



# 2025 Sustainability Report

Creating a world where  
healthcare has no limits

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# Message from Peter J. Arduini, President and CEO

## Dear stakeholders,

The year 2025 marked meaningful progress for GE HealthCare that underscored our purpose to create a world where healthcare has no limits. We advanced care delivery through smarter technologies, deeper collaborations, and a culture grounded in integrity and accountability. As a result of our increased innovation investment<sup>1</sup> since the spin-off from the General Electric Company, which now operates as GE Aerospace (GE), we entered an innovation renaissance. We launched significant new products and solutions for advanced imaging, pharmaceutical diagnostics, artificial intelligence (AI), cloud, and software designed to help improve patient outcomes, expand access to care, and support health systems in achieving greater efficiency and resilience. We will continue the momentum throughout 2026 and beyond.

Our people are the driving force behind GE HealthCare's success. We reinforced our culture of belonging, expanded training in health and safety and AI, and advanced professional development programs that empower colleagues to lead with purpose and deliver for our customers—always with the highest integrity.

We continue to embed environmental stewardship across our value chain and advance actionable roadmaps for each of our emission reduction goals. In 2025, we recorded a 30% reduction in Scope 1 and 2 greenhouse gas (GHG) emissions and an 8% reduction in Scope 3 GHG emissions from our 2022 baseline, demonstrating measurable progress toward reducing our environmental impact and supporting sustainable growth.

Customer expectations for environmentally conscious design (ECD) and circularity continue to rise. In response, we continue to expand product offerings with energy-saving features, extending the useful life of

magnetic resonance imaging (MRI) systems through upgrade programs and scaling refurbishment, reconditioning, and recycling activities. In 2025, we added over 20 new imaging and ultrasound products to the GoldSeal™ portfolio.

Strong governance and ethical practices underpin how we innovate and operate. Safety is foundational to everything we do, and we maintain rigorous standards for design, manufacturing quality, and layered cybersecurity and data protection. We apply the same discipline to AI, advancing responsible AI practices through governance, transparency, and oversight to support safe, fair, and explainable clinical decision-making.

Reflecting our progress, GE HealthCare was named as one of Fortune's 2026 World's Most Admired Companies™ and one of The Wall Street Journal's Best Managed Companies of 2025. I am incredibly proud of our teams for delivering intentional innovation for customers, patients, and communities worldwide.

GE HealthCare is leading a new era of innovation, highlighted by a collaborative approach to co-creating integrated solutions that connect diagnostics, therapeutics, and digital ecosystems to help healthcare providers and clinicians deliver more precise, efficient, and accessible care for all.

Sincerely,



**Peter J. Arduini**  
President and CEO

*“Intentional innovation is advancing our progress in sustainability by delivering solutions that expand access, enable better patient outcomes, and strengthen healthcare systems.”*



<sup>1</sup> Innovation investment includes research and development expense plus engineering costs for design follow-through on new product introductions and key product lifecycle maintenance subsequent to the initial product launch reported within cost of revenues.

# About GE HealthCare

GE HealthCare Technologies Inc. (GE HealthCare) is a leading global healthcare solutions provider of advanced medical technology, pharmaceutical diagnostics, and AI, cloud, and software solutions that help clinicians tackle the world's most complex challenges.

GE HealthCare is leading a bold new wave of innovation focused on elevating patient care and driving growth across its businesses. Backed by over \$5 billion in innovation investment<sup>1</sup> since the spin-off from GE, this era is defined by advances in AI, cloud-native platforms, next-generation imaging, and radiopharmaceuticals that are reshaping precision care across disease states.

## Our extensive reach

**1B+**

patients served annually

More than

**160**

countries with customers

Approximately

**5M+**

installed base equipment

**\$20.6B**

revenue in 2025

Approximately

**54,000**

colleagues

Topped the U.S. Food and Drug Administration (FDA) list with

**115**

AI-enabled medical device authorizations as of 2025 in the United States<sup>2</sup>

## Our segments<sup>3</sup>



### Imaging

includes five product lines and associated service capabilities: molecular imaging (MI), computed tomography (CT), magnetic resonance (MR), women's health, and X-ray.

#### Innovation

Designed to enhance MRI scans across a wide range of clinical applications, Sonic DL™ for 3D expands the SIGNA™ MR deep learning portfolio to support 75% of exams.<sup>4</sup>



### Advanced Visualization Solutions

serves customers across two core areas: specialized ultrasound and procedural guidance.

#### Innovation

The ultra-premium Vivid™ Pioneer cardiovascular ultrasound system enhances speed and image quality, improving diagnostic confidence and workflow efficiency.



### Patient Care Solutions

serves care teams and healthcare systems across multiple patient care needs, including monitoring solutions and life support solutions.

#### Innovation

Carestation™ 850, our next-generation premium anesthesia delivery system, is designed to help care teams adapt to evolving clinical and operational needs.<sup>5</sup>



### Pharmaceutical Diagnostics

develops and produces two types of imaging agents: contrast media and radiopharmaceuticals.

#### Innovation

Flyrcado™ (flurpiridaz F 18 injection) is an injection positron emission tomography (PET) myocardial perfusion imaging agent approved in the United States for use in adult patients with known or suspected coronary artery disease.<sup>6</sup>

<sup>2</sup> [Artificial Intelligence-Enabled Medical Devices, FDA.](#) →

<sup>3</sup> In April 2026, GE HealthCare announced organizational and reporting structure updates, including the combination of its Imaging and Advanced Visualization Solutions businesses into a new segment, Advanced Imaging Solutions. As a result, the segment structure presented in this report reflects the prior reporting framework used for 2025 financial disclosures and may not align with the company's go-forward segment reporting. [Read full press release.](#) →

<sup>4</sup> Data on file, 2024. REF-06122. Sonic DL 3D clinical coverage.

<sup>5</sup> Carestation 850 is 510(k) pending at the FDA. Not available for sale in all regions.

<sup>6</sup> Availability of products may vary by market and is subject to regulatory and commercial factors.

# Sustainability at GE HealthCare

## Conversation with our sustainability leader

### What role does sustainability play in GE HealthCare's long-term value creation strategy?

Our sustainability strategy is rooted in our purpose to create a world where healthcare has no limits. As an interconnected set of priorities informed by our culture and our commitment to operate responsibly, this strategy focuses on building trust, resilience, and innovation that ultimately supports patients, customers, and communities.

Our priority, enabling access to care, is central to who we are and what we do. We are passionate about helping more people in more places benefit from high-quality healthcare. Alongside that, delivering safe and secure products is non-negotiable. We embed product and service safety and quality into everyday decisions, fostering a culture of trust for patients and clinicians.

Our commitment to environmental stewardship reaches across our operations and value chain, as we collaborate with our customers and suppliers to meet shared sustainability goals. Recognizing the broader links between health and the environment, we play an important role as an innovator and technology partner.

Finally, by cultivating a workplace of inclusion and belonging, we're empowering our colleagues to bring their best and advance our purpose with the highest integrity.

### In what ways does GE HealthCare help its customers advance their own sustainability goals?

GE HealthCare supports customers through its products and services as well as its role as a long-term collaborator. On the product side, the company is innovating to help customers lower their environmental impact without compromising clinical performance. That includes energy-saving modes on imaging systems, innovations that reduce GHG emissions from anesthetic gases, and lifecycle extension programs that keep equipment in use longer.

Equally important is our role as a trusted collaborator throughout the equipment lifecycle. Our goal is to support customers in maximizing their investments, helping them manage resources thoughtfully and advance more circular, resilient healthcare systems.

### What is your perspective on GE HealthCare's sustainability efforts in the years ahead?

In a period of rapid geopolitical, technological, and economic change, we remain steady in our focus. We are staying the course on our sustainability strategy, with an emphasis on strengthening GE HealthCare's long-term resilience.

We continue to incorporate sustainability across our business while selectively investing in areas of growing importance to our stakeholders. This includes advancing ECD, scaling responsible AI practices, and strengthening ethical, sustainable procurement across our global supplier network.

While there is more work ahead, we are making disciplined progress. Our goal is for sustainability to drive growth and resilience while delivering better health outcomes for people and the planet.



**Kelvin Sanborn**  
Global Head of Sustainability

# Our sustainability strategy and priorities

## Double materiality assessment

Our double materiality assessment (DMA) identified and evaluated the ways that our business affects the environment and society (impact materiality) and how sustainability factors influence our financial performance (financial materiality).<sup>7</sup> This process included desktop research, interviews with subject matter experts, value chain reviews, and close collaboration with internal teams and senior leaders to identify and assess material topics. We integrated the insights from the DMA into our existing priority topics. In 2025, we refreshed this assessment to validate our priorities and confirmed that our priority topics remain the same.

### Our priority topics

- Access to healthcare
- Climate action and resiliency
- Circular economy and product lifecycle
- Health, safety, and well-being
- Sustainable procurement and human rights
- Respectful and inclusive workplace
- Geopolitical stability
- Product and service safety and quality
- Company culture
- Ethics and compliance

### ► UN Sustainable Development Goals

To learn more about how GE HealthCare implements the UN Sustainable Development Goals (SDGs) throughout its operations, see the [Appendices section](#). →

Our sustainability strategy is integrated throughout our business and underpinned by responsible governance practices. As we work to deliver on our purpose to create a world where healthcare has no limits, we will continue to adjust this strategy while we grow and adapt to changing stakeholder expectations.

### Enable access to quality healthcare for more patients

We aim to enable earlier, better, and faster diagnosis and treatment for more patients.

- Broaden access to quality healthcare.
- Improve healthcare delivery through clinician training.



### Cultivate a workplace where all colleagues can thrive

We seek to foster an inclusive environment for our colleagues that represents the communities we serve.

- Lead with a safety-first mindset.
- Advance progress on our Culture and Belonging strategy.
- Attract and develop the best talent.



### Build a more sustainable, healthier future

We work to decarbonize across the value chain to create a healthier environment and a more resilient future.

#### — Leading objectives —

- Achieve net zero by 2050.
- Reduce GHG emissions and pollutants.



### Advance sustainable practices throughout the product lifecycle

We incorporate environmental considerations into the development of our products to support a circular economy.

- Optimize energy use and decrease emissions from our products.
- Expand product and parts circularity reuse programs.
- Partner with suppliers on sustainable procurement.



### Deliver safe and secure products and services

We develop innovative products and services with a patient-first focus that is grounded in safety and integrity.

- Develop safe and reliable products.
- Further AI capabilities that are aligned with our responsible AI strategy.



<sup>7</sup> For the purposes of this report, "materiality" 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 law.

# Stakeholder engagement

We remain committed to transparent engagement through a variety of initiatives. These valuable insights inform our continuous improvement efforts.

Stakeholder	2025 engagement	2025 outcomes
<b>Colleagues</b>	Daily interactions with managers; annual performance reviews and mid-year checkpoints; quarterly town halls with leadership; departmental team meetings; colleague engagement surveys; Ombuds hotline; careers webpage (for future colleagues); Next Generation Resource Groups (NGRGs).	We conducted pulse surveys with a sampling of colleagues to track the health of our culture. Of our eligible colleagues across all locations, 98% completed an annual performance review, and each completed an average of 34 hours of training.  <a href="#">Cultivate a thriving workforce →</a>
<b>Customers</b>	Education and training; communication with Sales, Marketing, and Service teams; participation in industry events and conferences.	We worked with customers to develop products through market trend analysis, direct feedback, customer roundtables, advisory boards, and pilot programs. We also engaged through structured sustainability industry collaborations and advisory initiatives, including participation in the Collaborative for Healthcare Action to Reduce MedTech Emissions (CHARME) and the National Academy of Medicine, to align with broader industry sustainability goals.  <a href="#">Advance sustainability across products →</a> and <a href="#">Deliver safe and secure products →</a>
<b>Communities</b>	Donations of equipment; community engagement to address health access; local site-specific processes to address complaints and concerns.	Through the Powering Milwaukee Forward initiative, in collaboration with the Charles Antetokounmpo Family Foundation, we reached nearly 12,000 families, expanding access to essential services in underserved communities.  <a href="#">Enable access to healthcare →</a>
<b>Government bodies and policymakers</b>	Engagement with government agencies and authorities overseeing the healthcare sector; advocacy through industry associations and our Advocacy Network grassroots program.	We joined OR.NET e.V., an organization dedicated to advancing device integration and interoperability in medical technology, and released a series of U.S. state-level economic impact reports highlighting our role as a major manufacturing employer and innovation partner.  <a href="#">Operate responsibly →</a>
<b>Suppliers</b>	Regular dialogue from initial screening to onboarding and auditing by our Sourcing team; annual Supplier Summit; Supplier portal, including training and other resources.	We engaged with approximately 300 suppliers during our annual Supplier Summit, covering key topics such as environmental sustainability, human rights, AI, and our Quality Management System (QMS).  <a href="#">Advance sustainability across our products →</a>
<b>Stockholders</b>	Regular engagement with investors and analysts, including quarterly calls, public filings and reports, investor roadshows and conferences, and annual meeting of stockholders.	We attended several investor healthcare conferences, some with global participants.  <a href="#">Operate responsibly →</a>

