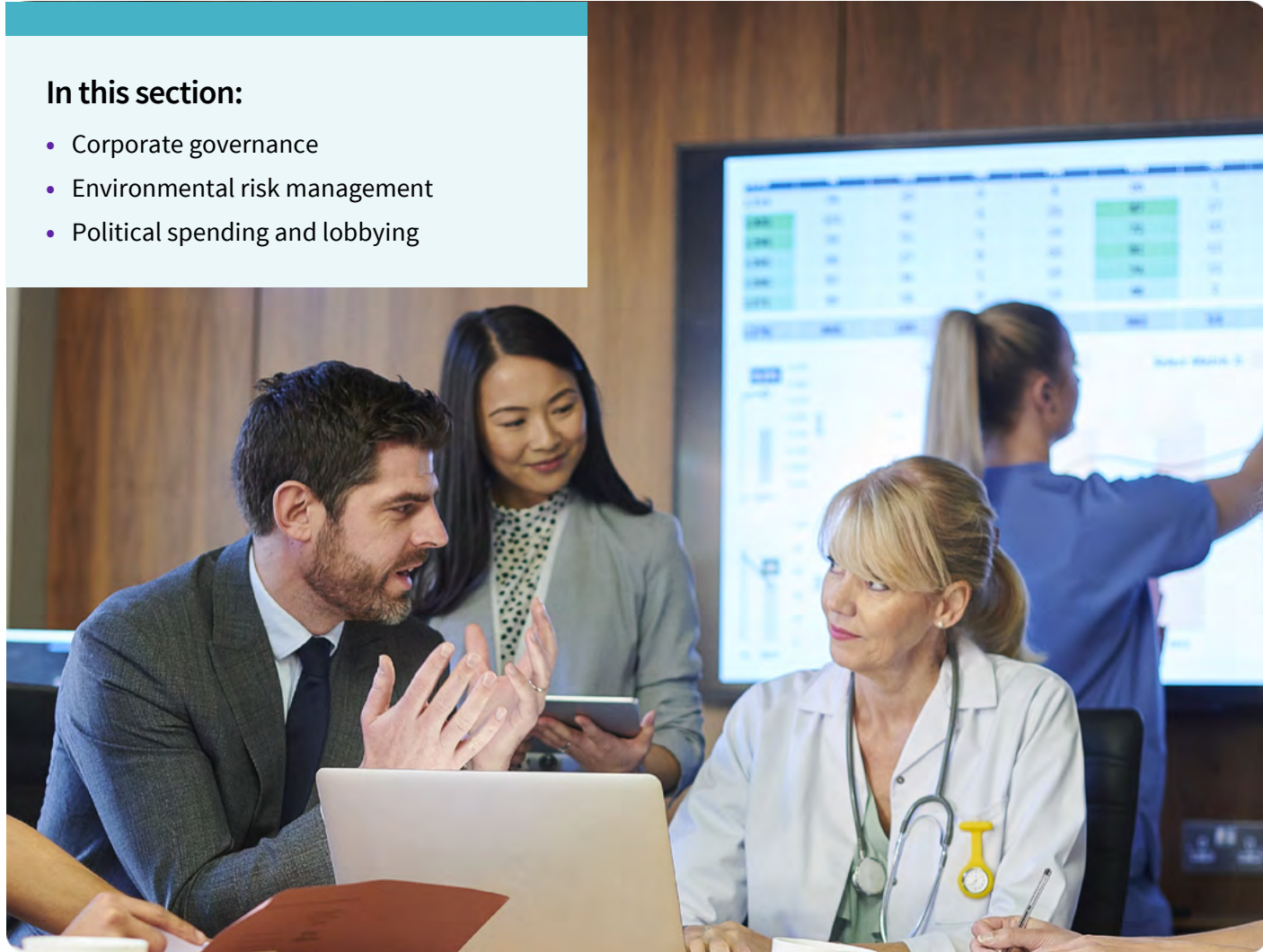
Why is this a priority?

GE HealthCare's governance framework guides our Board oversight of the company and is foundational to our sustainability program. Our commitment to good corporate governance is embodied in our Governance Principles. The Board's Nominating and Governance Committee assesses the Governance Principles on an ongoing basis in light of current practices.

How does GE HealthCare address governance?

Our Board operates effectively through a dynamic boardroom culture of independent thought and intelligent debate on critical matters. We have taken a comprehensive, year-round view of corporate governance and adopted best practices that impact our leadership structure, Board composition and recruitment, director engagement, and accountability to stockholders. Our Board and committee evaluation process allows for annual assessment of our Board practices and the opportunity to identify areas for improvement.

Corporate governance overview

GE HealthCare's commitment to good corporate governance is embodied in our Governance Principles. These principles are reviewed on an ongoing basis in light of current practices. Key practices include:

- Majority of independent directors, with a goal of at least two-thirds independent directors; eight out of 10 directors are independent.
- Annual election of all directors by majority vote.
- No supermajority provisions in governing documents.
- Strong Lead Director with clearly delineated duties.
- Lead Director oversees the Board's periodic review of its leadership structure.
- Annual Board and committee self-evaluations.
- Board-level oversight of ESG matters.
- Board refreshment mechanism (term limit of 15 years).

- Regular executive sessions of independent directors.
- Board and committees may hire outside advisors independently of Management.
- Clawback policy that applies to all cash and equity incentive awards.
- Anti-hedging and anti-pledging provisions.
- Strong stock ownership and retention requirements.
- "Overboarding" limits for directors.
- No poison pill or dual-class shares.
- Stockholder right to call special meetings (at 25%).
- Proxy access provisions.

GE HealthCare's governance framework guides the Board's oversight of the company and is outlined in our governing documents. The Certificate of Incorporation and Bylaws establish fundamental governance principles, while the Governance Principles provide additional detail on Board operations and key governance policies. The Board has three standing committees, each of which has specified responsibilities outlined in its committee charter. Our Code of Conduct, *The Spirit & The Letter,* sets forth our ethics and compliance standards for all colleagues and directors. Access our governance documents here.

The documents available are:

- Bylaws.
- Certificate of Incorporation.
- Governance Principles.
- *The Spirit & The Letter.*
- Audit Committee Charter.
- Nominating and Governance Committee Charter.
- Talent, Culture, and Compensation Committee Charter.

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. Following is a summary of the purpose of each of the committees.

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 independent auditors, the performance of the company's internal audit function, enterprise risk management, and cybersecurity risk.

Nominating and Governance Committee

Assists the Board in identifying qualified individuals to become Board members, determining the composition of the Board and its committees, monitoring a process to assess Board effectiveness, developing and implementing our Governance Principles, overseeing risks related to our governance structure, and overseeing other public issues of significance that affect investors and other key stakeholders.

Talent, Culture, and Compensation Committee

Carries out the Board's overall oversight responsibility relating to HCM, compensation, and benefits policies generally and specifically as they apply to our executives.

Enterprise Risk Management. The Board utilizes ERM as a key mechanism for understanding enterprise-level risks facing GE HealthCare and to assess the efficacy of management practices, processes, and procedures for mitigating those risks.

Management will periodically report the results of the enterprise risk assessment, including significant enterprise risks and risk management processes to the Audit Committee and/or Board.

Under GE HealthCare's ERM framework, enterprise risks are organized into broad categories of strategic, operational, financial, regulatory, or IT/digital/cybersecurity risk. We intend to conduct a full enterprise risk assessment annually, informed by existing risk assessments. The ERM assessment is based on the identification, evaluation, and mitigation of enterprise-wide risks from our segments, regions, and functions.

Risk owners will provide regular updates to facilitate ongoing monitoring and assessment of the company's risk environment. Risks identified through our risk management processes will be prioritized depending on the probability, severity, and impact of the risk, and escalated as appropriate.

Political spending and lobbying. For information on GE HealthCare's political spending and lobbying policies, please see GE HealthCare Lobbying Disclosure Policy and GE HealthCare Political Contributions Policy.

Cybersecurity and data privacy

In this section:

- Driving a secure enterprise
- Developing secure products and services
- Providing managed cybersecurity services
- Protecting patient data and privacy

Why is this a priority?

Cyberattacks are on the rise in all industries, leading to increased cybersecurity needs and expenditures. For GE HealthCare, increased cybersecurity vulnerabilities pose a risk to our systems, products, and solutions that could adversely affect our business and our ability to serve our customers optimally. Our customers are also experiencing sharp increases in cybersecurity issues and vulnerabilities of their own, independent of GE HealthCare.

We have structures and procedures in place to protect GE HealthCare's operations and facilities from cyberattacks and vulnerabilities. Our products are often connected to, or reside within, our customers' IT infrastructures. We have a responsibility to address cybersecurity within our products before and after they are purchased and put into operation by our customers.

How is GE HealthCare addressing cybersecurity?

GE HealthCare is confronting this complex challenge with a multifaceted approach. We have structured our cybersecurity organization to safeguard our enterprise. GE HealthCare embeds security features in the products and solutions we sell and maintain, and we provide our customers with easy access to all information required for optimal use of our products from a cybersecurity perspective. We also provide cybersecurity consulting and risk management services for healthcare institutions that seek these solutions.

Cybersecurity is embedded in GE HealthCare's culture; it is part of our DNA and woven into the fabric of everything we do. We have a robust program and processes to secure our own enterprise, and we also invest significantly to embed protections in our machines and equipment, starting from the product design planning stage. The Audit Committee of the Board oversees cybersecurity matters and reviews cyber risks regularly with the Chief Information Officer. Cybersecurity has also become critical in our industry from a regulatory standpoint and is essential for our customers. We introduce innovations to help the industry proactively face the growing threat of cybersecurity attacks and related breaches.

ISO 27001 compliant

In 2023, GE HealthCare received the ISO 27001 certification for our Information Security Management System (ISMS). ISO 27001 is the international standard for information security. Its framework requires organizations to identify information security risks and select appropriate controls to tackle them.

Our approach to cybersecurity is built on **four 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.	
Providing managed and consulting cybersecurity services	Helping to secure operations, systems, and data via managed services, including the Skeye solution.	

Driving a secure enterprise

Creating a secure enterprise from a cybersecurity viewpoint entails keeping GE HealthCare's colleagues, systems, and infrastructure safe from attacks on our company's data and information systems (including those that might lead to a data breach). It involves two steps:

- **Risk identification** begins with understanding the devices and equipment in use across the company, including laptops and other data devices, industrial equipment and machinery, and other risks in factories.

- **Risk mitigation** entails protecting our data and operational systems via a system of controls. We monitor and collect data about the devices and users that touch our network resources. This data is reviewed constantly for anomalies. When such anomalies are identified, they are contained and remediated. We have appropriate incident response processes in place to respond to any potential threats or incidents. We conduct regular crisis simulations within GE HealthCare.

Awareness and training

For colleagues. There are two levels of training for our colleagues:

- General Awareness Campaigns such as Cybersecurity Awareness Month, which encompassed 27 events in five languages in 2022; Identity Management Week to focus on multi-factor authentication and other identity management tools; and phishing awareness, including regular simulations and training.

- Functionally focused awareness training that is adapted for, and assigned to, specific groups within the company. Examples of groups that receive specific training are high-risk areas in engineering, factories (all factories have fire walls and other safety features and guidelines), and finance.

For suppliers. We have a third-party security program to onboard all new suppliers.

- Direct suppliers are reviewed for criticality through a third-party rating agency and, if deemed critical, are reviewed for cybersecurity and controls.

- Indirect suppliers are reviewed through software platforms; a more detailed data review is carried out if deemed necessary.

We manage supplier cyber risk by making sure the controls in place at the company are sufficient for the data GE HealthCare provides them. This is accomplished through assessments, as well as the use of third-party security services for continuous measurement.

Developing secure products and services

GE HealthCare medical devices are designed, developed, and manufactured with cybersecurity and safety in mind. Our products include cybersecurity controls and security features to provide protection against attacks. We have a mature program to deliver service required over the life of our products in a secure way.

Secure implementation of our products and solutions begins before a customer makes a GE HealthCare purchase. We provide our customers with very detailed documentation on how we secure our environments and products, how our products work, and how they should be installed in the customer's environment (including recommendations as to how the network should be configured to help protect the device, the network, and data). We also provide advice on how to use the device, recommendations for password protocols, and general recommendations for using the product safely.

We aim to maintain ongoing communication with our customers. To that end, we have established a product security portal, available to anyone who uses GE HealthCare products globally. The portal provides customers with relevant security information regarding our products, and offers detail and updates in a timely manner on applicable security issues or vulnerabilities.

# Providing managed cybersecurity services

Over the past several years, cybersecurity incidents in the global healthcare sector have increased sharply. Health delivery organizations may not have the resources or infrastructure to hire, train, and retain the talent required to address the increase of cybersecurity threats. Consequently, many customers across our markets have asked us to step in and help them with their cybersecurity needs.

GE HealthCare has developed a managed security solution in response.

Skeye is a holistic, brand-agnostic, managed service program available in the U.S. and Canada that utilizes people, process, and technology to provide visibility from a security perspective on the environment of networked medical devices.

- Risk assessment and management: The components used in helping to manage the security of the client's medical equipment encompass risk assessment to determine the risk for each client; understanding the risks and their criticality; customized service for each client; and development of a plan for the customer to manage the known vulnerabilities of the identified devices.

- Surveillance: Through our Skeye Operations team—at the center of the Skeye service—we deploy software into our client's network that provides visibility into the institution's medical device network traffic. The team continuously surveils and monitors for threats, and helps limit the impact of potential incidents.

- Vulnerability management: We identify vulnerabilities and consult with the customer to create a remediation plan.

- On-site assistance: We offer on-site cyber client service technicians, who serve as extensions of Skeye's Operations team to help secure devices.
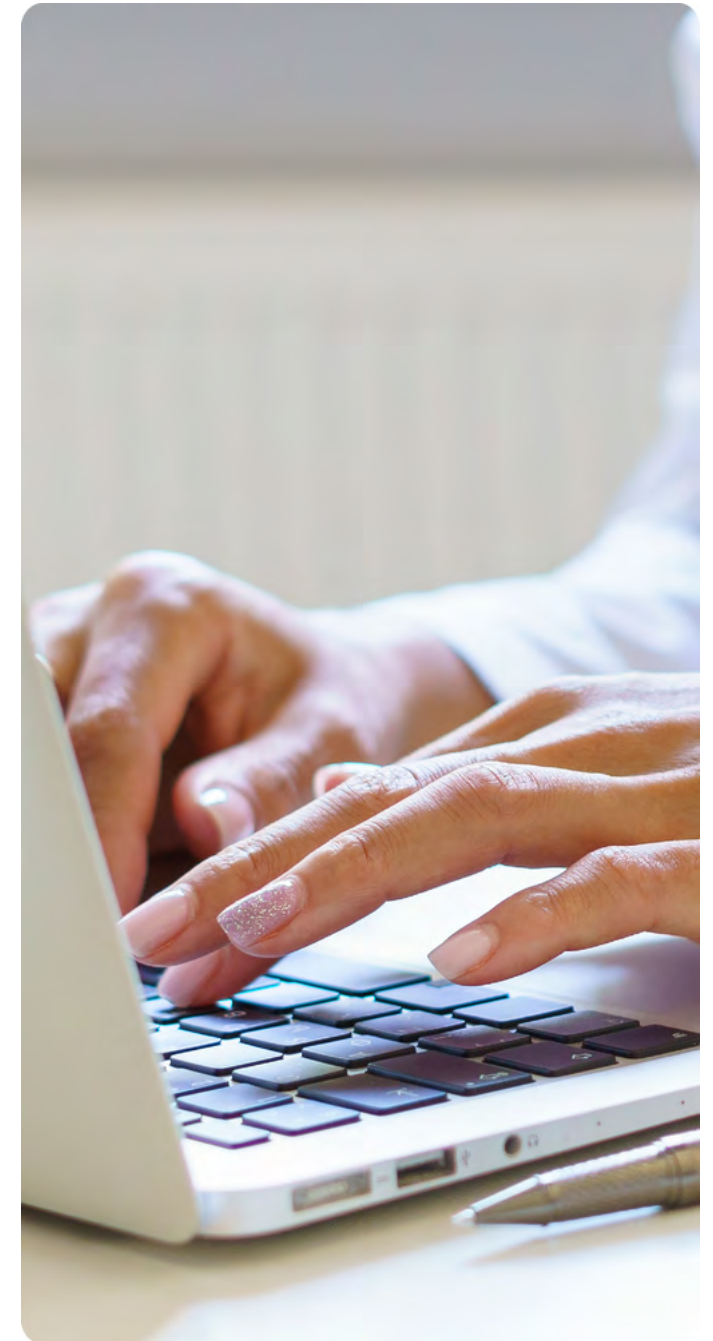
Protecting patient data and privacy

Connected healthcare is driving improved efficiency, outcomes, and new opportunities, but this evolution comes with growing vulnerabilities. A connected healthcare sector also gives rise to new data privacy considerations globally. We honor the trust our customers display when sharing their data with us, and we have an organization and associated policies, processes, and tools in place to ensure the proper use of that data.