# Sustainability governance

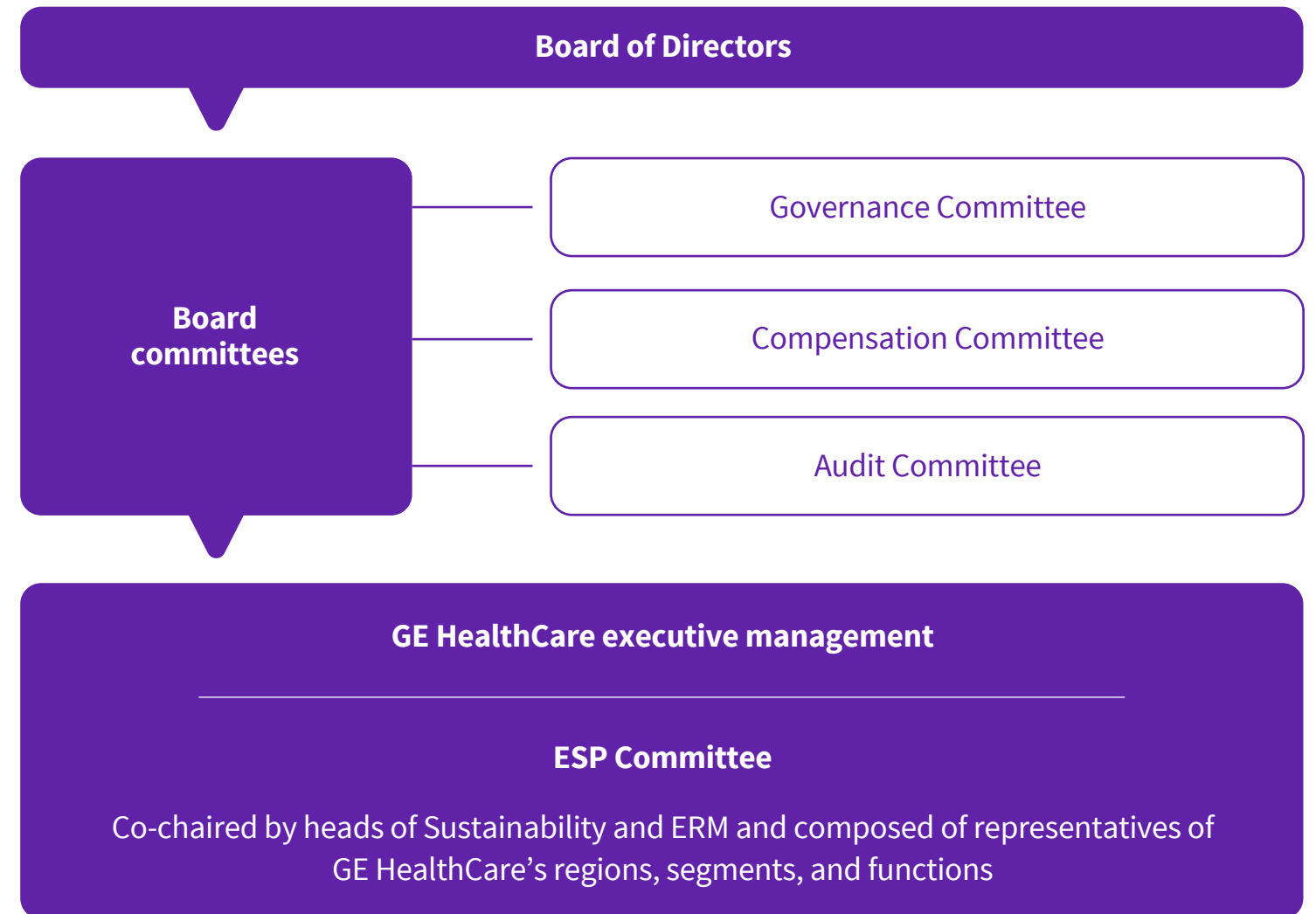
The **Board of Directors** (the Board) oversees our sustainability efforts, which are aligned with our corporate strategy. The Board receives regular updates, including through its committees, which have defined oversight responsibilities:

- The **Nominating and Governance Committee** (the Governance Committee) oversees the company’s enterprise risk management (ERM) framework; quality assurance and regulatory matters; public policy initiatives, including political contributions and lobbying; human rights; and environmental, health, and safety (EHS) matters, including climate-related matters.
- The **Talent, Culture, and Compensation Committee** (the Compensation Committee) oversees human capital management-related matters, including culture, belonging, and workplace environment.
- The **Audit Committee** oversees cybersecurity risk.

At the management level, the **Enterprise Stewardship Program (ESP) Committee** is responsible for oversight of strategy execution and for maintaining transparency with internal and external stakeholders.

GE HealthCare also has a number of management committees and councils that oversee specific issues. More information about these bodies is included in each section of this report.

## GE HealthCare’s sustainability governance structure



For more information about the Board and each of the committees, see our [2026 Proxy Statement](#) →

# Year in review



## Enable access to healthcare

### Broaden access to quality care

Launched **Indonesia's first CT scanner** production facility in Bogor.

### Improve healthcare delivery through clinician training

Trained more than **206,000** healthcare professionals.



## Cultivate a thriving workforce

### Lead with a safety-first mindset

Of our operational sites and service regions, **100%** completed an EHS assessment.

### Advance progress on our Culture and Belonging strategy

Connected more than **11,000** colleagues through NGRGs.

### Attract and develop the best talent

Named to Fortune's 2026 **World's Most Admired Companies™** list.



## Build a sustainable future

### Achieve net zero by 2050

Reduced our Scope 1 and 2 GHG emissions by **30%** and reduced Scope 3 emissions by **8%** compared to our 2022 baseline.

### Reduce GHG emissions and pollutants

Increased our renewable energy usage to **29%**.



## Advance sustainability across our products

### Optimize energy use and decrease emissions from our products

Developed **product-level emission reduction roadmaps** to prioritize features that reduce the emissions footprint of our products for customers.

### Expand product and parts circularity programs

Added over **20** new products to the GoldSeal portfolio.

### Partner with suppliers on responsible sourcing

Of our targeted suppliers, **44%** have completed a sustainability assessment.



## Deliver safe and secure products

### Develop safe and reliable products

Of our eligible facilities, **100%** underwent third-party quality audits.

### Further AI capabilities that are aligned with our responsible AI strategy

Launched our **first responsible AI training module** to upskill colleagues using AI tools.

Information about the recognitions we received is [here](#). →



# Enable access to healthcare

## How are we enabling access to healthcare?

As a leading global healthcare solutions innovator, we know that access to quality and affordable care is essential to healthier communities and stronger economies. GE HealthCare strives to deliver innovative, patient-centered technologies that bring advanced care to remote and underserved areas. We also support healthcare access through professional training and equipment donations. Separately, the GE HealthCare Foundation funds social impact initiatives that advance healthcare access.

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### 2025 highlights

Trained more than **206,000** healthcare professionals

Provided **\$1 million** in grants to support 10 nonprofits in Milwaukee

Opened **Indonesia's first CT scanner** production facility

Awarded **\$140,000** through Colleague Resource Groups (CRGs) to community-based organizations

Delivered **8** fully equipped neonatal intensive care units (NICUs) in Iraq

Impacted nearly **12,000** families in Milwaukee by addressing maternal health disparities and chronic disease management

### Leading objectives

- Broaden access to quality care.
- Improve healthcare delivery through clinician training.

# Focused approach to access

We aim to enable earlier, better, and faster diagnosis and treatment for more patients. Our commitment to improving global access to quality healthcare is built on three pillars:



## Innovative products and solutions

We deploy mobile and remote technologies, AI-powered tools, and cost-effective solutions that help deliver advanced care where it is needed most.



## Clinical education

We provide training and education that equip healthcare professionals to use technology effectively, enhance clinical capability, and improve patient outcomes.



## Philanthropy

Through donations and partnerships, we help address social determinants of health, support healthcare infrastructure, and strengthen community well-being.

## Governance

The **Governance Committee** oversees our charitable and educational programs. Our regional teams evaluate local priorities and implement responsive initiatives.

## Policies and related links

- [GE HealthCare Foundation](#) →
- [Powering Milwaukee Forward](#) →
- [Education webpage](#) →

## Innovation at GE HealthCare:

**>\$5B**

in innovation investment since spin-off from GE<sup>1</sup>

More than

**13,400**

patents granted globally

More than

**9,400**

product regulatory approvals in 2025

Approximately

**11,100**

colleagues working in science and engineering

# Innovative products and solutions

At GE HealthCare, we are helping advance access to care by delivering innovative solutions that connect patients, providers, and technology. Our investments in expanding mobile and remote solutions, applying AI-driven insights, and offering cost-efficient options help healthcare systems bring high-quality care within reach of more people worldwide.

## Mobile and remote applications

GE HealthCare's mobile and remote technologies bring advanced diagnostics directly to patients, expanding access to care where it was once limited or unavailable. These innovations enhance the patient experience while improving clinical efficiency and collaboration. Our more compact, AI-enabled systems, such as portable ultrasound devices, support less experienced users and enable flexible, high-quality care in homes and rural clinics.

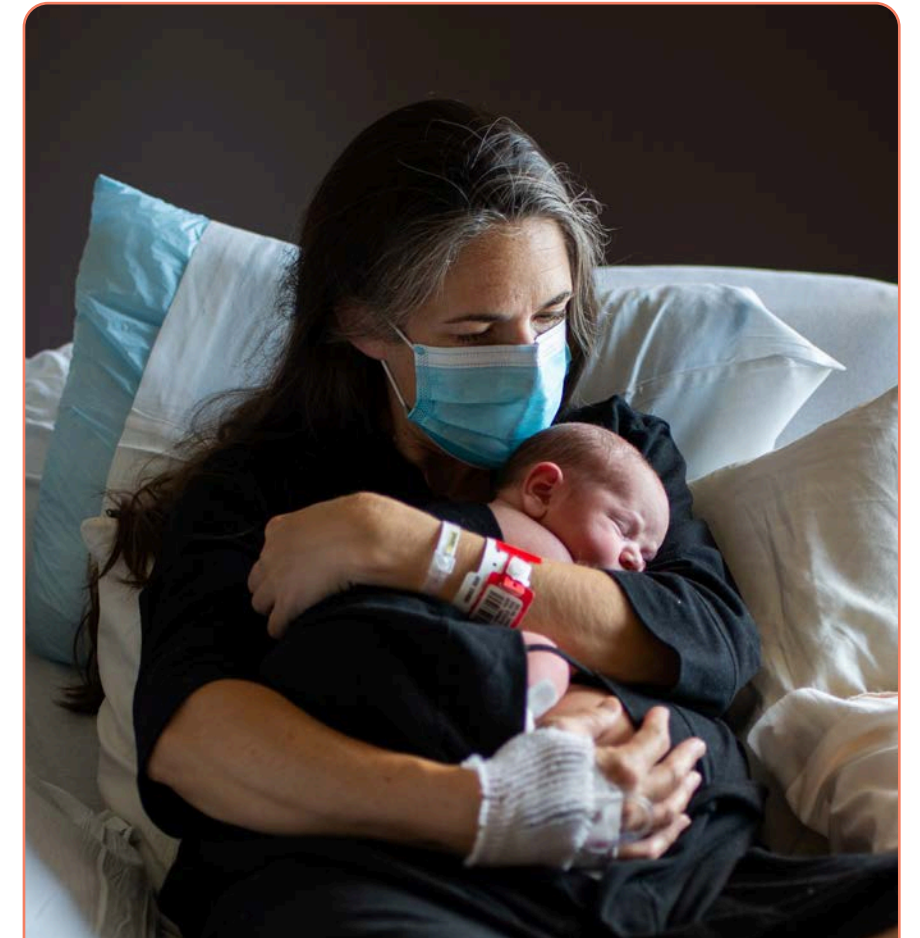
### A snapshot of some of our mobile and remote solutions

- **Vscan Air™ SL with Caption AI™** is transforming access to cardiac imaging by enabling access to high-quality ultrasound assessments across a wide variety of care settings. This compact, tablet-based device with wireless probes combines advanced imaging and real-time AI guidance, expanding care settings to ambulances, rural clinics, and other point-of-care environments. In 2025, Vscan Air SL devices were deployed in community-led clinics in Ethiopia. Additionally, the Midwife-Assisted Monitoring and Assessment of Cardiovascular Disease program is training thousands of healthcare professionals and midwives in Ghana to use the Vscan Air SL device.
- The **nCommand™ Lite<sup>8</sup>** remote scanning solution is a multimodality platform (MRI, CT, PET/CT) designed for the low-bandwidth environments that are common in remote or rural locations. It enables remote experts to support local technologists in real time, guiding protocol adjustments, training, and complex exam workflows—all while the local team retains full control of managing access. In 2025, GE HealthCare announced a strategic collaboration with Starvision to implement remote scanning in Germany using Imaging 360 Remote powered by nCommand Lite.
- Our **MUSE™ Cardiology Information System<sup>9</sup>** centralizes and streamlines the management of cardiac data, enabling clinicians to access critical patient information. By integrating with AliveCor® KardiaMobile® 6L device<sup>10</sup>—an at-home, medical-grade electrocardiogram (ECG) tool—MUSE allows patients to record medical-grade ECGs from home or other remote locations. In 2025, Hannover Medical School became the first institution to implement this integration, marking a key milestone in expanding connected, remote cardiac monitoring.

<sup>8</sup> nCommand Lite is a trademark of IONIC Health and is manufactured by IONIC Health. Imaging 360 Remote is a commercial offering that can include nCommand Lite or Digital Expert Access by GE HealthCare. Not available for sale in all regions.

<sup>9</sup> MUSE Cardiology is 510(k) cleared. Not available for sale in all regions.

<sup>10</sup> AliveCor and Kardia are trademarks of AliveCor, Inc.



In 2023, GE HealthCare received a \$44 million Gates Foundation grant to develop AI-assisted ultrasound tools that help clinicians quickly and accurately detect maternal, fetal, and respiratory conditions. The project aims to expand access to high-quality care in low- and middle-income countries and other underserved communities. See the [Responsible AI section](#) → for details on how we are using AI-assisted technology.

# Infrastructure development

Enhancing local healthcare infrastructure is another way that we are broadening access to care. GE HealthCare helps healthcare systems lower costs and improve speed of delivery through essential technologies to reach more patients. Many of these infrastructure development projects also include training for local workers.



### Indonesia's first CT scanner production facility

Together with PT Kalbe Farma Tbk, through its subsidiary Forsta, GE HealthCare launched Indonesia's first CT scanner production facility in Bogor.



### Collaboration on new clinics and hospitals in Zambia

In Zambia, GE HealthCare collaborated on the design of new clinics and hospitals, aiming to bring essential healthcare services closer to underserved communities. The project added 108 primary care clinics that included 2,815 new hospital beds and 120 maternity wards.

### Manufacturing facilities in India and Egypt

Through our joint venture Wipro GE HealthCare, we significantly expanded our manufacturing operations in India. Additionally, we are collaborating with Egypt's Ministry of Health and Population and the Egyptian Authority for Unified Procurement to launch a new production facility in Cairo for ultrasound and surgical C-arms.



### NICUs for Iraq

GE HealthCare, in partnership with the Iraqi Ministry of Health, delivered eight fully equipped NICUs that feature our advanced life support technologies. These are the first of 22 NICUs planned throughout Iraq.



### Collaboration on new clinics and hospitals in the Ivory Coast

In the Ivory Coast, GE HealthCare collaborated with Allied Infrastructure and Missionpharma on building new clinics and hospitals to improve access to maternal and infant care. We supported the addition of 62 primary care clinics, 4,480 hospital beds, and 36 maternity wards. We also trained more than 300 medical staff.



# Cost-effective solutions

As we work toward our purpose of creating a world where healthcare has no limits, we recognize that affordability is often a barrier to access. That is why we deliver cost-effective solutions that bring advanced healthcare within reach for more patients worldwide. To help providers stay current without replacing equipment, we offer scalable and upgradable technologies such as Smart Subscription, which provides continuous access to the latest software capabilities.

Our GoldSeal program helps providers working within tight budgets access reliable, high-quality imaging systems through refurbished and reconditioned equipment.

See the [Advance sustainability across our products section](#) → for details on GE HealthCare upgrades and the GoldSeal program.

# Clinical education

GE HealthCare supports healthcare professionals through robust education and training across patient monitoring, advanced ultrasound, and CT technologies. Our flexible combination of online and in-person courses helps healthcare professionals worldwide deepen their knowledge, regardless of location. This approach enables them to harness the full potential of medical technology, improving efficiency, advancing patient outcomes, and narrowing healthcare access gaps across regions.