Our data privacy program is global in scope and applies to the entire enterprise and every product and service across the business. GE HealthCare's Global Privacy Office, which owns the company's data privacy program, is led by our Chief Privacy Officer and is staffed with senior attorneys and other legal professionals with decades of experience providing legal advice and business guidance on global privacy laws and regulations and corresponding customer demands.

We have adopted a standardized approach to data privacy worldwide, based in large part on the European Union General Data Protection Regulation (GDPR) and similar privacy laws that have been promulgated in its spirit. Our approach also allows for tailoring to specific privacy laws within specific jurisdictions with different

or additional requirements, such as the Health Insurance Portability and Accountability Act (HIPAA) in the United States, the Personal Information Protection Law (PIPL) in China, and the General Personal Data Protection Law (LGPD) in Brazil. In addition, we honor commitments in our contractual arrangements with respect to the privacy and security of our enterprise and our products and services.

The data privacy strategy we have put in place for our business considers data we control and data we process, as follows:

- **Data controller**. Applicable to data that we control and determine how to use. This primarily encompasses human capital data.

- **Data processor**. Applicable to data that is entrusted to us by our customers for a specific purpose and whose use, in most cases, is legally dictated or restricted.

GE HealthCare's Privacy Policy sets forth the obligations that GE HealthCare agrees to undertake with respect to any data shared with us by customers, suppliers, and other third-party collaborators.

Ethics and compliance

In this section:

- *The Spirit & The Letter*
- Compliance programs and activities
- Education and awareness
- Compliance risk assessment and monitoring
- Human rights

Why is this a priority?

Always acting with the highest integrity is the starting point and foundation for our five Cultural Operating Principles. We hold ourselves and our colleagues to the highest ethical standards as we create a world where healthcare has no limits.

How is GE HealthCare addressing ethics and compliance?

We prioritize acting with integrity in everything we do, and our ethics underpin all of our actions and business activities. GE HealthCare's compliance organization provides structure, governance, and programs to help ensure that our ethical policies and behavior are embedded across all of our operations and business relationships.

The Spirit & The Letter

Ethics and compliance at GE HealthCare begin with *The Spirit & The Letter*, our Code of Conduct. We adopted this code from GE after the spin-off, and it embodies our promise to act ethically at all times. Reading and understanding its contents are mandatory for all colleagues. The document is published in 10 languages and is widely available to all of our colleagues and external parties.

The Spirit & The Letter outlines GE HealthCare's key business principles, provides guidelines for addressing integrity "gray areas," and details **GE HealthCare's policies** as they relate to workplace and business ethics:

- **Respectful Workplace** and **Human Rights.**
- **Win with Integrity.** Fair competition; improper payments prevention; working with governments.
- **Commercial Compliance Excellence.** Anti-money laundering; international trade compliance; quality; reporting and recordkeeping.
- **Source Responsibly.** Supplier relationships.
- **Protect Company Data.** Acceptable use; cybersecurity; intellectual property; privacy.
- **Protect Yourself and the Company.** Conflicts of interest; environment, health, and safety; insider trading and stock tipping; security.
- **Voice of Integrity.** Open reporting.

The Spirit & The Letter can be found in the [compliance section of GE HealthCare's website](#).

In addition to our company-wide Code of Conduct, our Compliance program also incorporates **The Lens, GE HealthCare's Policy for Compliance Activities in the Healthcare Industry,** which is relevant to our interactions with healthcare professionals, government officials, and institutions, as well as other policies and procedures. We certify annually to the **AdvaMed Code of Ethics** on Interactions with U.S. Health Care Professionals. We abide as well by the **PhRMA Code** on Interactions with Health Care Professionals, specifically for our Pharmaceutical Diagnostics business.

Open reporting

GE HealthCare promotes an environment in which colleagues are encouraged to raise integrity concerns through a variety of channels and to feel comfortable doing so without fear of retaliation, which is strictly prohibited. GE HealthCare maintains appropriate confidentiality of concerns and related parties, and carries out thorough and efficient investigations.

In 2022, we responded to and investigated 401 policy concerns, 83% of which were closed.*

* As of March 26, 2023.

Compliance programs and activities

GE HealthCare's Compliance organization is headed by a Chief Compliance Officer who reports to our General Counsel. The fundamental objective of Compliance at GE HealthCare is to enable growth across our segments and geographies by ensuring the proper policies and controls are in place to uphold our high ethical standards in business dealings and relationships.

To achieve this objective, the Compliance organization oversees various control programs. For example, the **Improper Payments Prevention (IPP) program** works to prevent and detect potential instances of bribery or corruption with customers, government officials, and other stakeholders across the globe. **The Dealer Compliance** vetting process involves carrying out due diligence on dealers, distributors, and other indirect third parties in GE HealthCare's value chain.

These programs address the requirements of regulations such as the U.S. Foreign Corrupt Practices Act (FCPA), the U.K. Bribery Act of 2010, and similar anti-corruption and anti-bribery laws in other jurisdictions that prohibit companies from making corrupt payments to, or otherwise engaging in, bribery of government officials. These laws apply to many of our customer interactions, as healthcare professionals in many countries are often considered government officials.

Compliance programs and activities are divided into two broad groups:

- **Global Compliance team.** At the global level, our compliance colleagues oversee and manage compliance policies, processes, and controls, and they provide effective training and communication.

This team also manages the Ombuds program (helpline), investigates concerns reported through that channel, conducts ongoing monitoring of compliance policies and controls, handles external transparency reporting obligations on value transfers to healthcare professionals and institutions, and deals with trade compliance and export controls.

- **Regional Compliance groups.** These groups are managed by four Region Leads based in GE HealthCare's U.S./Canada, EMEA, China, and Intercontinental regions. Each team partners with their respective business groups to bring the Compliance program to life by ensuring that activities and policies are real and relevant locally. The local teams launch training and communication, and they partner on commercial strategies and overall risk prevention and detection, among other areas.

The organization's senior leadership holds **regular Compliance and Risk Review Board (CRRB)** meetings with GE HealthCare's CEO and his staff across business segments, geographies, and functions. The CRRB is the regular governance mechanism for reporting to management the status of compliance programs at a global level. The Compliance group also reports regularly to the Audit Committee. These compliance reviews encompass key matters relating to compliance programs, risks, investigations that stem from the Ombuds program, and key metrics. Trends are also reviewed at these meetings and any noted risk areas, control gaps, and necessary remediation are addressed. CRRB meetings are also held regularly at the regional, sub-regional, and/or zone levels.

Education and awareness

Education and awareness are embedded in GE HealthCare's culture through a number of activities. The compliance training program has a core of nine courses. Training begins with *The Spirit & The Letter*, setting the tone for who we are as a company and the expectations for how we do business. Some training is role-based and involves only colleagues in certain functions.

- The Compliance group organizes an annual **Ethics Week**, with participation across the company that entails panel discussions with executive leadership and outside speakers, and hosts regional site-based activities for colleagues around subjects of ethics and compliance. The event in 2022 had very good turnout and engagement, and another Ethics Week is being planned for the fourth quarter of 2023.

- Compliance will also launch an **Ethical Leadership program in 2024** for people leaders and other interested parties. The idea behind the Ethical Leadership program—which is self-paced and self-taught—is to empower people with information on what compliance, ethics, and integrity mean, particularly in a company where everyone is responsible for upholding those values. The program will also tie these ideas back to the tenets of GE HealthCare's Cultural Operating Principles, bringing about a holistic view.

- The Compliance group educates dealers and distributors on applicable compliance policies.

- We organize mandatory courses in eight key areas:
  - *The Spirit & The Letter* Code of Conduct.
  - Anti-bribery.
  - Anti-corruption.
  - Anti-kickback statute (in the United States).
  - Privacy.
  - Training on employment matters such as harassment and bullying.
  - Quality issues.
  - EHS.

Compliance risk assessments and monitoring

The Compliance group's ongoing initiatives include:

- Developing an annual monitoring plan each year that is shared with the CEO and senior leadership.

- Conducting regular monitoring to avoid and identify issues. Areas monitored include anti-bribery, anti-corruption, and activities in the research space. Also, the Compliance team monitors the bigger picture of how GE HealthCare's business is mapped in each region, where the risks are, and how compliance work is tied back to those risks.

- Managing an annual compliance risk assessment process. With our spin-off, the Compliance team has launched an updated risk assessment focused on our key compliance risks as an organization working in healthcare.

- Using data and data analytics to see where something went wrong historically to predict risk in the future; this is increasingly critical to the work of the Compliance group.

Human rights

Compliance on issues related to human rights at GE HealthCare is managed by the Legal team that reports to the General Counsel. This group is responsible for advising the business on human rights related requirements and working cross-functionally to build processes to meet those requirements. The Supplier Responsibility Governance (SRG) group completes on-site audits of suppliers in high-risk countries. These audits include questions designed to assess the supplier's treatment of their employees and ascertain that they do not violate workers' rights. Training and education also include:

- Mandatory human rights training on a bi-annual basis for all members of Sourcing, Legal, and Human Resources teams.

- "Eyes always open" training for colleagues who interact directly with suppliers.

- Smaller group meetings with product and commercial groups.

For more information on our Human Rights program, please see our Human Rights Statement of Principles on our Sustainability webpage.
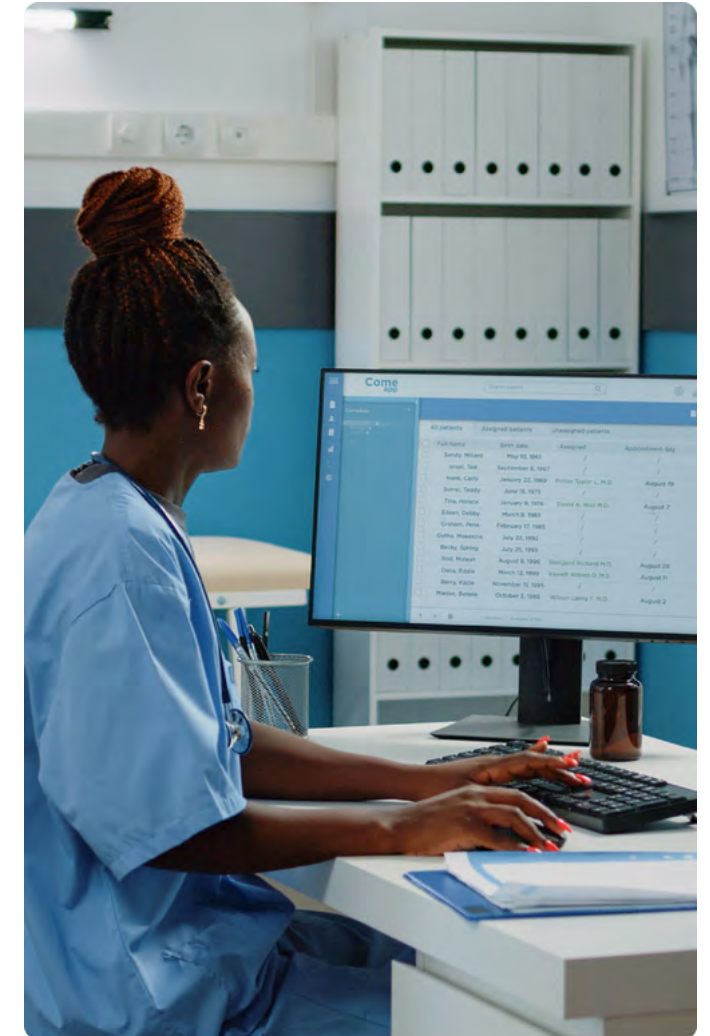
Product and service quality and safety

Why is this a priority?

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.

How is GE HealthCare addressing product and service quality and safety?

Our products and services are developed using a world-class quality system that addresses the rigorous requirements of over 160 countries and is led by a team of experienced quality and regulatory professionals located in all major markets. We believe quality is everyone's responsibility. Who we are and what we do are driven by a commitment to safety, integrity, compliance, and quality.

Quality policy and management system

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 Device Quality Management System (QMS) and Pharmaceutical QMS, as applicable.

These commitments are met by establishing, documenting, and reviewing quality objectives, shared quality culture, commitment to performance,

and unyielding integrity. GE HealthCare policy also prohibits the promotion of products off-label, and the company trains applicable colleagues accordingly.

Quality is held to the highest standard by Senior Management. Our Chief Quality and Regulatory Officer serves as GE HealthCare's quality management representative.

Moreover, our QMS incorporates all applicable international quality and regulatory standards and requirements, including (but not limited to) ISO 13485, U.S. FDA 21 CFR parts 820 and 211, NMPA Decree 739, EU Medical Device Regulation, Eudralex Volume 4 GMP, and all appropriate individual market regulatory requirements applicable to our products in the markets where we do business.

Our supply chain strives to ensure all materials, inputs, and processes used in the manufacturing of our products meet our high standards. To that end, 100% of our facilities were audited by a third party in 2022, as were 34% of our first-tier suppliers' facilities.

Continuous quality improvement

Our corrective and preventive actions (CAPA) process is an integral element of GE HealthCare's QMS. Through this process, we receive inputs from various sources such as customers, production trends, internal assessments, and literature reviews. Structured problem solving provides opportunities for efficiencies that become inputs into product development and post-market activities for continuous improvement.

The safety of our colleagues and patients is of upmost importance to our company. As outlined in *The Spirit & the Letter*, colleagues are instructed to halt work