## Training centers and programs

In 2025, our initiatives included the following:

- GE HealthCare provided an educational grant to the European School of Radiology to harmonize radiological training programs across Europe and the Middle East. In 2025, our sponsorship of the Visiting Professorship Program supported 12 sessions with an average of over 90 participants each, enhancing access to advanced radiological education and encouraging sub-specialization in diagnostic imaging.
- Through a multiyear educational training grant, GE HealthCare and the International Atomic Energy Agency are advancing nuclear medicine expertise in lower- and middle-income countries. Training courses at University Hospital Zurich have supported around 20 participants on hybrid image interpretation (PET/CT and PET/MRI) since 2023.

**25**

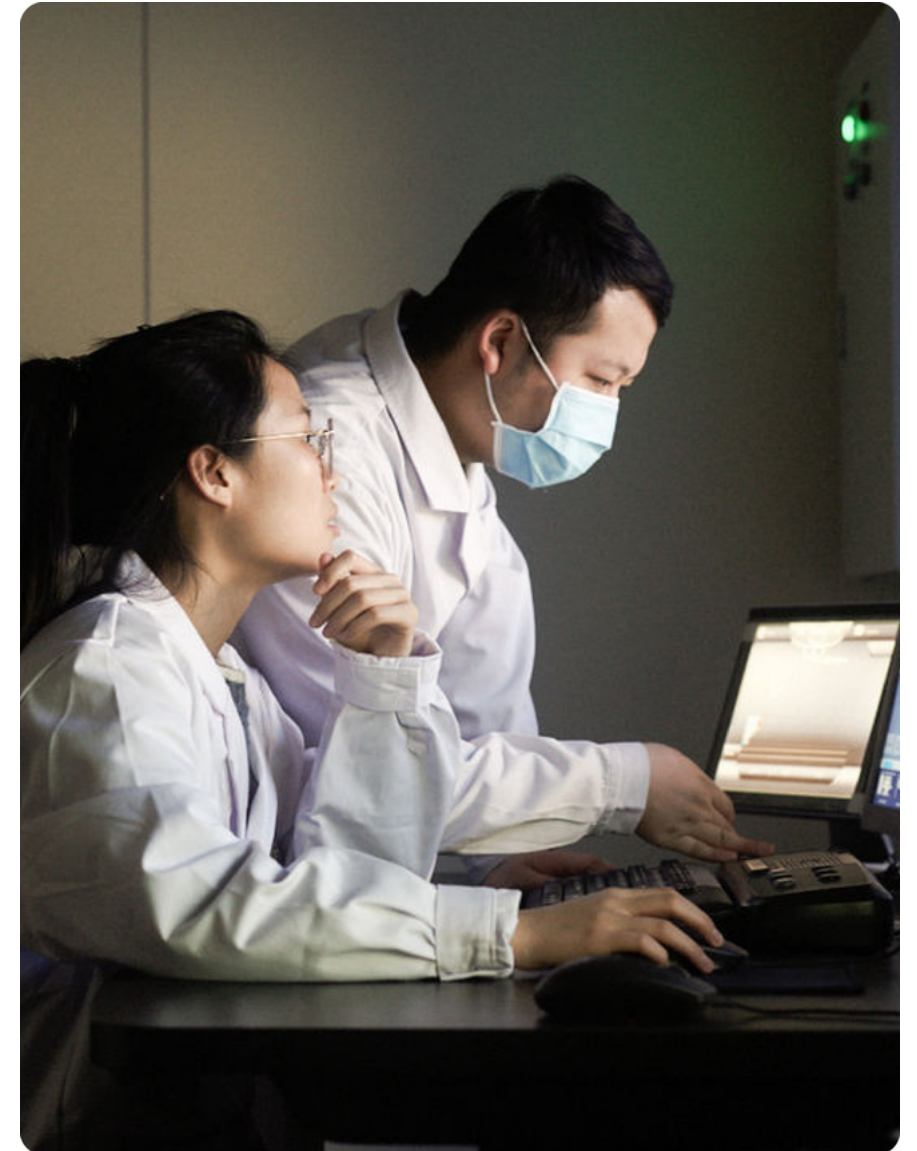
training locations around the world

**>206,000**

healthcare professionals trained in 2025

**>20,000**

subscribers to Digital Academy, our self-learning management system for customers in Europe, the Middle East, and Africa

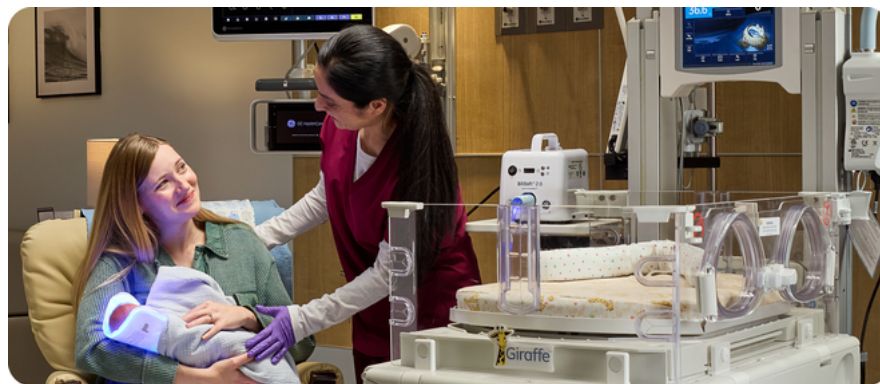


# Philanthropy

We work to expand access to quality healthcare in underserved communities, both urban and rural, by funding essential infrastructure, supporting local health programs, and donating advanced medical technologies. At the same time, we work to address the underlying social and economic barriers that limit access to care, focusing on communities facing the greatest disparities. By investing in both direct healthcare solutions and the upstream factors that shape well-being, we aim to improve outcomes for people living with chronic disease, particularly those facing financial hardships.

## Latin America Donations Committee

In 2025, GE HealthCare established the Latin America Donations Committee, a strategic governance body that oversees donations of hospital equipment across the region. The program's first recipient was Hospital Sofia Feldman in Minas Gerais, Brazil's largest maternity hospital by number of births and a national leader in maternal and infant care for underserved populations. GE HealthCare delivered a Giraffe™ OmniBed™ Carestation<sup>11</sup> incubator to support the hospital's neonatal intensive care needs.



<sup>11</sup> The Giraffe OmniBed Carestation is 510(k) cleared. Not available for sale in all regions.

## In the spotlight

### Advancing community health through colleague-led investment

In 2025, GE HealthCare launched Empower Together, an initiative designed to strengthen the impact of our CRGs through targeted community investments. The program empowers CRGs to identify and support nonprofit organizations that align with their passions as well as the broader social drivers of health.

To mark the launch, GE HealthCare hosted an event at the Health Care Institute in Waukesha, Wisconsin, where each of the seven CRGs announced how they elected to invest their \$20,000 allocation among the nonprofit organizations they chose.

Beyond these financial contributions, CRG members engaged in structured volunteer activities. To further underpin these efforts, GE HealthCare established a corporate Special Interest Group (SIG) dedicated to volunteerism.

See the [Culture and belonging section](#) → for more detailed information about our CRGs and SIGs.

## Powering Milwaukee Forward

GE HealthCare, the Charles Antetokounmpo Family Foundation, and the GE HealthCare Foundation (the Foundation) are advancing their Powering Milwaukee Forward initiative. In its first year, the program reached nearly 12,000 families, expanding access to affordable housing, healthy food, education, maternal care, and safe spaces in a city where GE HealthCare has a large colleague presence and where significant health disparities persist in underserved neighborhoods.

In 2025, Powering Milwaukee Forward issued \$1 million in donations to support 10 local nonprofits, and GE HealthCare colleagues volunteered more than 2,000 hours with these organizations. In 2026, Powering Milwaukee Forward intends to deepen its impact by continuing to address key social drivers of health, expanding its support of grantees, and focusing on caregiver well-being and resilience.

The Foundation is supporting the African American Breastfeeding Network (AABN) as part of the Powering Milwaukee Forward initiative. Founded in Milwaukee in 2008, AABN has become a leading advocate for breastfeeding equity and maternal and child health, delivering culturally tailored education and support services for Black families. With funding from the Foundation, AABN is expanding its programs by training community-based doulas and lactation specialists, offering prenatal education, and providing postpartum breastfeeding support. These programs address key care gaps and allow AABN to assist more of the nearly 500 families referred each year.

# GE HealthCare Foundation

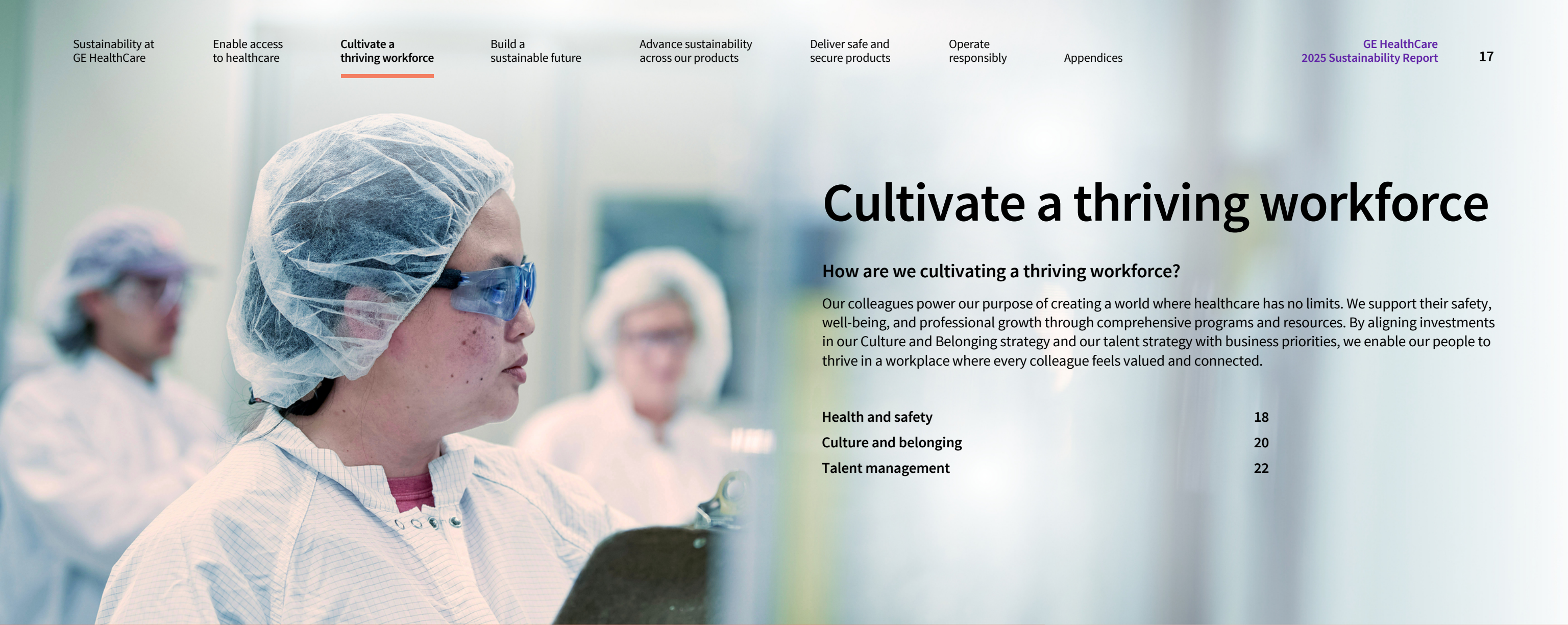
The Foundation is a separately incorporated charitable entity that was established to advance access to high-quality healthcare. It focuses on reducing disparities in maternal and infant health outcomes in low- and middle-income countries and underserved communities.

The Foundation's approach centers on strengthening the maternal health workforce through training and professional development for clinicians and community health workers, including midwives and doulas. By investing in workforce capacity, the Foundation aims to expand access to skilled, high-quality care for mothers and babies where it is needed most.

In 2025, the Foundation deepened this commitment by prioritizing caregiver well-being, supporting initiatives that build resiliency and promote caregivers' physical, mental, and emotional health.

Beyond these efforts, the Foundation also responded to global crises by donating to relief initiatives in Jamaica following Hurricane Melissa and in Sumatra, Indonesia, after Cyclone Senyar.





# Cultivate a thriving workforce

## How are we cultivating a thriving workforce?

Our colleagues power our purpose of creating a world where healthcare has no limits. We support their safety, well-being, and professional growth through comprehensive programs and resources. By aligning investments in our Culture and Belonging strategy and our talent strategy with business priorities, we enable our people to thrive in a workplace where every colleague feels valued and connected.

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### 2025 highlights

Earned our **first Great Place to Work Certification™** in the United States

**Awarded Best Place to Work for Disability Inclusion** in the United States for the fifth consecutive year

Won **three Brandon Hill Gold awards** for best leadership development programs

Averaged **34 hours** of training completed per colleague

Delivered approximately **318,600 sessions of online and classroom training** devoted to EHS topics

### Leading objectives

- Lead with a safety-first mindset.
- Advance progress on our Culture and Belonging strategy.
- Attract and develop the best talent.

# Health and safety

At GE HealthCare, safety remains the foundation of everything we do. We are committed to protecting our people, the environment, and the communities we serve while supporting the physical, mental, and emotional well-being of our workforce. Guided by our global EHS Management System and our Environmental, Health, Safety, and Sustainability Policy (EHS Policy), we hold ourselves to the highest standards—aligning with regulations, following industry best practices, and continually striving for excellence in everything we do.

## Policies and related links

- [EHS Policy →](#)
- [Environmental, health, and safety fact sheet →](#)
- [The Spirit & The Letter →](#)
- [ISO 45001 Certificate of Approval →](#)

## Our health and safety performance

We use a wide range of leading and lagging indicator data to measure performance and drive accountability. We set annual goals and embed them in regular operating rhythms to track, measure, and review progress.

### GE HealthCare injury and illness metrics

Metric	Indicator
Total Recordable Incident Rate (TRIR) <sup>12</sup>	0.32
Lost Time Injury Rate (LTIR) <sup>12</sup>	0.15
Fatalities - colleagues and contractors	0

For our safety metrics over the last three years, see [Key performance indicators.](#) →

## Governance

Senior management owns overall EHS performance and sets goals aligned with our strategic direction. Management is responsible for EHS performance within their operations. Their performance is measured accordingly, and they are expected to provide the leadership, resources, and support needed to achieve our EHS objectives. Health and safety indicators are also a part of monthly operating reviews across all levels of GE HealthCare.

The **EHS Council**, co-chaired by our Chief Global Supply Chain and Services Officer and our Executive Director of EHS, oversees the company-wide implementation of our EHS Management System. The Chairs provide routine updates to the **Governance Committee**, which oversees EHS compliance and related risks, at the Board’s direction.

<sup>12</sup> Number of work-related cases per 100 full-time workers during a one-year period based on the application of U.S. Occupational Health and Safety Administration (OSHA) recordkeeping requirements globally.

## Our EHS Management System

Our EHS Management System guides how we assess and implement regulatory requirements, identify and manage risk, build EHS competency, and oversee process and personnel changes. It is a robust framework that evolves as needed in response to operational changes, incident learnings, or shifts in the external or regulatory environment.