immediately if they observe anything that compromises the safety or quality of products or services, or compliance with the applicable QMS, and notify a quality, regulatory, or compliance leader. We have implemented a daily management process of safety, quality, delivery, cost, and innovation (SQDCI). We ask our colleagues to pause before starting work to ensure they are prepared to complete work safely, follow standard work and defenses, and address safety concerns to prevent injury.
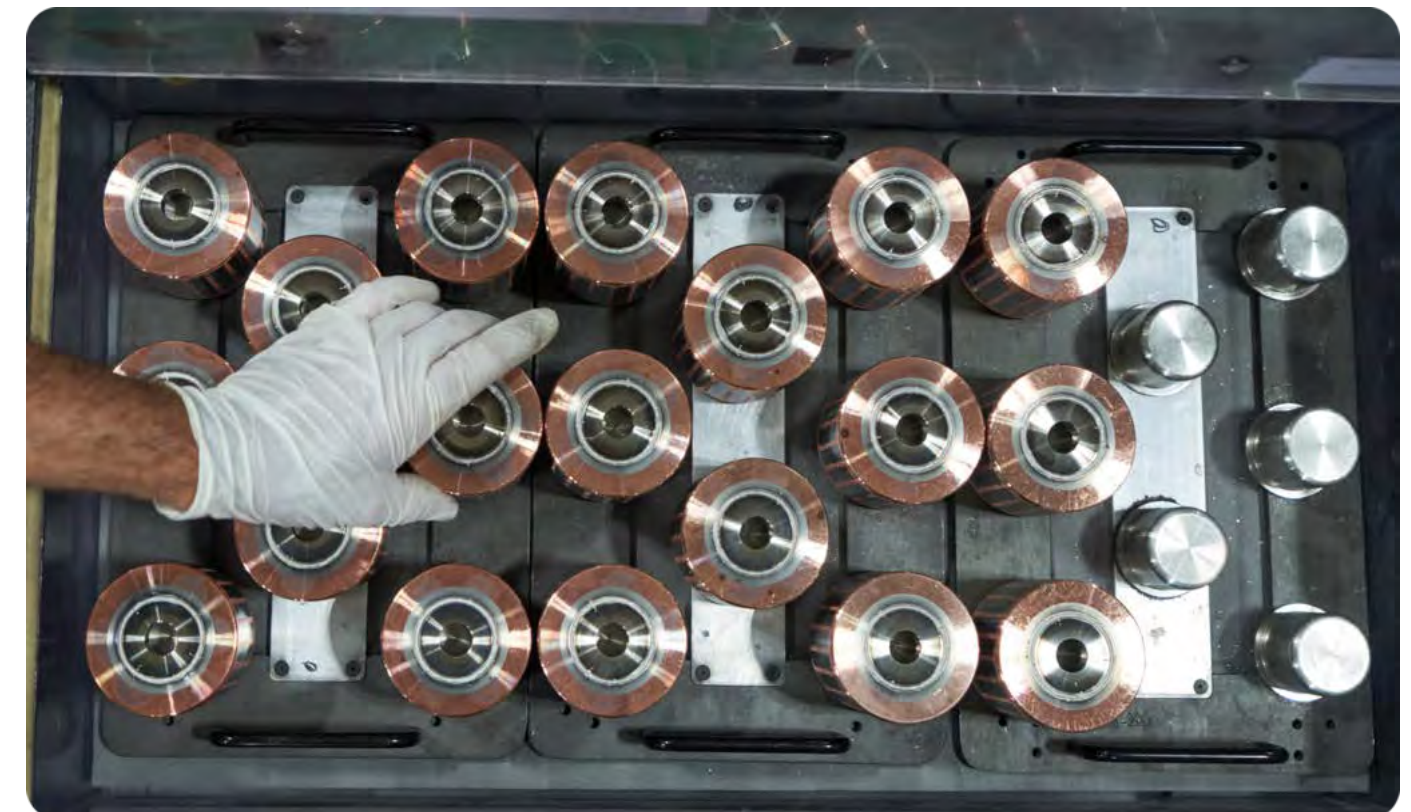
Advocacy and trade associations

We actively participate—in some cases with leadership roles—in several international trade and advocacy groups, and drive adoption of industry best practices within our organization.

These include:

- **ADVAMED**. The Advanced Medical Technology Association leads the effort to advance medical technology to achieve healthier lives and healthier economies around the world. It promotes competitive policies that foster the highest ethical standards, appropriate reimbursement, and access to international markets.

- **COCIR** (Europe and China). The European trade association represents the medical imaging, radiotherapy, health information and communication technologies (ICT), and electromedical industries. It is based in Brussels but also has a presence in China (Beijing). The organization seeks to promote the harmonization of regulatory frameworks, with a key objective to promote free worldwide trade of innovative medical technology while promoting the competitiveness of the European medical imaging, radiotherapy, electromedical, and health ICT industries.

- **NMEU**. The Nuclear Medicine Europe trade association supports the European suppliers of nuclear medicine products. Based in Brussels, its primary focus is on European Medicines Agency (EMA) activities and national authorities to lobby on key issues and requirements.

- **EANM**. The European Association of Nuclear Medicine operates alongside NMEU to develop common understanding and areas of shared interests and potential collaboration from a medicine practice and academic perspective.

- **GMTA**. The Global Medical Technology Alliance is a global trade association which implements convergent regulatory frameworks based on internationally recognized best practices and standards.

- **MITA**. The Medical Imaging & Technology Alliance is the leading U.S. trade association representing the manufacturers of medical imaging equipment, radiopharmaceuticals, contrast medical, and focused ultrasound devices. Its areas of focus are service and patient safety, artificial intelligence, cybersecurity for medical devices, trade and supply chain, and coverage reform and access.

- **DITTA**. The Global Diagnostic Imaging, Healthcare IT, and Radiation Therapy Trade Association, which advocates to increase global access to medical technology, supports the convergence of regulatory frameworks and the use of international standards, improves cybersecurity capabilities, and promotes alignment on environmental legislation, policy, and principles that guide the medical imaging device industry. It advocates at the federal and state levels on issues around manufacturing, protecting access to medical imaging via adequate reimbursement policies, and cybersecurity.

- **SNMMI**. The Society of Nuclear Medicine and Molecular Imaging is a U.S. based association that promotes science, technology, and practical application of nuclear medicine.

Ethical supply chain

In this section:

- Supplier selection criteria and onboarding
- Auditing
- Supplier Integrity Guide
- Conflict minerals
- Supplier diversity

Why is this a priority?

As a global company, our supply chain is diverse and expansive, with over $9.7 billion in annual direct and indirect spending. Suppliers are critical value chain partners, and GE HealthCare is committed to integrity and high standards of conduct in our engagement with suppliers.

How is GE HealthCare addressing the ethical supply chain?

Our commitment to an ethical supply chain is embedded in GE HealthCare's Supplier Responsibility Governance program, which builds and strengthens an ethical, sustainable, and transparent global supply chain. We actively collaborate with suppliers to drive continual improvement in their programs to advance social responsibility and environmental protection, and promote resource conservation. GE HealthCare has multiple systems and processes to onboard and track suppliers. Our supplier selection and onboarding process assesses the overall risk associated with doing business with a particular supplier. Prior to onboarding, each supplier undergoes a series of assessments as part of the "Know Your Supplier" process that screens for ethical and compliance risks. Several of these screening processes continue on a recurring basis. For regions classified as high risk, SRG audits may also be conducted.

Supplier selection criteria and onboarding

GE HealthCare has developed a structured and rigorous process for selecting the right suppliers with whom to partner across our business. Several teams within our company participate in driving the supplier lifecycle process and management, including Operational Excellence, Vitality, Supplier Quality and Development, EHS, Legal, and Commercial teams. These teams work together to establish and monitor that our suppliers conform to GE HealthCare standards and requirements, and take the necessary steps to minimize and mitigate supplier risks.

In choosing suppliers, we employ an initial screening process that includes an assessment of our supplier candidates on applicable risks, such as the use of conflict minerals, human rights, ethical and other controversies, governance and business ethics, and environmental impact. The overarching question we attempt to answer prior to onboarding a new supplier, as well as granting additional business, is: "Do we want to do business with this organization or person?" During the initial phase of the selection process, we also identify any potential risk factors that a supplier candidate may present, such as capability, quality, performance, and/or financial risks. We use a number of internal and third-party tools and platforms to collect and analyze data for assessing supplier risk. These assessments and surveys are based on risk, total spend, types of parts or services supplied, and material/part complexity. GE HealthCare actively partners with several third parties and has developed internal capabilities to further incorporate these expectations into the supplier selection processes.
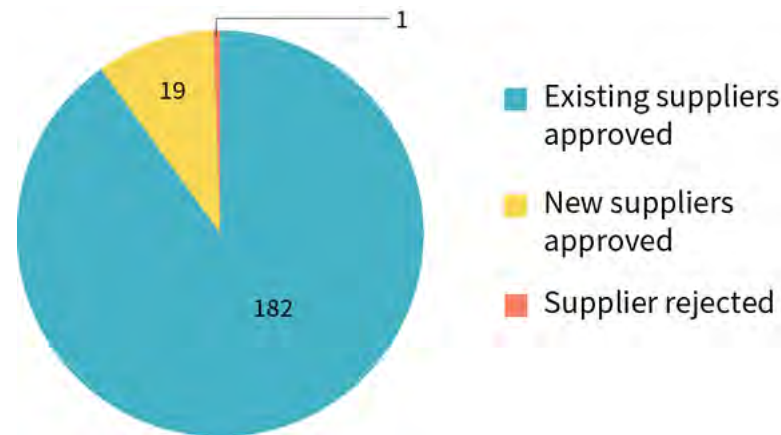
Auditing

GE HealthCare uses a rigorous, risk-based auditing program to assess a new supplier's conformance to our quality and SRG requirements prior to onboarding. The continued compliance and improvement of existing suppliers is monitored using on-site audits at a frequency of one to five years based upon the supplier's risk profile. For all such audits, any identified issues must be rectified by the supplier in a timely manner and tracked to closure with verification of the elimination or mitigation of such risks. GE HealthCare will suspend or terminate a supplier relationship if serious issues are identified, and/or a supplier fails to meet the agreed corrective action plan.
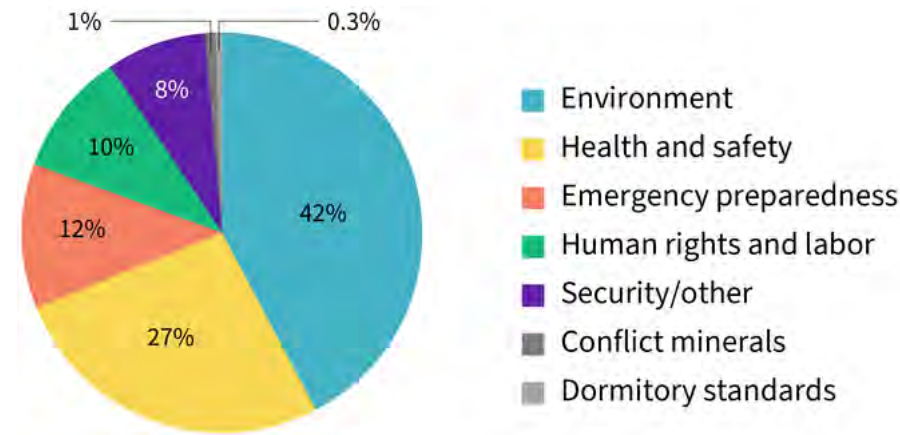
During on-site audits, we have an **"eyes always open" policy** when interacting with suppliers, with the ability to report any incidents either anonymously or directly (non-anonymously). These issues span ethical, safety, quality, and general risks. The relevant training for Supplier Quality (SQE) and Sourcing teams conducting audits is provided in the GE HealthCare Learning Management System. It is important to note there are several types of audits conducted by various disciplines across GE HealthCare and not all audits are applicable to every supplier. The figure below summarizes the 2022 annual SRG audits. These audits are conducted based on supplier's geographic region, as well as several other weighted risk factors.

Audit outcome

- Existing suppliers approved — 182
- New suppliers approved — 19
- Supplier rejected — 1

Findings by risk area

- Environment — 42%
- Health and safety — 27%
- Emergency preparedness — 12%
- Human rights and labor — 10%
- Security/other — 8%
- Conflict minerals — 1%
- Dormitory standards — 0.3%

Audits by region

- Intercontinental — 56%
- China — 37%
- EMEA — 6%
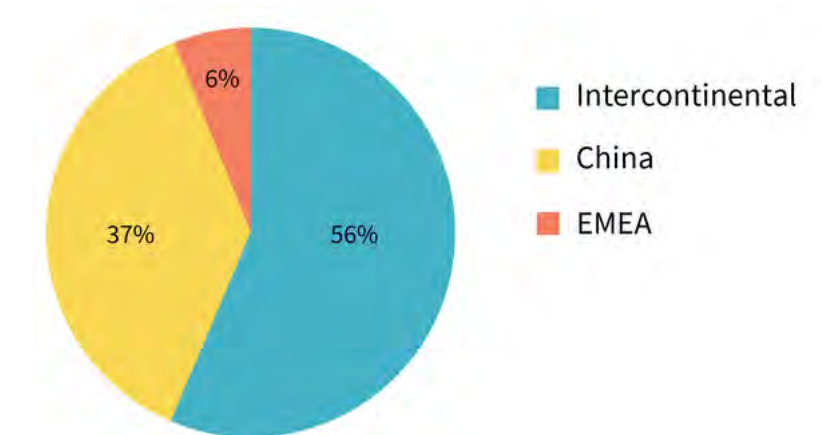
Supplier Integrity Guide

The GE HealthCare Integrity Guide for Suppliers, Contractors, and Consultants (Supplier Integrity Guide) is provided to all suppliers in all contracts and purchase orders and sets the expectations for doing business with GE HealthCare.

The Supplier Integrity Guide stipulates our suppliers must comply with all applicable laws, provide a safe and healthy work environment, meet our quality standards, and meet GE HealthCare's standards of ethical conduct (relating to human rights, a safe and healthy workplace, the fair treatment of workers, environmental protection, and resource conservation). GE HealthCare prohibits suppliers from using child, prison, forced or indentured labor, and subjecting workers to any form of compulsion, coercion, or human trafficking. First-tier suppliers and designated sub-tier suppliers are contractually required to commit to the Supplier Integrity Guide as a part of GE HealthCare's purchase order, as well as cascade the Supplier Integrity Guide requirements to sub-tier suppliers.

A full list of required legal compliance, conflict mineral and responsible sourcing, and occupational health and safety management requirements for GE HealthCare suppliers can be found here.

For more information on GE HealthCare's policies regarding human rights, please see the preceding section of this report.

Hazardous materials and conflicts minerals

Reporting hazardous materials and conflict minerals. GE HealthCare is responsible for reporting usage of any hazardous materials as part of Restriction of Hazardous Substances (RoHS)/REACH and other country and/or customer directed requirements. We annually report on conflict materials and are committed to eliminating any substances that directly or indirectly finance or benefit armed groups. As part of both of these efforts, we have ongoing work in the following areas:

- Establishing a centralized database for all suppliers to help GE HealthCare keep track of, and comply with, substance regulations globally, in compliance with RoHS certifications and conflict mineral regulations.

- Seeking, through our suppliers, to identify per- and polyfluoroalkyl substances (PFAS), also known as "forever chemicals," in the inputs of our products via BOMCHEK, a web-based tool that enables the information provided to us by our suppliers to automatically flow to our product development departments.

- Monitoring our conflict mineral use (including use of a third party to address this issue across our supply chain) to comply with annual reporting to the Responsible Minerals Initiative.

- Conducting an annual assessment of the supply chain and surveying a significant portion of the supplier base regarding tin, tantalum, tungsten, and gold (3TG) usage.

- Conforming to the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from conflict affected and high-risk areas.

The annual GE Conflict Minerals Report describes the latest due diligence performed and steps taken to mitigate the risk of 3TG benefiting armed groups being used in GE HealthCare products; the products that might contain 3TG originating from covered countries (Democratic Republic of Congo or adjoining country); and information about the processing facilities and countries of origin of 3TG used in those products. More information can be found in the 2022 GE Conflict Minerals Report here.

GE HealthCare has partnered with a third party to survey suppliers in order to establish a clear baseline on a number of environmental factors. We are excited to be intensifying our efforts with our suppliers to drive the right projects and innovations to meet our collective goals. As part of our commitment to the SBTi, we shared our overall vision and direction with many of our strategic suppliers, including an ambition that suppliers representing the top 70% of our spend commit to science-based targets.

Ongoing work with suppliers to baseline and establish global environmental improvement targets

In 2022, our Global Sourcing group established a Sustainable Sourcing team, developed a sustainability sourcing roadmap, and instituted quarterly reviews on GE HealthCare's progress on climate risk reduction goals.

Supplier diversity

We are dedicated to providing a Supplier Diversity program founded on fair and equitable procurement principles. We are seizing the opportunity to rethink, redefine, and/or reiterate the practices and structures in place for promoting diversity across our supply chain, as well as supply base.

In 2023, GE HealthCare formed a formal Supplier Diversity Council to intensify our supplier diversity efforts and further integrate supplier diversity into our supplier selection processes. We intend to launch a supplier diversity portal to bring new diverse suppliers into our portfolio, as well as capitalize on business with existing diverse suppliers.