In 2025, we strengthened this system by introducing new standards for EHS training management and the transportation of dangerous goods. We also updated several existing standards, including those related to event analysis, radiation safety, compliance assurance, and event escalation. Moreover, we focused on consistent execution of our severe incident prevention guide, which outlines expectations and best practices.

Our commitment to the safety of our colleagues, contractors, customers, and patients who rely on our solutions extends through every stage of equipment delivery and installation. We provide our contractors, distribution partners, and logistics teams with comprehensive support, including through application of our EHS Contract Worker Standard and a digital platform for safety prequalification and program management.

In keeping with our focus on severe incident prevention, we continue to emphasize our Life Saving Principles (LSPs), which represent critical behaviors that are essential for preventing accidents and saving lives. The LSPs implemented across GE HealthCare are as follows: electrical safety, forklift and material handling, hazardous substances, lifting operations, control of hazardous energy, motor vehicle safety, work at heights, work with contractors, confined space, excavation work, machine safety and powered hand tools, radiation safety, and magnet safety.

### GE HealthCare's EHS Management System is certified to ISO 45001:2018.

This is the international standard governing occupational health and safety management.

## Training and risk management

At GE HealthCare, we empower our colleagues to prioritize health and safety in every aspect of their work. We expect all colleagues to:

- Understand and adhere to relevant health and safety training.
- Follow site-specific health and safety processes and procedures.
- Question any unsafe or improper operations they observe.
- Exercise their authority to halt any work they deem unsafe or improper.

GE HealthCare fosters a learning culture that actively manages EHS risk, seeks to prevent harm, and pursues opportunities to improve EHS across operations, facilities, services, product development, and the supply chain. Altogether, we conducted approximately 318,600 sessions of online and classroom training devoted to EHS topics in 2025.

During the reporting period, GE HealthCare advanced EHS leadership development by hosting three in-person EHS Academy summits to accelerate the development and strategic alignment of frontline EHS leaders around the world. We also deployed an in-person EHS for Operational Leaders course and created new content to enable frontline EHS teams to lead aspects of this training with their teams in a way that upskills and engages local operational leaders.

In 2025, we introduced the HealthCare Event Analysis Review Team process to strengthen incident investigation quality, monitor adherence to standards, provide leadership coaching, and review outcomes for all serious injuries, severe events, and select recordable injuries. To strengthen our Management of Change process, we deployed a digital platform that was adopted across more than 25 facilities and our distributed workforce. In 2025, it processed over 1,100 change requests, supported over 30 types of EHS risk assessments, and automatically generated over 2,000 risk reduction actions. We also introduced new audit tools to reinforce a consistent focus on critical defense verification during business EHS audits.

Each year, we ask our operational sites and service regions to conduct an assessment of their EHS programs, providing the foundation for targeted risk reduction and ongoing enhancement of environmental and safety protocols.

In 2025,

**100%**

**of our operational sites and service regions completed an assessment of their EHS programs.**

# Culture and belonging

GE HealthCare's shared vision is to nurture a culture where every colleague feels a sense of belonging. This vision guides our actions to advance fairness, embrace diverse perspectives, and incorporate inclusion into decisions and leadership. It is brought to life through our global Culture and Belonging strategy.

## Policies and related links

[Culture and belonging webpage](#) →

## Governance

The **Culture and Belonging Executive Leadership Council** provides senior-level sponsorship and guidance for GE HealthCare's Culture and Belonging strategy. To put this strategy into action, we draw on a connected network of councils—including the **Global Culture and Belonging Council** and regional, segment, and functional councils—that tailors initiatives to local contexts while maintaining a cohesive global approach. The Chief Culture and Belonging Officer provides regular updates to the **Compensation Committee** on strategy execution and progress, reinforcing accountability and transparency.

To activate and reinforce our culture across the business, our HR Centers of Excellence, including talent management, learning and development, and culture and belonging, hold monthly culture reviews to align priorities and coordinate programs. Executive leaders provide quarterly direction while NGRGs, culture and belonging leads, and senior HR managers drive strategy across regions, segments, and functions.



# Culture and Belonging strategy

Through intentional investment in culture and belonging, we're creating measurable impact to build stronger teams, retain key talent, and reinforce how we lead and deliver across the business. Our Culture and Belonging strategy includes the following four dimensions.

## Accelerate accountability

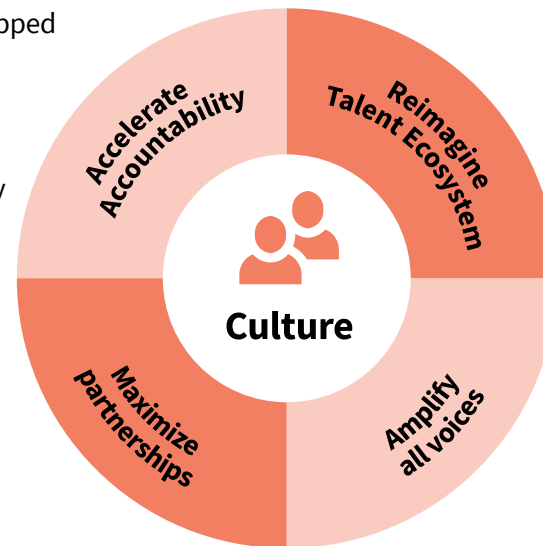
In 2025, we enhanced our commitment to accountability by:

- Organizing a Culture and Belonging Forum that equipped more than 3,700 colleagues to embed belonging, well-being, and practical tools into their teams
- Holding insightful, interactive conversations on AI and psychological safety that reached approximately 4,000 colleagues

## Maximize partnerships

In 2025, we strengthened our partnerships by:

- Investing \$140,000 in seven nonprofits aligned with CRGs' interests ([See In the spotlight story in Philanthropy section →](#))
- Partnering with 15 professional organizations to provide development opportunities and memberships that expand the skills, industry connections, and visibility of over 450 of our leaders



## Reimagine talent ecosystem

In 2025, we cultivated an inclusive experience by:

- Assigning Inclusive Hiring and Stay Interview trainings to all people leaders to drive inclusive hiring and meaningful retention conversations
- Expanding the reach of our recruitment efforts with new partners and events to grow our network of potential talent

## Amplify all voices

In 2025, we enhanced our support for NGRGs by:

- Widening the reach of our NGRGs, with 10 of the 11 groups now global in scope and all groups connecting over 11,000 colleagues
- Launching two new global NGRGs
- Adding 14 senior leaders across regions, segments, and functions to our Global Advisory Council, a group that meets regularly with senior leadership to share insights on what matters most to colleagues across the organization

## Our NGRGs<sup>13</sup>

★ New in 2025

### CRGs:

- African Affinity Forum
- Asian Pacific Allies and Friends
- Disability Advocacy Network
- Pride Alliance
- Unidos
- Veterans Network
- Women's Network

### SIGs:

- Faith Work Forum
- Green Team Network
- STEAM Girls ★
- GE HealthCare Volunteers ★

## Engagement

GE HealthCare actively engages with colleagues through multiple listening channels. We gather feedback through all-colleague surveys, targeted pulse surveys, stay surveys and interviews, onboarding and exit surveys, town hall meetings, and social media channels, among other avenues. In 2025, we conducted four pulse surveys with a random sampling of colleagues to track the health of the culture and identify opportunities and strengths.

<sup>13</sup> NGRGs are open to all global colleagues.

# Talent management

GE HealthCare strives to create an environment where colleagues can innovate, grow, and reach their full potential. Our talent approach emphasizes professional growth and continuous learning supported by development opportunities, focused leadership programs, and competitive benefits and rewards.

We employ approximately 54,000 colleagues, with approximately 900 union-represented manufacturing colleagues in the United States (5% of our U.S. workforce). Our relationship with employee representative organizations outside the United States takes many forms, including in Europe, where we engage the representative bodies for colleagues in accordance with local law. In 2025, approximately 36% of our employees worldwide were covered by collective bargaining agreements.

## Governance

The Compensation Committee oversees GE HealthCare’s human capital strategies and policies, spanning the workplace environment, culture and belonging, and how we attract, develop, engage, and retain talent. Senior management designs and periodically reassesses human capital programs and then provides updates on key initiatives and outcomes to the Board.

## Policies and related links

[The Spirit & The Letter →](#)  
[Careers at GE HealthCare webpage →](#)

Across all locations,

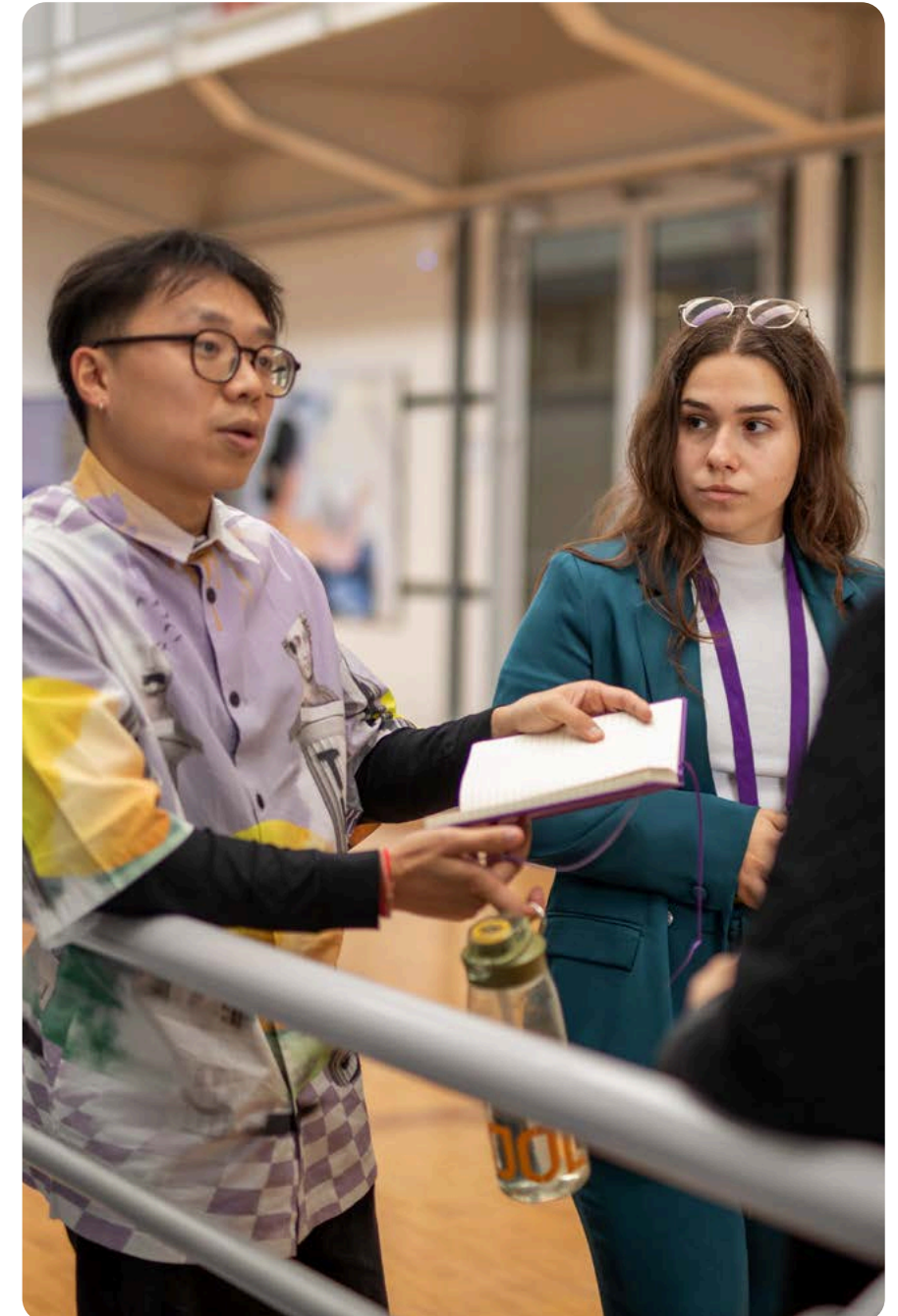
# 98%

of eligible colleagues completed  
the 2025 annual performance review.

In 2025, our colleagues completed an  
average of

# 34

hours of training.



## Talent attraction

GE HealthCare continues to build a workforce that reflects the global communities we serve. Our talent acquisition strategy focuses on attracting individuals from a wide range of backgrounds so that our teams are better equipped to meet the unique needs of patients and healthcare professionals who rely on our innovations. To broaden our reach and candidate pool, we source talent through multiple channels, including social networks, third-party partners, academic connections, and professional networking platforms.

In 2025, the joint efforts and investments in external partner conferences and career fairs by our Culture and Belonging and Talent Acquisition teams drove meaningful engagement and strengthened brand visibility among emerging and established talent. These activities generated a significant boost to our proactive talent pipeline, adding approximately 4,000 professional and early-career prospects through U.S. external partnerships. These included national and regional professional associations, industry networks, community-based organizations, and academic institutions. Our Early Careers Development programs span the United States, Latin America, Europe, the Middle East, India, South Asia, and Japan.

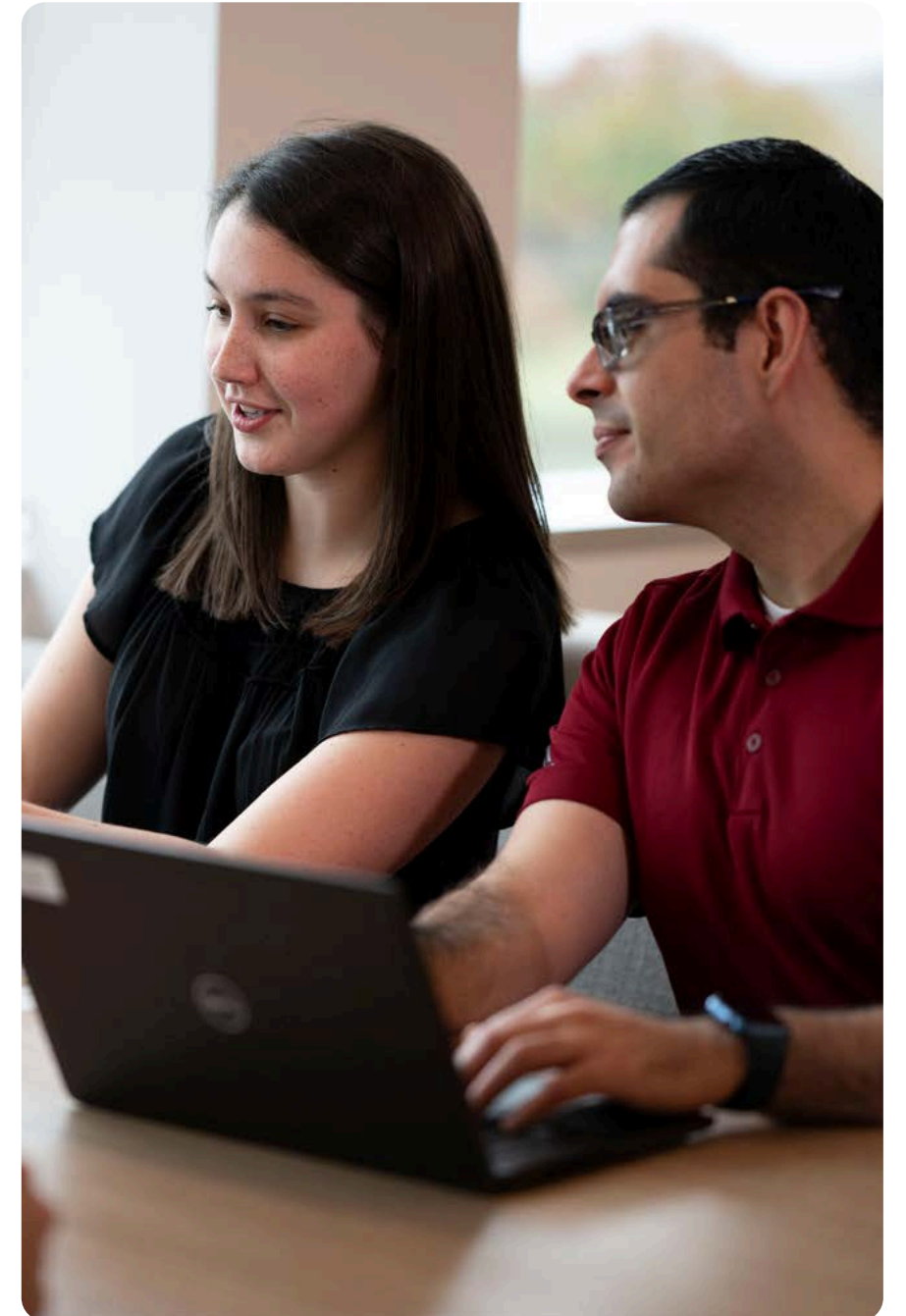
See the [Culture and belonging section](#) → for more information about our partnership strategy.

In 2025, we filled approximately

# 10,000

**positions. For professional-level colleagues and above, we filled about 42% with internal candidates. GE HealthCare's global voluntary attrition rate for this population was 4.5%.**

As part of our early-talent pipeline activities, teams in Mexico connected with students at two Tec de Monterrey career fairs and hosted a site visit. In Brazil, GE HealthCare colleagues engaged university students at the University of São Paulo and the Federal University of ABC and welcomed candidates for a GE HealthCare office visit. These engagements reached more than 3,000 students and generated a robust candidate database to support ongoing and future recruitment campaigns across the region.



# Learning and development





Continuous learning is a core driver of progress at GE HealthCare and a key part of how we prepare colleagues to deliver value for customers and patients worldwide. Our vision is to create a future where learning is a true strategic enabler—personalized, accessible, and empowering for every colleague—from onboarding through leadership development.

Our formal learning and development offerings include:

- **Leadership Colleges** - Focused learning for all colleagues on topics such as culture, change management, digital, and finance
- **Leadership Academies** - Core programs that build essential leadership skills at every level
- **Leadership Conferences** - Multiday sessions for people leaders on leading self, others, and the business

In 2025, we also launched the Digital College, bringing forward programs that strengthen digital mindsets and capabilities, and introduced AI-driven coaching to support continuous learning.

We enhanced our learning and development programs in four main areas in 2025:

 <p><b>Succession readiness and high-potential development</b></p> <p>Enabled the development and growth of our most critical talent through effective formal learning opportunities</p>	 <p><b>People leader skill and capability development</b></p> <p>Offered impactful leadership development programs to enhance the skills of our leaders and exemplify our Cultural Operating Principles</p>	 <p><b>AI/generative AI (GenAI) competency development</b></p> <p>Curated learning experiences that facilitate a digital mindset, build GenAI skills, and enable the adoption of AI across the organization.</p>	 <p><b>Learning systems and technology</b></p> <p>Enabled learning for the organization by providing excellent customer service for our learning systems</p>									
<p><b>2025 by the numbers: Our learning impact</b></p> <table border="0"> <tr> <td>Programs delivered</td> <td>Colleagues attended</td> <td>Countries represented</td> </tr> <tr> <td><b>190+</b></td> <td><b>5,700+</b></td> <td><b>65+</b></td> </tr> <tr> <td colspan="3" style="text-align: center;"><b>92% learned new skills</b></td> </tr> </table>				Programs delivered	Colleagues attended	Countries represented	<b>190+</b>	<b>5,700+</b>	<b>65+</b>	<b>92% learned new skills</b>		
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<b>92% learned new skills</b>												

## In the spotlight



GE HealthCare’s commitment to developing exceptional leaders has earned top industry recognition. Our Aspire, Empower, and Elevate Leadership Academies received three Brandon Hall Gold Awards for excellence in leadership development, and our Transform Academy program was honored with a Brandon Hall Silver Award, recognizing the impact and innovation of our global learning portfolio.

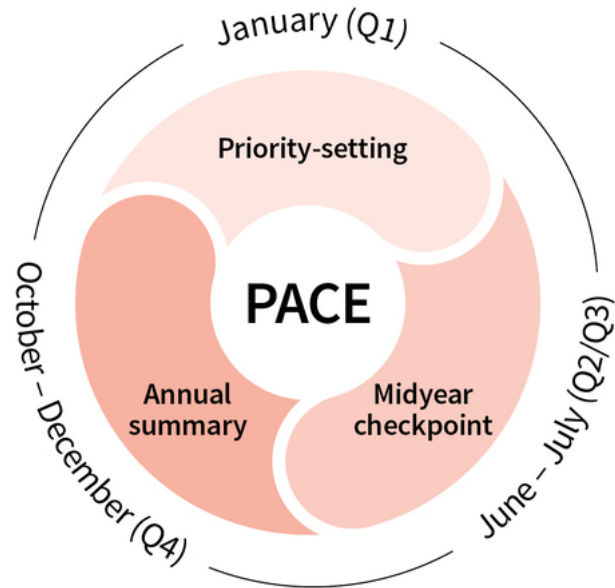
These academies are nomination-based programs designed to empower leaders through tailored development experiences that meet them where they are in their leadership journeys. Through a dynamic curriculum and meaningful peer connections, participants strengthen their ability to lead teams, drive performance, and inspire growth.

## Performance management

Our Performance Assessment, Coaching, and Enablement (PACE) program supports ongoing, high-quality feedback and development. Its goal is to create an environment where colleagues perform at their best while staying aligned with the organization’s strategic priorities and culture. Throughout the year, regular coaching conversations between colleagues and people leaders focus on results and behaviors, reinforcing our desired culture and driving continuous improvement.

### Ongoing feedback

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



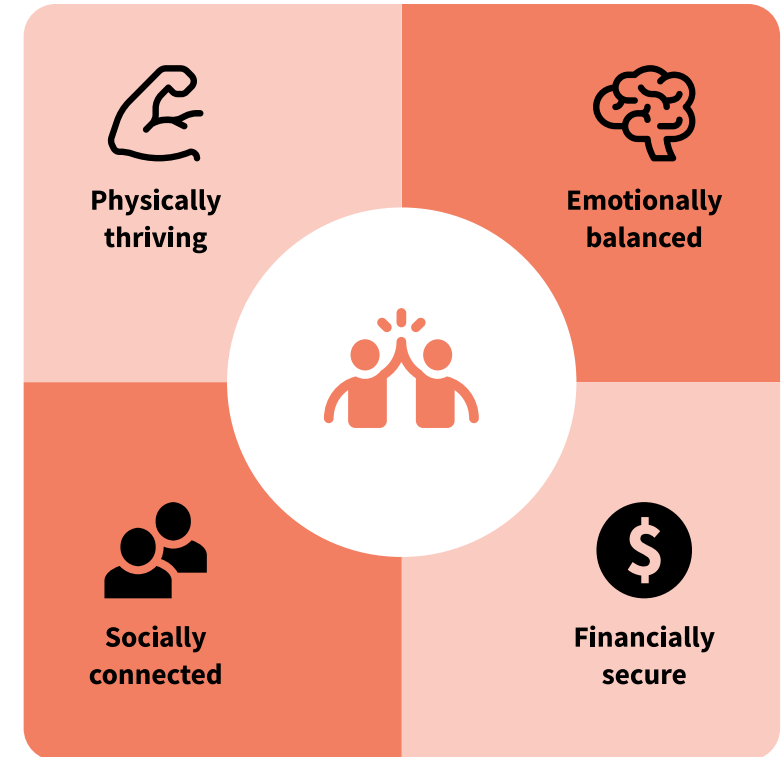
## Well-being and benefits

Colleague well-being is fundamental to our ability to serve our people, patients, and customers. Our global well-being flagship program, Winning Well, fosters a culture of holistic health. According to our latest survey, most colleagues agree that their people leaders genuinely care about their physical and mental well-being, reflecting the impact of embedding Winning Well in our day-to-day culture.

In 2025, GE HealthCare expanded Winning Well by creating a global network of more than 100 ambassadors to champion the program in local teams. We provide a central framework with tools, quarterly meetings, and updates while enabling regions to customize the program to best support local needs.

To further enhance rapid access to high-quality clinicians specializing in mental and emotional health support, GE HealthCare launched a new well-being support program in more than 50 countries in partnership with Spring Health. Providing 24/7 confidential and personalized support, the program offers specialized therapy and coaching, support for alcohol and substance use, and other practical resources to both colleagues and dependents. Approximately 18% of eligible colleagues enrolled in this program in its first year, with positive feedback on our latest investment in supporting our people's health and well-being.

Winning Well has four key dimensions:



## Benefits and compensation

GE HealthCare strives to provide a competitive total rewards package that reflects industry standards and supports colleague well-being. We routinely benchmark our compensation and benefits against industry peers to verify competitiveness and fairness. During 2025, GE HealthCare provided market-competitive compensation and benefits, including health, life, and accident insurance and an employee assistance program.

In the United States, our refreshed 2025 benefits program featured streamlined medical plan designs, new vendor partners, increased flexibility, and enhanced offerings to support colleagues through life's moments, big and small.

Globally, our benefits packages are culturally relevant and address the needs of our colleagues at all life stages. We will continue to review and, where necessary, adjust our benefits packages to meet benchmarks and align with market practices. In 2025, we rolled out a program allowing our international colleagues to take paid time off for volunteering activities.

GE HealthCare provides annual cash incentive opportunities to certain colleagues. Payments under the One GE HealthCare Annual Bonus Plan are based on corporate and segment financial performance, individual performance, and a strategic initiatives modifier. For 2025, the strategic initiatives modifier metrics focused on two key areas: new product introduction vitality, reflecting our commitment to innovation, and colleague safety, supporting our foundational priority of People, Patients, and Culture.

## Pay equity

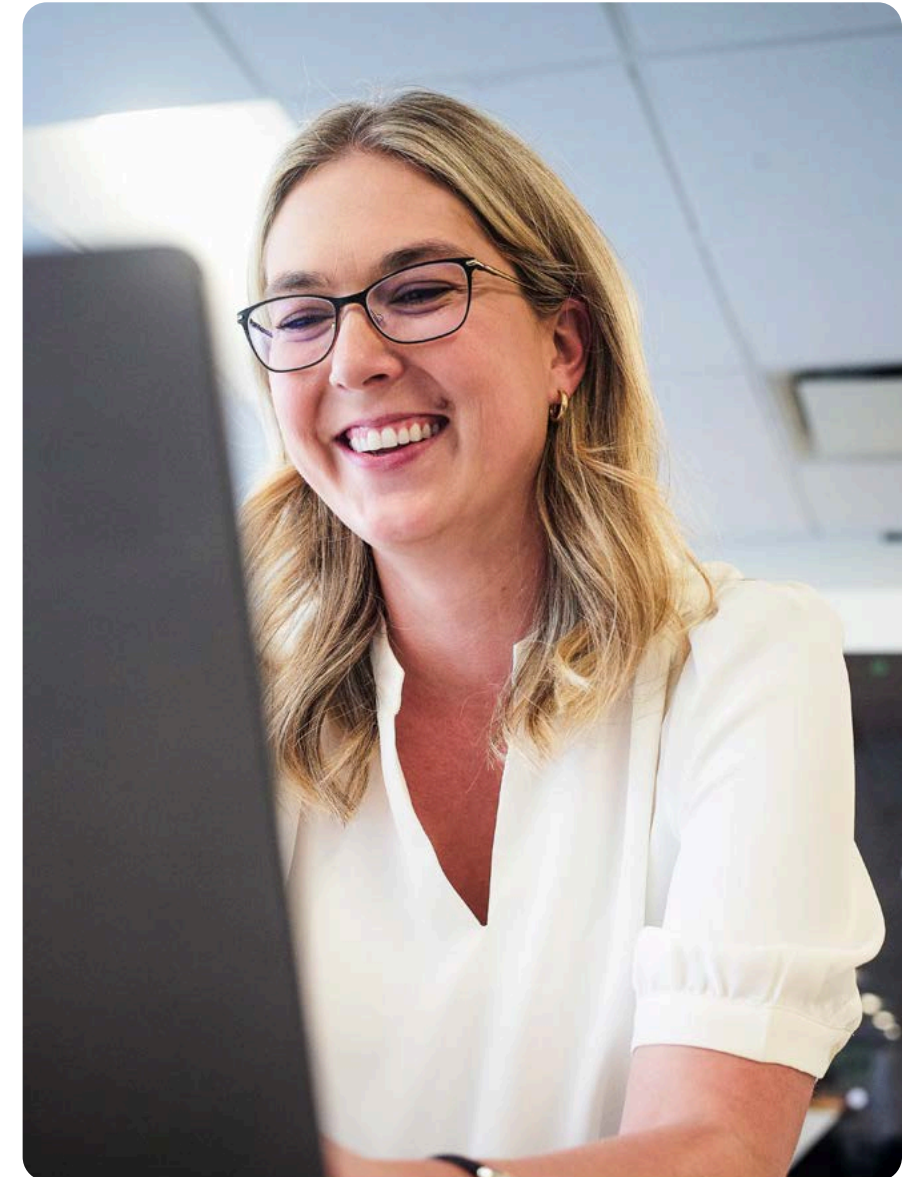
In the United States, our annual pay analysis demonstrated that men and women as well as racially and ethnically diverse and white colleagues are paid within 1% of each other when performing similar work.<sup>14</sup>

GE HealthCare continues to use three core levers to advance and sustain pay equity globally:

- A compensation philosophy that reinforces a culture of respect, fairness, and merit-based rewards
- Consistent pay ranges and structured bonus plans that support colleague engagement and high performance
- Regular reviews of pay practices to help confirm that compensation remains both competitive in the market and equitable across the organization

## Pay transparency

In 2025, GE HealthCare launched a multiyear roadmap to strengthen pay transparency by reviewing pay structures, reinforcing equitable practices among leaders, and introducing indicative hiring ranges, where required. These steps established a strong foundation for fairness and clarity in how we reward our colleagues.