To maintain the integrity of our Supplier Diversity program, we require a diversity certification from our diverse suppliers to confirm ownership, operation, and control of their businesses. We continue to work to identify diverse suppliers to be considered for partnership to meet our needs across the business.

Supplier diversity roadmap

Organizational alignment
Gain alignment around the policy, processes, and internal goals.

Supplier development
Mentor and train diverse suppliers.

Increase partnerships with diverse suppliers
Integration in GE HealthCare sourcing supplier selection process.

Leadership commitment
Commitment to strategy for use of diverse suppliers in our sourcing operations.

Metrics
Government, commercial, GE HealthCare overall, and business level metrics/reporting.

Appendices

Independent audit report for carbon emissions

LRQA Independent Assurance Statement

Relating to GE HealthCare's GHG Emissions Assertion for the Calendar Years 2021 and 2022

This Assurance Statement has been prepared for GE HealthCare in accordance with our contract.

Terms of Engagement
LRQA was commissioned by GE HealthCare Technologies Inc.'s (GE HealthCare) to provide independent assurance of their greenhouse gas (GHG) emissions inventory ("the Inventory") for the calendar years (CY) 2021 and 2022 against the assurance criteria below to a limited level of assurance and materiality of the professional judgement of the verifier 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 manufacturing, warehousing, and distribution center 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) GHG emissions; and
  - Energy indirect (Scope 2) GHG emissions

Our assurance engagement excluded the data and information of GE HealthCare's suppliers, contractors and any third-parties mentioned in the inventory.

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 professional judgement of the verifier.

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[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 2

Table 1. Summary of GE HealthCare's GHG Emissions for CY 2021 and CY 2022

Scope	Category	CY 2021	CY 2022	Unit
Scope 1 Emissions	Direct	117,475	118,841	mt CO₂e
Scope 2 Emissions	Location-Based[1]	180,451	180,011	mt CO₂e
	Market-Based[1]	174,451	122,914	mt CO₂e

Note 1: Scope 2, Location-based and Scope 2 Market-based are defined in the WRI/WBCSD GHG Protocol, 2015.

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; and
- verifying historical GHG emissions data and records at an aggregated level for calendar years 2021 and 2022.

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.

Signed

Dated: August 8, 2023

Derek Markolf
LRQA Lead Verifier
On behalf of LRQA, Inc.
2101 CityWest Blvd, Houston, TX 77042
LRQA reference: UQA00002269

Page 2 of 2

Key performance indicators

Supplier governance		
Supplier Responsibility Governance (SRG) data		
Number of global SRG audits*		220
Total suppliers approved		201
New suppliers	19	
Existing suppliers	182	
Supplier from acquisition		0
Total suppliers rejected		1
New suppliers	1	
Existing suppliers	0	
Supplier from acquisition		0
Total finding		919
Percentage of findings per category		
Health and safety		27%
Environment	42%	
Emergency preparedness	12%	
Human rights and labor	10%	
Dormitory standards	0.3%	
Conflict minerals	1%	
Security / other	8%	

Audits per region	
USCAN	—%
Intercontinental	56%
China	37%
EMEA	6%

Safety	
Injury and illness total recordable rate*	0.34
Days away from work incident rate	0.13
Fatalities - employees	0
Fatalities - contractors	0

Environmental performance	
ISO 14001 operations	43
ISO 45001 operations	42
ISO 50001 operations	23
Global penalties paid (USD in thousands)	6
Spill and release reportable events	2
Total freshwater usage (cubic meters)	1,660,885

* Some suppliers had multiple audits in 2022.

* 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.

Air exceedance reportable events		3
Wastewater exceedance reportable events		7

Compliance and ethics		
Policy concerns raised		401
Policy concerns closed[1]		333
The Spirit & The Letter acknowledgement		99.7%

Diversity, equity, and inclusion / Human capital		
Voluntary attrition rate		
Professional band and above attrition		8.4%
Training		
Training completions		4,892,060
Pay equity		
Global gender pay equity		100%
U.S. ethnically diverse pay equity		101%
U.S. Black/African American pay equity		100%
Global women representation		
Women representation in leadership[2]		34.2%
YOY change		3.8%
Women representation, professional[3] employees		33.7%

YOY change	0.5%
Women representation, all employees	32.1%
YOY change	0.4%
U.S. workforce data	
% Disability	2.4%
% Veteran status	9.9%
U.S. leadership data	
% Asian	13.8%
YOY change	0.1%
% Black/African American	2.1%
YOY change	-1.1%
% Hispanic/Latino	6.0%
YOY change	0.3%
% American Indian/ Alaska Native	0.2%
YOY change	0.0%
% Native Hawaiian/Pacific Islander	0.0%
YOY change	0.0%
% Multiracial	1.4%
YOY change	-0.4%
% Total racial and ethnic minority	23.6%
YOY change	-1.1%

[1] As of March 26, 2023.

[2] Leadership is executive band (mid-level management) employees and above.

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

U.S. professional data	
% Asian	12.1%
YOY change	-0.1%
% Black/African American	4.5%
YOY change	0.4%
% Hispanic/Latino	6.2%
YOY change	0.2%
% American Indian/Alaska Native	0.3%
YOY change	0.0%
% Native Hawaiian/Pacific Islander	0.2%
YOY change	0.0%
% Multiracial	1.9%
YOY change	0.2%
% Total racial and ethnic minority	25.1%
YOY change	0.8%

U.S. all employee data	
% Asian	10.5%
YOY change	0.2%
% Black/African American	7.2%
YOY change	0.5%
% Hispanic/Latino	8.3%
YOY change	0.4%
% American Indian/Alaska Native	0.4%
YOY change	0.0%
% Native Hawaiian/Pacific Islander	0.2%
YOY change	0.0%
% Multiracial	2.2%
YOY change	0.1%
% Total racial and ethnic minority	28.6%
YOY change	1.4%

Climate change and energy	2019 (baseline year)	2020	2021[4]	2022[5]
Total GHG emissions (metric tons of CO_2 equivalent, market based)	329,461	294,042	291,926	241,754
Scope 1 emissions (metric tons of CO_2 equivalent)	137,254	119,550	117,475	118,841
Scope 2 emissions (metric tons of CO_2 equivalent, market based)	192,207	174,852	174,451	122,914
Scope 2 emissions (metric tons of CO_2 equivalent, location based)	197,717	179,818	180,451	180,011
Percentage renewable				8.5%
Percentage of EVs in fleet				15%
Operational energy use (MWh)				1,014,345
Total electricity (MWh)				524,125
Total renewable energy (MWh)				85,917
Bioenergy (metric tons of CO_2)				1,456
CO_2 (metric tons)				111,689
CH_4 (metric tons of CO_2 equivalent)				112
N_2O (metric tons of CO_2 equivalent)				619
HFCs (metric tons of CO_2 equivalent)				4,261
PFCs (metric tons of CO_2 equivalent)				1,788
SF_6 (metric tons of CO_2 equivalent)				1

Product design and lifecycle management	
Imaging systems reuse weight (kg)	3,783,136
Ultrasound (USCAN) reuse weight (kg)	358,579
Ultrasound (EU) reuse weight (kg)	147,042
Total reuse weight (kg)	5,149,177
Imaging systems landfill weight (kg)	331,705
Ultrasound (USCAN) landfill weight (kg)	15,642
Ultrasound (EU) landfill weight (kg)	938
Total landfill weight (kg)	348,335
Imaging systems total weight (kg)	4,114,841
Ultrasound (USCAN) total weight (kg)	374,221
Ultrasound (EU) total weight (kg)	147,981
Total weight (kg)	5,497,511

[4]   Data audited by third party; see Independent Audit Report for more information.

[5]   Data audited by third party; see Independent Audit Report for more information.