<sup>14</sup> Our pay equity results cover 100% of professional band through officer band colleagues in the United States, excluding the CEO and direct staff. In 2025, we worked to comply with the EU Pay Transparency Directive and therefore did not complete the same analysis as in the United States. Similar work is determined based on a number of factors, including function, experience, management level, and location.

# Build a sustainable future

## How are we building a sustainable future?

At the core of our work is the belief that environmental sustainability and health outcomes are deeply connected. We work to incorporate climate action and environmental stewardship into key aspects of our operations and collaborate across the value chain to help drive meaningful change.

Environmental approach	28
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Climate action	31
Conservation and pollution management	34



## 2025 highlights

Reduced our Scope 1 and 2 GHG emissions by **30%** and reduced Scope 3 emissions by **8%** compared to our 2022 baseline

**Launched a mandatory environmental awareness training** for all salaried employees

Operated under central EHS Management System that is **ISO 14001-certified**

Internal funding of \$4.7 million received by **over 20 environmental projects**

Participation of nearly **1,000 colleagues** in the Green Team Network

## Leading objectives

- Achieve net zero by 2050.
- Reduce GHG emissions and pollutants.

# Environmental approach

Our approach to environmental sustainability is grounded in data-driven decisions and a dedication to continuous improvement. To build long-term resilience, GE HealthCare routinely assesses climate-related risks and opportunities, integrating sustainability considerations into our broader business strategy. Our environmental priorities are centered on four pillars: climate action, biodiversity, resource conservation, and pollution prevention and management.

## Policies and related links

[EHS Policy](#) →

[ISO 14001 Certificate of Approval](#) →

[Greenhouse Gas Emissions Independent Assurance](#)

[Statement](#) →

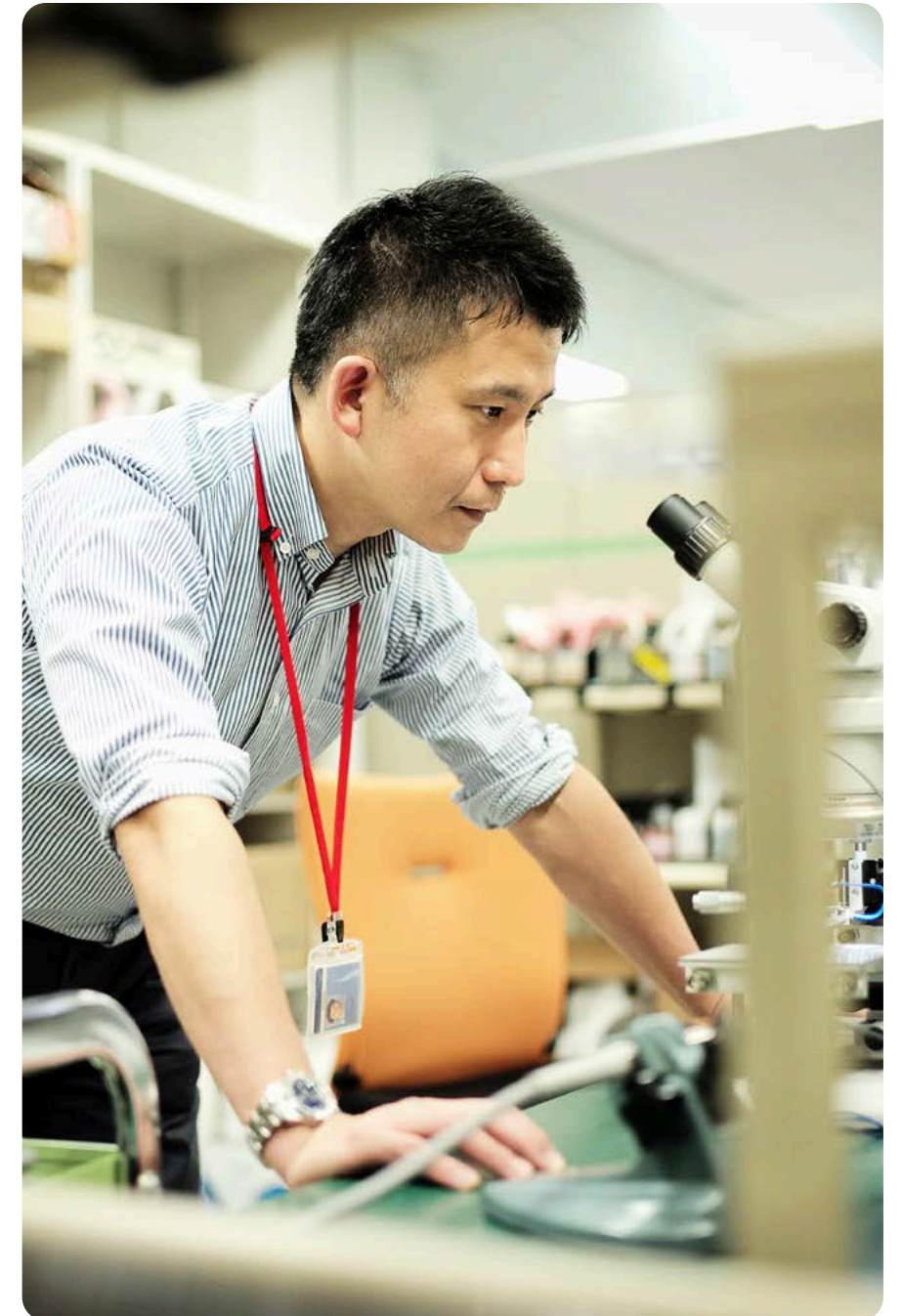
[Environmental Accounting Methodologies](#) →

## Governance

The **Board**, through its **Governance Committee**, oversees EHS compliance and related risks, including climate-related topics.

Our **Climate Council** serves as a key management body driving climate action and progress toward our emission goals. Its scope has expanded to include climate-adjacent impact areas, such as biodiversity, resource conservation, and pollution prevention and management. Composed of cross-functional leaders and co-chaired by the Chief Global Supply Chain and Services Officer and the Senior Vice President of Research and Development, the Climate Council integrates sustainability into both our operational and innovation strategies. The **EHS Council**, which is chaired by our Chief Global Supply Chain and Services Officer and our Executive Director of EHS, oversees the implementation of our EHS Management System company-wide.

See [Sustainability governance at GE HealthCare](#) → for more information.



## Green Team Network: Think global; act local.

In 2025, the Green Team Network had nearly **1,000** global participants.

Each year, the Green Team Network launches a 90-day Green Jumpstart Challenge, which is based on the Climate Action Challenge<sup>®</sup> by Joan Gregerson and is open to all colleagues. It is designed to inspire local initiatives that create measurable impact across our sites, including the following:

**800 new trees were planted** in a Czech forest that had been devastated by a bark beetle infestation.

Reduction of single-use plastic in Waukesha, WI, campus cafeterias and break stations **avoided an estimated 50% of associated waste sent to landfill.**

# Environmental management

Our EHS Policy is the foundation for our environmental programs, while the EHS Framework serves as both a roadmap for implementation and a scorecard for tracking performance. In 2025, we refined the language of our EHS Policy to reflect evolving expectations from external stakeholders and to further reinforce our commitment to adopting best practices.

## Engagement

Colleague involvement is vital to advancing our environmental goals. We encourage grassroots initiatives across all levels of our company and global locations, empowering teams to identify opportunities for meaningful impact. For example, colleagues in Austria can participate in an electric vehicle (EV) program that enables them to lease EVs and use on-site charging stations.

## Awareness and training

In 2025, GE HealthCare rolled out environmental sustainability awareness training for all salaried colleagues, with 98% completion. This training covered topics that included our four environmental pillars and sustainability commitments. We also developed a Best Available Environmental Practice Guide, which seeks to inspire engagement, establish a reference library of best practices, support ongoing learning, and maintain a living resource. The guide covers general topics such as green value stream mapping and the LEED green building framework, along with topics addressing the four pillars of GE HealthCare’s environmental approach.

The 2024–2025 GE HealthCare EcoHealth Award competition received nearly 40 project submissions, which resulted in the annual reduction of approximately 11,000 MWh of electricity, 1,500 cubic meters of water, 50 metric tons of material and waste, and 12,000 metric tons of CO<sub>2</sub>e (mtCO<sub>2</sub>e) emissions. Altogether, these projects yielded annual savings of \$4.3 million.

### GE HealthCare's EHS Management System is certified to ISO 14001:2015.

This is the international standard governing environmental management.

### GE HealthCare has 31 locations certified to ISO 50001.<sup>15</sup>

This is the international standard governing energy management.

<sup>15</sup> Out of 124 eligible locations

# Climate risk

GE HealthCare completed a climate risk assessment in 2023 to better understand the risks and opportunities associated with climate change. We worked with an external consultant to engage more than 35 stakeholders across business functions, and we conducted workshops, market research, and site-level modeling to evaluate physical and transitional risks. The assessment used climate pathways aligned with Intergovernmental Panel on Climate Change models and covered three time horizons: short term (current financial reporting year), medium term (from short term to five years), and long term (greater than

five years). The climate risk assessment identified six prioritized climate risks and analyzed their likelihood and potential impacts through 2050, weighing factors such as operational, reputational, and legal/compliance potential impacts. For each risk, we selected the most impactful scenario to model the most severe potential outcome, providing a strong foundation for developing and assessing resilience strategies.

The assessment concluded that while climate change presents both risks and opportunities, the company's strategy and business model remain resilient. No climate risks assessed are expected to materially impact the company's resilience in the short term. Our approach to climate risk assessment will evolve as our program continues to mature.

See the Climate disclosures index to learn more about our governance, strategy, risk management, and metrics and targets related to climate risks and opportunities. Additional information is in the [Corporate governance](#) → and [Climate action sections](#) → of this report.

See the [Advance sustainability across our products section](#) → to learn more about how GE HealthCare is capturing opportunities to incorporate sustainable design into our products.

**Time horizon:** Short term **S** Medium term **M** Long term **L** **Value chain:** Upstream ↗ Direct operations ↑ Downstream ↘

Risk	Physical (high-carbon scenario, SSP5-8.5) <sup>16</sup>		Transition (low-carbon scenario, SSP1-2.6) <sup>17</sup>			
Risk classification	Acute <b>S M L</b> ↗ ↑ ↘	Chronic <b>S M L</b> ↗ ↑ ↘	Policy and legal <b>S M L</b> ↑	Reputation and market <b>S M L</b> ↘	Technology <b>S M L</b> ↑	Market <b>S M L</b> ↗
<b>Description</b>	Increased severity of extreme weather events may impact the health and safety of GE HealthCare's colleagues and its value chain, finances, and real estate portfolio.	Shifting climate patterns may impact the health and safety of GE HealthCare's colleagues and its value chain, finances, and real estate portfolio.	Increasing climate-related disclosure and regulatory requirements may lead to additional compliance costs and increased scrutiny of GE HealthCare's climate-related disclosure, goals, and progress.	Shifting customer preferences toward low-carbon or energy-efficient products, as well as increasing expectations for corporate climate action, may lead to reputational damage and loss of market share.	Costs associated with decarbonizing products, processes, and/or services to remain competitive in the market may generate higher costs.	Increased supply disruptions due to climate-related weather events and rising costs of raw materials may result in operational inefficiencies, production delays, and increased expenses.
<b>Mitigation strategies</b> ↻ <b>operational</b> ⚙️ <b>in development</b> 🕒 <b>planned</b>	<ul style="list-style-type: none"> <li>⚙️ Implementing physical resilience measures at prioritized sites</li> <li>⚙️ Developing a timeline to guide the rollout of these actions and prioritizing locations by risk exposure and financial value</li> <li>🕒 Conducting detailed site assessments at high-risk sites</li> <li>🕒 Collaborating with insurance risk teams for infrastructure upgrades or potential supply chain restructuring</li> </ul>		<ul style="list-style-type: none"> <li>↻ Monitoring evolving laws and regulations and strengthening disclosure governance and controls</li> <li>↻ Improving GHG collection, verification, and reduction programs</li> </ul>	<ul style="list-style-type: none"> <li>↻ Monitoring consumer preferences for climate-related information and cascading it to design teams</li> <li>⚙️ Developing climate-related marketing and a product lifecycle assessment strategy for key products</li> </ul>	<ul style="list-style-type: none"> <li>↻ Embedding emission reduction considerations throughout our operations</li> <li>↻ Supporting reduction opportunities through our annual internal GHG reduction fund</li> </ul>	<ul style="list-style-type: none"> <li>🕒 Using technology systems to capture, aggregate, and analyze key weather and other climate-related operational disruptions</li> <li>🕒 Including climate risk in supplier risk assessments and supply chain management</li> </ul>

Opportunities (low-carbon scenario, SSP1-2.6) <sup>17</sup>				
	Energy source <b>S M L</b> ↑	Products and services <b>S M L</b> ↘	Resilience <b>S M L</b> ↗ ↑	Market <b>S M L</b> ↘
<b>Description</b>	Increase the use of renewable or lower-emission energy sources and increase energy efficiency across GE HealthCare operations to achieve net zero goals.	Enhance environmental attributes in existing GE HealthCare products (e.g., low-carbon production, efficient use of natural resources, reduced impact on natural systems, and energy efficiency features).	Adopt processes and strategies that enable resource substitution and diversification.	Continue advancement of net zero goals to establish GE HealthCare as a leading environmentally conscious company.

<sup>16</sup> Assumes a business-as-usual, high-reference scenario with no additional climate policy.

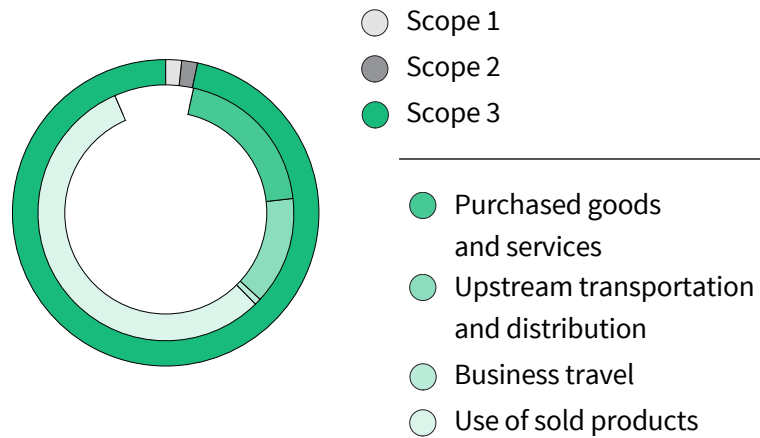
<sup>17</sup> Assumes that temperatures stay below 2.0 °C warming relative to 1850-1900 (median) with implied net zero emissions in the second half of the century.

# Climate action

We view climate action as a strategic business opportunity and a driver of value that helps reduce risk, enhance operational resilience, and protect patients and the planet.

## Our carbon footprint

We calculated these figures following the Greenhouse Gas Protocol, which provides standards for measuring and managing GHG emissions. More information is in our Greenhouse Gas Emissions Accounting Methodology.