SASB index

Table 1. Sustainability disclosure topics and accounting metrics

Topic	Accounting Metric	Category	Unit of measure	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	Quantitative	Ratio	HC-MS-240a.1	GE HealthCare does not disclose this data. Expanding affordability and access to healthcare for underserved populations around the world is one of GE HealthCare's priorities. See our Expanding access to healthcare section.
	Description of how price information for each product is disclosed to customers or their agents	Discussion and analysis	n/a	HC-MS-240a.2	Our customers are healthcare providers and researchers, including public, private, and academic institutions. We deploy a global multi-channel commercial model consisting of 10,000 sales professionals and a network of approximately 5,200 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, which could include sales incentives, discounts, returns, chargebacks, group purchasing organization fees, rebates, or credits. See Sales and Distribution Model and Revenue Recognition sections in the 2022 Form 10-K.
Product safety	Number of recalls issued, total units recalled	Quantitative	Number	HC-MS-250a.1	In 2022, GE HealthCare had 21 FDA Class I or II recalls. See our Product and service quality and safety section.
	List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database	Discussion and analysis	n/a	HC-MS-250a.2	See the MedWatch Safety Alerts for Human Medical Products database here.
	Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience	Quantitative	Number	HC-MS-250a.3	We report all data as required by the FDA. Manufacturers and device user facilities must report information that reasonably suggests a medical device may have caused or contributed to a fatality or serious injury. In 2022, 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 (CGMP), by type	Quantitative	Number	HC-MS-250a.4	During fiscal year 2022, there were zero FDA enforcement actions taken in response to violations of current Good Manufacturing Practices. See our Product and service quality and safety section.

Topic	Accounting Metric	Category	Unit of measure	Code	Response or location
Ethical marketing	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	Quantitative	Presentation currency	HC-MS-270a.1	In the normal course of our business, we are involved from time to time in arbitrations; 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 2022 Form 10-K. No legal proceedings associated with false marketing claims are disclosed in the 2022 Sustainability Report or Form 10-K.
	Description of code of ethics governing promotion of off-label use of products	Discussion and analysis	n/a	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 business segments—Medical Devices and Pharmaceutical Diagnostics. GE HealthCare's Compliance program includes a Code of Conduct (*The Spirit & The Letter*), The Lens (GE HealthCare's Policy for Compliance Activities in the Healthcare Industry), 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 on Interactions with U.S. Health Care Professionals and abides by the PhRMA Code of Ethics on Interactions with Health Care Professionals, as applicable and relevant to the two business segments. Section 10 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 meet demand for sustainable products	Discussion and analysis	n/a	HC-MS-410a.1	See our Hazardous materials and conflicts minerals section.
	Total amount of products accepted for take-back and reused, recycled or donated, broken down by: (1) devices and equipment and (2) supplies	Quantitative	Metric tons (t)	HC-MS-410a.2	Asset recovery and buy-back programs recovered approximately 6,700 units of imaging and ultrasound machines in 2022, leading to 5.15 million kilograms of reused material. The refurbished equipment is redeployed only after it meets pre-specified quality standards. See our Refurbishment, harvesting, and recycling medical equipment section.

Topic	Accounting Metric	Category	Unit of measure	Code	Response or location
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	Quantitative	Percentage (%)	HC-MS-430a.1	100% of GE HealthCare's facilities and 34% 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 within the distribution chain	Discussion and analysis	n/a	HC-MS-430a.2	See our Supplier selection criteria and onboarding section and Supplier Integrity Guide.
	Description of the management of risks associated with the use of critical materials	Discussion and analysis	n/a	HC-MS-430a.3	See our Hazardous materials and conflicts minerals section.
Business ethics	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Quantitative	Presentation currency	HC-MS-510a.1	In the normal course of our business, we are involved from time to time in arbitrations; 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 2022 Form 10-K. No legal proceedings associated with bribery or corruption are disclosed in the 2022 Sustainability Report or Form 10-K.
	Description of code of ethics governing interactions with healthcare professionals	Discussion and analysis	n/a	HC-MS-510a.2	GE HealthCare's Code of Conduct (*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 Ethics and compliance section for more information.

Table 2. Activity metrics

Activity Metric	Category	Unit of Measure	Code	Response or location
Number of units sold by product category	Quantitative	Number	HC-MS-000.A	Number of units sold are not disclosed but revenues by segment are disclosed. 2022 revenue by product category (in millions): Imaging: $9,985; Ultrasound: $3,422; PCS: $2,916; PDx: $1,958; and other: $60. See our four business segments here.

TCFD index

Topic	Recommended disclosure	Response or location
Governance: Disclose the organization's governance around climate-related risks and opportunities.	a. Describe the board's oversight of climate-related risks and opportunities.	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 our Sustainability governance and priorities page and Climate change section.
	b. Describe management's role in assessing and managing climate-related risks and opportunities.	GE HealthCare management has primary responsibility for the practices, processes, and procedures to proactively and comprehensively manage risks. Management will conduct a full enterprise risk assessment annually, with enterprise risks organized into broad categories of strategic, operational, financial, regulatory, or digital/cybersecurity risk. For more information on the ERM program, see page 22 of our 2023 proxy statement and Enterprise risk management section of this report. In addition to the ERM program, GE HealthCare has a Climate Council composed of members from a wide cross section of the company that is responsible for the company's approach to climate change. For more details on the Climate Council, see our Climate change section of this report.
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 term.	GE HealthCare has manufacturing, assembly, and pharmaceutical production in 43 facilities across 17 countries, and conducts global R&D efforts in 18 countries that include both developed and emerging markets. GE HealthCare also has a robust and diversified supply chain across our product portfolios. These factors can lessen the business impact from climate-related physical risks. GE HealthCare is conducting a comprehensive assessment of our physical and transition climate-related risks and opportunities, which is expected to be completed by the end of 2023. This work will be followed by scenario modeling and climate transition planning. The outcome of the climate assessment is expected to be shared in the 2023 Sustainability Report.
	b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	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 Report Hub. These collaterals cover specific products and describe how the products contribute to a reduction in environmental impact . See Environmentally conscious design for more information. Further information on the impact of climate-related risks and opportunities will be provided in the company's 2023 Sustainability Report after the climate assessment is complete.
	c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	GE HealthCare will be conducting scenario modeling and is expecting to provide information related to these scenarios and the resilience of GE HealthCare's strategy in the 2023 Sustainability Report.
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.	GE HealthCare's ERM process, which includes the identification and assessment of climate-related risks, is described on page 22 of our 2023 proxy statement and in our Enterprise risk management section of this report.
	b. Describe the organization's processes for managing climate-related risks.	For a description of how key risks are managed, see page 22 of our 2023 proxy statement and Enterprise risk management section of this report. For more details on our strategy to reduce Scope 1 and 2 greenhouse gas emissions by 50% and achieve net zero by 2050, see our Climate change section of this report.
	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 into our ERM program. For more information, see page 22 of our 2023 proxy statement and Enterprise risk management section of this report.

Topic	Recommended disclosure	Response or location
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 Scope 1 and 2 emissions. See our Climate change section of this report and page 58 of the key performance indicators in the appendix.
	b. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	See our Climate change section of this report and page 58 of the key performance indicators in the appendix.
	c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	See our Climate change section of this report and page 58 of the key performance indicators in the appendix.

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," 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; 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; the ability to attract and/or retain key personnel and qualified employees; the global COVID-19 pandemic and its effects on our business; maintenance and protection of our intellectual property rights; the impact of potential information technology, cybersecurity, or data security breaches; compliance with the various legal, regulatory, tax, and other laws to which we are subject and related changes, claims, or actions; ability to control increases in healthcare costs and any subsequent effect on demand for our products, services, or solutions; the impact of potential product liability claims; environmental, social, and governance matters; our ability to successfully complete strategic transactions; our ability to operate effectively as an independent, publicly traded company and achieve the benefits we expect from our spin-off from General Electric Company; and the incurrence of substantial indebtedness in connection with the spin-off and any related effect on our business. Please also see the "Risk Factors" section of our Annual Report on Form 10-K and any updates or amendments we make in future filings. There may be other factors not presently known to us or which 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 2022 Annual Report on Form 10-K and other filings with the Securities and Exchange Commission.

Feedback for GE HealthCare

We appreciate the perspectives and input from all our stakeholders. As this is our inaugural sustainability report, we invite comments and suggestions on how we can better communicate our programs. You can contact us at GEHC.ESG@ge.com.