For our previous years' Scope 1, 2, and 3 emissions, see [Key performance indicators](#). →

## Our goals

In 2024, we achieved validation from the Science Based Targets initiative (SBTi) for our emission reduction goals. We continue to implement meaningful and actionable reduction roadmaps for each of the following goals.

### Near-term goals

Reduce absolute Scope 1 and 2 operational emissions by 42% by 2030 from a 2022 baseline year.

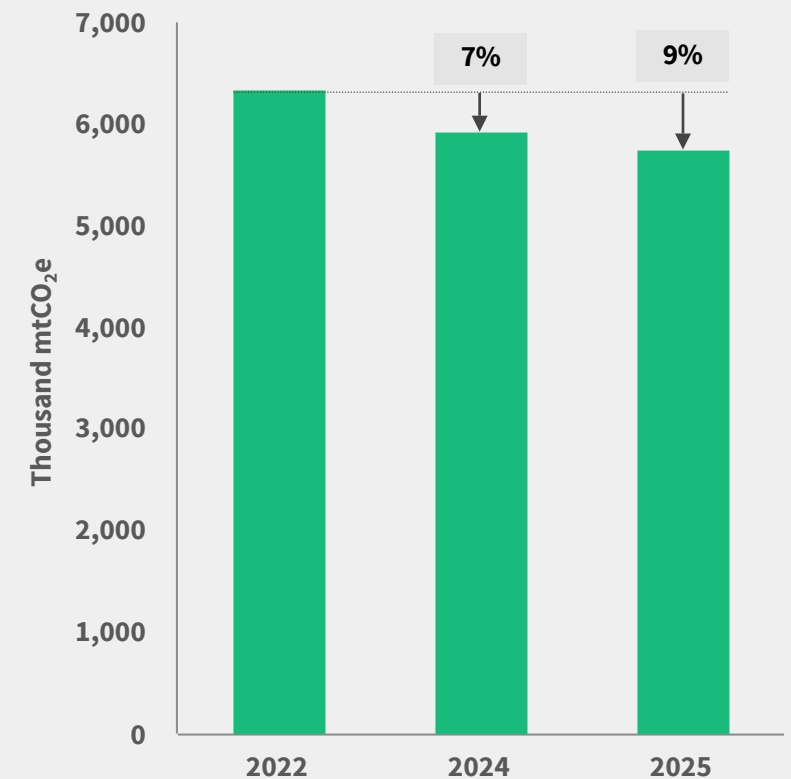
Reduce absolute Scope 3 emissions from purchased goods and services, upstream transportation and distribution, business travel, and the use of sold products by 25% by 2030 from a 2022 baseline year.

### Long-term goal

Reach net zero GHG emissions across the value chain by 2050.

## Progress against our long-term net zero goal

Our total GHG emissions progress



## Scope 1 and 2

### Near-term 2030 goal

Reduce absolute Scope 1 and 2 operational emissions by 42% from a 2022 baseline year.

Progress from 2022 baseline

Decreased emissions by **30%<sup>18</sup>**

### In the spotlight

In 2025, our Zipf facility in Austria reached a major milestone as GE HealthCare's first site in Europe and the Americas to operate with zero GHG emissions from direct energy use. Powered by on-site photovoltaic panels, heat pump systems, and electricity purchased from certified renewable providers, Zipf demonstrated how sustainability and resiliency can advance together. As a designated Center of Excellence for Sustainability, the site now serves as a model for reducing manufacturing emissions. [Read more.](#) →

## Energy Management Center of Expertise

In 2025, we launched an Energy Management Center of Expertise (COE) to guide a cohesive strategy for energy management, decarbonization, and renewable energy. By integrating cross-functional expertise, the COE supports sites in boosting efficiency, uncovering reduction opportunities, and delivering measurable GHG emissions reductions.

Our Beijing site, consisting of our Hualun and Hang Wei facilities, was recognized by the World Economic Forum as a Lighthouse Factory,

### Our 2025 progress

We continue to improve the accuracy, consistency, and governance of our emissions data to enable informed decisions that drive impactful, sustainable reductions. We have established three pillars to address our Scope 1 and 2 emissions. Each of these pillars has a leader and an internal annual reduction goal and is part of our climate governance structure:

#### Facility emissions reductions

Identify opportunities to reduce direct emissions and improve energy efficiency while building processes that enable continuous improvement.

**In 2025, we:**

- Strengthened our decarbonization strategy through monthly emissions projections and integration of Scope 1 and 2 performance into supply chain operating reviews
- Funded \$4.7 million for over 20 carbon reduction projects, projected to save approximately 3,800 mtCO<sub>2</sub>e annually
- Held global learning sessions on energy management aligned with ISO 50001 to catalyze action across sites

#### Fleet emissions reductions

Implement smart scheduling and remote problem-solving to reduce vehicle mileage due to activities performed at customer sites; continue to transition some of our fleet to EVs.

**In 2025, we:**

- Installed an EV charging system powered by renewable energy at our Lindesnes site to support the EV fleet
- Increased EVs and hybrid vehicles to 46% of our total fleet
- Improved service efficiency through remote issue resolution and high first-visit completion rates, helping reduce fleet travel emissions across the international region.

#### Renewable energy

Increase the proportion of renewable energy we buy and increase our investment in local renewable energy generation.

**In 2025, we:**

- Increased our percentage of renewable energy to 29% from 27% in 2024
- Transitioned our Madison and Oak Creek, WI, sites to purchased renewable electricity
- Joined the Clean Energy Buyers Association and an industry renewable energy-buying cohort to help advance clean energy

exemplifying how smart manufacturing and renewable technologies can transform operations. Through initiatives such as the Smart Bay system, a heat-exchange network, and a photovoltaic rooftop project, these facilities reduced GHG emissions by approximately 80% from 2022 to 2025.

Similarly, our GE HealthCare Helsinki campus achieved 100% renewable energy use in 2024 through a multiyear transition to hydropower, renewable district heating, and extensive facility upgrades. By optimizing heating, ventilation, and energy-efficient systems, the site reduced projected energy demand while improving reliability.

<sup>18</sup> On market-based emissions

## Scope 3

### Total Scope 3

Total Scope 3 contributes to our net zero long-term goal.

**Progress from 2022 baseline**

Decreased emissions by  
**8%**

### Near-term 2030 goal

Reduce absolute Scope 3 emissions from purchased goods and services, upstream transportation and distribution, business travel, and the use of sold products by 25% by 2030 from a 2022 baseline year.

**Progress from 2022 baseline**

Decreased emissions by  
**7%**

## Our 2025 progress

Scope 3 emissions comprise the majority of GE HealthCare's GHG footprint and are central to our net zero strategy. We work across the value chain to identify and implement data-driven reduction initiatives. In 2025, we continued to enhance tracking of our Scope 3 data and collaborated closely with functional owners to enhance monitoring capabilities, accountability, analytical depth, and education.

Total Scope 3 emissions declined in relation to our baseline, which shows progress toward our near-term 2030 goal. An overall decrease across Scope 3 priority categories in 2025 was driven by lower emissions from the use of sold products, specifically related to anesthetic gases with high global warming potential—despite higher spend in purchased goods and services and increased movement of goods in upstream transportation and distribution.

### Purchased goods and services

We continue to strengthen supplier engagement through our sustainable procurement program. We encourage our suppliers to provide transparency through EcoVadis and to set science-based carbon reduction goals. We've also advanced supply chain transparency by improving data accuracy for top emission-producing activities. See the [Sustainable procurement section](#) → for more information.

### Upstream transportation and distribution

We are assessing opportunities for practical modal shifts, working toward reducing air freight to lower emission modes, such as ocean and rail when practical, and identifying load optimization opportunities to drive GHG emission reductions.

## Business travel

We continue to make enhancements to our travel management system to enable the tracking and promotion of rail over air travel for suitable trips, support the selection of lower-emission flight options, and encourage the use of eco-certified hotels. With these ongoing improvements, our goal is to help colleagues make more informed, lower-emission travel choices.

### Use of sold products

To accelerate emissions reductions, GE HealthCare has refined emission reduction roadmaps across business segments, incorporating more detailed insights and expanding the use of automated data collection tools. See the [Environmentally conscious design section](#) → for more information.

For details on our Scope 3 data by category, see [Key performance indicators](#). →

## Net zero pathway

We continue to evolve and mature our approach to achieving net zero emissions across our business and value chain. Our efforts focus on key areas such as product and business model innovation, supply chain engagement to drive decarbonization, and operational and logistics improvements to harness lower emission activities. Those efforts are detailed in other sections of this report.

We are also developing a comprehensive climate transition plan to guide the evolution of our assets, operations, and overall business strategy in alignment with current climate science and global best practices.

See the [Advance sustainability across our products section](#) → for a more comprehensive overview of our supplier engagement initiatives, product upgrades, and ECD and circularity programs.

# Conservation and pollution management

## Biodiversity

GE HealthCare is committed to protecting biodiversity in the communities where we operate. We continue to assess our manufacturing sites against key biodiversity parameters to understand potential impacts on our operations and the value chain that supports them. In 2025, nine manufacturing sites completed Biodiversity Risk and Opportunity Assessments (BROAs), identifying 32 biodiversity opportunities focused on awareness, community engagement, habitat improvement, and sustainable sourcing. To date, we have completed 16 BROAs across 43 manufacturing sites, including four in areas classified as "extremely high water stress" by the World Resources Institute's Water Scarcity Atlas, and we are further evaluating our water dependency at these locations. We plan to expand these assessments to additional sites in 2026 and to further implement identified opportunities.

## Resource conservation

We recognize the importance of using natural resources efficiently and responsibly, and we are committed to doing so. We continue to strengthen our approach to sustainable sourcing, with a focus on supporting long-term environmental resilience. Our Environmental Leadership and Management Standard requires that sites and operations conduct risk and opportunity assessments, implement water reduction strategies, and evaluate sustainable sourcing for wood-based products and packaging.

## Pollution prevention and management

GE HealthCare has a comprehensive program to identify, manage, and reduce environmental emissions. Pollution prevention and management

is embedded in our EHS Policy, EHS Framework, and EHS Management System. The latter of these requires all sites to maintain a pollution source inventory and an environmental staffing plan, and it outlines the resources needed to manage environmental emissions from pollution sources. Operations also track implementation of pollution risk reduction plans that are developed from risk and opportunity assessments for significant pollution streams. Plans are reviewed and updated at least annually or when projects with significant environmental impacts arise. Top waste generators are expected to prioritize waste reduction actions in line with the zero-waste hierarchy. In 2025, GE HealthCare improved facility waste data accuracy and, for the first time, disclosed key performance indicators to track total waste generated in addition to distinct metrics for hazardous and non-hazardous waste generated.

See the [Appendices](#) → section for more information.





# Advance sustainability across our products

## How are we advancing sustainability across our products?

We are working to build products that minimize material use and reduce environmental impact throughout their lifecycles by integrating ECD and circular economy principles. These practices not only advance sustainability but also strengthen our market position while supporting long-term resource efficiency across the healthcare sector. Through the Supplier Responsibility Governance program, we also set clear expectations for suppliers.

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## 2025 highlights

Secured a grant to **advance circularity efforts** at the European Repair Operations Center

Added over **20 new products** to the GoldSeal portfolio

Recovered **8,589** systems

Brought together approximately **300 top suppliers**, representing **\$5 billion** in spend, at our Supplier Summit

## Leading objectives

- Optimize energy use and decrease emissions from our products.
- Expand products and parts circularity programs.
- Partner with suppliers on sustainable procurement.

# Sustainability across the value chain

GE HealthCare is evolving its portfolio to meet customers' growing demand for environmentally responsible solutions. Our commitment to sustainability is supported by circularity and ECD programs that focus on extending lifecycles and conserving resources. Moreover, our upgrade and refurbishment offerings help healthcare providers boost performance, reduce capital spend, and maintain high diagnostic quality and patient care.

## Governance

Environmental goals are embedded in our product development process, beginning at the earliest stages of design and development. This approach targets reductions in energy use and associated GHG emissions for new products. Our Chief Technology Officers manage design processes and help integrate environmental criteria into product decisions. This approach spans the full product lifecycle, from development and manufacturing through lifecycle management.

## Policies and related links

[Environmental product collaterals](#) →

[Responsible packaging statement](#) →



# Environmentally conscious design

Advancing ECD considerations across GE HealthCare is a business priority that helps meet evolving customer expectations while contributing to broader climate and growth objectives. We continue to integrate ECD across the product development cycle, with environmental factors formally embedded in design inputs for new products—from material and parts selection to supply chain, manufacturing, use, and end-of-life management. In 2025, we focused on further integrating ECD into our operations and educating teams on design options across the product lifecycle.

## Our ECD program has the following priorities:

- Improve energy efficiency and reduce GHG emissions.
- Optimize the use of rare and limited materials.
- Provide remote predictive and corrective maintenance services.
- Redeploy parts where appropriate.

## Working with industry groups

GE HealthCare's ECD commitment extends to industry collaboration. Through active participation in the Medical Equipment Proactive Alliance for Sustainable Healthcare (MEPA)—a joint initiative of COCIR (the European Coordination Committee of the Radiological, Electromedical, and Healthcare IT Industry), HealthTrust, and Vizient—we help shape emerging expectations for sustainable procurement of medical imaging equipment. In 2025, MEPA released purchasing criteria that support healthcare providers in lowering the climate, environmental, and social impacts of imaging devices throughout their lifecycles.

## Supporting customers

Our efforts to support customers' sustainability goals include providing environmental product collaterals. These documents explain how selected products reduce environmental impact, including energy use, recyclability or refurbishment potential, packaging improvements, transport considerations, and reduced use of hazardous substances.

Lifecycle assessments (LCAs) are another key lever in our product sustainability strategy, helping to quantify impacts and guide design decisions. We are scaling LCAs through a standardized, more automated process that establishes a common LCA methodology, with AI-powered component data mapping and automated analysis of product attributes from computer-aided design models. We have integrated trade-off tools and LCA resources into milestone reviews, strengthening product development by systematically incorporating LCA insights and environmental impact data into design decisions.

In 2025, GE HealthCare advanced GHG emission reduction efforts by accelerating product-level reduction roadmaps. Cross-functional teams in research and development (R&D) and product management now review these roadmaps annually, estimate the impact of new environmental features, and track progress toward our goals.

GE HealthCare's next-generation **SIGNA™ Bolt** MRI system<sup>19</sup> is designed with environmental performance in mind, integrating energy-saving features that help reduce the scanner's operational footprint. Its smart magnet cooling technology uses a regulated cryogenic compressor to support optimized cooling efficiency, helping to lower energy demand while maintaining imaging performance. Enhanced automatic power-saving modes also bring the scanner into lower power states quickly when it's not in use, helping to reduce idle consumption without disrupting clinical workflows. Together, these features can help hospitals advance their sustainability goals while continuing to deliver high-quality diagnostic care.

Operating rooms account for about 70% of hospital waste,<sup>20</sup> while anesthetic gases contribute more than half of the direct GHG emissions from a typical surgical procedure.<sup>21</sup> GE HealthCare's End-tidal Control (EtC) software on the Aisys™ CS<sup>2</sup> helps enable more sustainable anesthesia care by automatically adjusting and maintaining clinician-set end-tidal oxygen and anesthetic agent targets, helping simplify low-flow<sup>22</sup> anesthesia and reducing anesthetic agent waste. In a 2025 peer-reviewed study from Missouri University Hospital,<sup>23</sup> EtC was associated with 45.6% lower fresh gas flow, 45.6% lower sevoflurane consumption, and a reduction in CO<sub>2</sub>e emissions per operating room from 274.39 kgCO<sub>2</sub>e to 145.53 kgCO<sub>2</sub>e. An additional published analysis estimated that End-tidal Control helps reduce anesthetic agent consumption by over 25%.<sup>24, 25</sup>

<sup>19</sup> SIGNA Bolt is 510(k) cleared by the FDA. Not CE marked. Not available for sale in all regions.

<sup>20</sup> <https://ascopubs.org/doi/10.1200/JCO.21.02581>.

<sup>21</sup> Asfaw SH, Galway U, Hata T, Moyle J, Gordon IO. Surgery, anesthesia, and pathology: A practical primer on greening the delivery of surgical care. *J Clim Change Health*. 2021; 4:100076. doi:10.1016/j.jocl.2021.100076.

<sup>22</sup> Refer to the anesthetic agent labeling for information regarding indications for use, warnings, and other relevant clinical information specific to that anesthetic agent. Any decisions regarding selection of anesthetic agent and flow rate should be made at the discretion of the clinician and in their medical judgment based on available information.

<sup>23</sup> Mraovic, B, Cardonell, B, Johnson, Q, Luchetti, M, Beard, JW. Automated Volatile Anesthetics Delivery with End-tidal Control: Early Results from Adoption at Missouri University Hospital. *Anesthesiology*. 2025;143(2):464-467. doi:10.1097/ALN.0000000000005498

<sup>24</sup> Singaravelu S, Barclay P. Automated control of end-tidal inhalation anaesthetic concentration using the GE Aisys Carestation. *Br J Anaesth*. 2013 Apr;110(4):561-6. doi: 10.1093/bja/aes464.

<sup>25</sup> GE HealthCare Et Control Pivotal Study Report. DOC2163005 Rev 1. January 2019.

# Product stewardship

GE HealthCare continues to track and comply with global product regulations governing the use of chemicals, hazardous substances, and electronic waste. In 2025, we scaled a centralized regulatory operating model to monitor, interpret, and implement compliance strategies for global product regulations in different jurisdictions. We also established common interpretations and unified processes that enhance engineering efficiency, audit readiness, and customer confidence. As part of our commitment to responsibly managing substances of concern across the product lifecycle, we assess material choices against evolving regulations and scientific insights to support safety and environmental performance.

Per- and polyfluoroalkyl substances (PFAS) are a group of human-made chemicals that are persistent in the environment and can accumulate over time. In 2025, we advanced supplier outreach to better identify and manage the use of PFAS in our value chain to enhance our readiness for upcoming requirements.

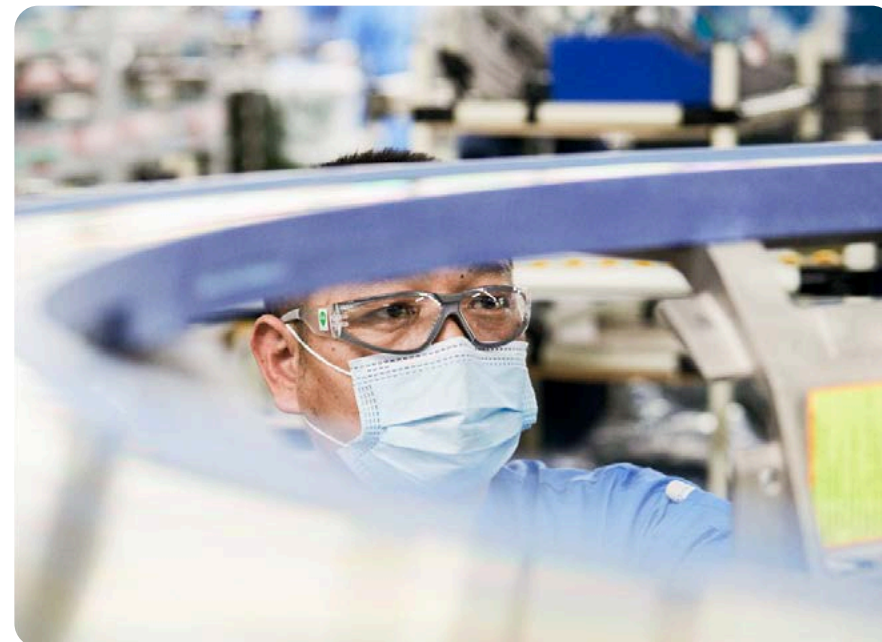
We strive to reduce the volume of packaging for our products and to use packaging materials that reduce environmental impact, all while maintaining product integrity. This commitment and other elements of our approach to packaging are included in a responsible packaging statement that was published in 2025. The packaging used for our Carescape Canvas™<sup>26</sup> patient monitor, which consists of 95% recyclable cardboard, won a WorldStar Award.

<sup>26</sup> Carescape Canvas is 510(k) cleared. Not available for sale in all regions.

# Circular economy

GE HealthCare has a long history of adopting circular economy principles. We prioritize durable, maintainable equipment and extend product lifecycles when practical through updates, reuse, repair, refurbishment, and recycling. This approach reduces waste to landfill and helps us avoid the energy and material impacts associated with manufacturing new devices. In the complex medical device regulatory landscape, we work with regulators to meet and, when practical, exceed applicable environmental requirements.

GE HealthCare continues to bring together experts on predictive maintenance, digital twins, and agentic AI to collaborate and share best practices with industry leaders. Participants discuss topics such as opportunistic maintenance, which can improve repair durability, customer satisfaction, and environmental performance.



In 2025, GE HealthCare’s European Repair Center secured its first grant from the French Ministry of the Environment, marking an important milestone in advancing our circularity efforts. The funding is expected to expand repair capabilities and accelerate localization that can enable more products to remain in use longer. This can drive multiple benefits, such as faster delivery, reduced transportation impact, and increased circularity.

Our Circularity Innovation Lab continues to make strides. In 2025, the lab partnered with teams across GE HealthCare to help quantify the environmental benefits of upgrades that retain existing magnets on MRI scanners while updating electronics and software. This approach received the AIIC Award 2025 from the Italian Association of Clinical Engineers. The lab also implemented a mechanism to recover rhodium from mammographic X-ray tubes and plans to expand to other tube types. Among other projects, the lab is working on developing new forecasting strategies to anticipate end-of-life timing so that high-value parts can be harvested and reused more effectively.

In 2025, we continued to advance our efforts to refurbish, repurpose, and recycle devices and equipment where appropriate.

### Recovered systems

Metric	Indicator
Number of units	8,589
Total recovered systems (metric tons) <sup>27</sup>	8,652
Total reuse	8,182
Total landfill	470

For the number of recovered system units over the last three years, see [Key performance indicators.](#) →

<sup>27</sup> Values include Imaging, Magnets, Magnet Upgrades, Ultrasound, and Surgery products for 2025. Imaging and Ultrasound values are based on USCAN, EMEA, India, and Japan.

# Preventive, predictive, and corrective maintenance

GE HealthCare emphasizes the importance of preventive and remote maintenance to extend the life of both original and recycled parts. To keep medical equipment in use for longer, we:

- 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.

# Upgrades and extensions

Upgrading existing medical equipment is essential to extending the useful life of critical healthcare systems. As more hospitals look to maintain and modernize their installed base rather than fully replace systems, upgrades offer a way to introduce new capabilities, improve efficiency, lower costs, and enhance user experience without the environmental and financial costs of new manufacturing. Keeping equipment in place and updating it with new hardware or software helps keep valuable materials in circulation for longer, reduces waste, and supports more resource-efficient models of care.

# GoldSeal

GE HealthCare’s GoldSeal program helps hospitals and imaging centers deliver safe, reliable, and advanced care by providing high-quality refurbished or reconditioned imaging and ultrasound systems. Drawing

on decades of experience, we restore GoldSeal systems to meet original specifications, update them with relevant technology enhancements, and subject them to rigorous testing at dedicated repair facilities before returning them to clinical use. These systems are backed by a full one-year warranty supported by GE HealthCare’s Service teams.


**Over 20 years,**  
**>20,000**  
**systems were sold globally through the U.S. GoldSeal program.**

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**In 2025,**  
**> 20**  
**new products were added to the GoldSeal portfolio.**

In addition to our repair centers in the United States and Hungary, we continue to expand our refurbishment, reconditioning, and repair activities internationally, including in Japan, India, and Latin America. We have added more regions for equipment recovery and reuse and new products to our portfolio. For instance, in 2025, we began refurbishing ultrasound equipment in Bangladesh.

**In the spotlight**



When devastating floods struck Nysa County, Poland, in September 2024, the local hospital's MRI department was destroyed, putting essential diagnostic services at risk for the community. By collaborating with GE HealthCare and selecting a GoldSeal SIGNA Voyager Certified Pre-Owned system with advanced software, the hospital rapidly restored MRI services while extending the life of existing equipment and avoiding the environmental impact of manufacturing a new system. Learn more by watching [this video](#). →

# Sustainable procurement

At GE HealthCare, we believe suppliers help us deliver on our purpose to create a world where healthcare has no limits. We have a diverse global supply chain, with total spend of approximately \$10 billion in 2025. This scale brings responsibilities and potential risks related to human rights, environmental practices, health and safety, labor conditions, and other ethical considerations. The company addresses these through a strong commitment to integrity and clear supplier expectations.

Suppliers are contractually required to comply with applicable laws and meet GE HealthCare's social, environmental, and ethical standards. We aim to work only with partners that comply with the law and align with our GE HealthCare Integrity Guide for Suppliers, Contractors & Consultants (the Supplier Integrity Guide). This commitment is embedded in business and procurement operations through the Know Your Supplier (KYS) and Supplier Responsibility Guidelines (SRG) programs, which are designed to build and continually strengthen an ethical, sustainable, and transparent global supply chain.

## Governance

GE HealthCare's central Sourcing team, which reports to the Chief Procurement Officer, manages the policies and programs that underpin our sustainable procurement efforts. The Chief Procurement Officer also serves on the **ESP Committee**, actively contributing to management's oversight of risk and sustainability matters. Through this governance structure, we have adopted a systematic approach to assessing and monitoring risk and improving supplier performance.

## Policies and related links

[Integrity Guide for Suppliers, Contractors & Consultants](#) →

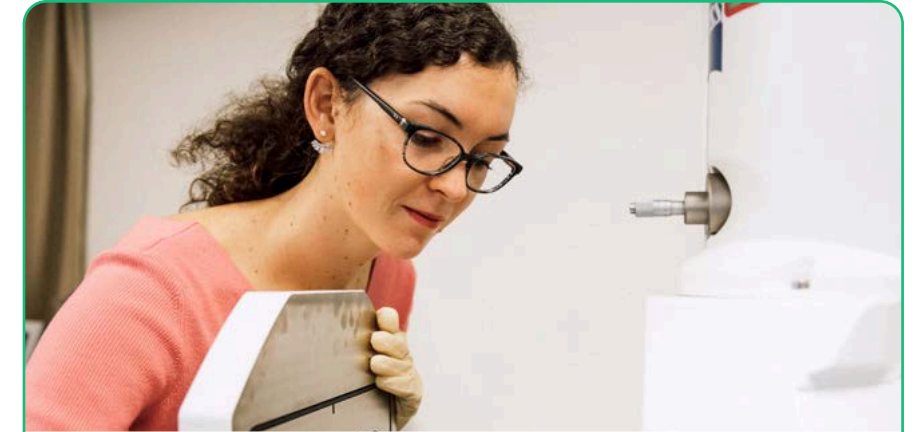
[Sustainable Procurement Program](#) →

[Human Rights Policy](#) →

[Conflict Minerals Report 2025](#) →

[Responsible Mineral Sourcing Principles](#) →

[Suppliers diversity webpage](#) →



We are actively integrating sustainability into our purchasing decisions to enable collaboration between our colleagues and suppliers to co-create sustainable value. Through the Supplier Integrity Guide, suppliers are required to comply with environmental laws and standards and to minimize environmental impact. In practice, this means reducing waste, conserving resources and biodiversity, enhancing energy efficiency, and adopting sustainable practices. We also ask our suppliers to set science-based carbon reduction targets and share their sustainability performance, including carbon emissions to support supply chain decarbonization, through EcoVadis.

For more information on our supplier decarbonization efforts, see the [Scope 3 section](#). →

## Supplier selection

GE HealthCare uses structured processes to select, onboard, and monitor suppliers, with a focus on identifying and managing ethics, compliance, capability, quality, performance, and financial risks throughout the relationship. Suppliers undergo risk-based due diligence before onboarding. Higher-risk partners are subject to enhanced assessments and recurring screening for ethical and compliance issues. These activities are supported by programs such as KYS and by SRG audits in higher-risk countries.

As we strive to partner with suppliers that actively reduce their environmental impact, including climate, we have introduced sustainability-focused questions into sourcing and bidding processes.

## Engagement tools

GE HealthCare uses targeted supplier training and assessment tools to advance sustainability across the supply chain. We have asked our suppliers representing the top 70% of our spend to complete an EcoVadis sustainability assessment, and we have developed a real-time analytics dashboard to track our suppliers' EcoVadis performance, registration progress, and scores. In 2025, 44% of those suppliers had completed the assessment.<sup>28</sup> Additionally, we provide quarterly EcoVadis trainings for Sourcing teams and suppliers.

In 2025, GE HealthCare again hosted a Supplier Summit that brought together approximately 300 of the top suppliers, representing about \$5 billion in global spend, alongside senior company leaders. The summit covered key topics such as environmental sustainability, human rights, AI at GE HealthCare, and the QMS. It reinforced expectations for suppliers on sustainability performance, including through a dedicated Sustainable Supplier of the Year category in the Supplier Awards program.

## Audits and training

GE HealthCare's Supplier Quality and SRG teams conduct risk-based audits during onboarding and throughout the supplier relationship, taking into account factors such as location and types of products or services provided. Audits may occur before a supplier is approved and periodically afterward. Auditors use comprehensive procedures to identify and document risks, and they work with sourcing colleagues and suppliers to confirm compliance with applicable laws and GE HealthCare requirements.

To support consistent and effective audits, colleagues receive training through a Learning Management System and follow an Eyes Always Open Policy during supplier visits. Channels are available for both anonymous and non-anonymous reporting of potential human rights, environmental, ethical, safety, quality, and other concerns.

For supplier audit outcomes over the last three years, see [Key performance indicators](#). →

For more information on our human rights program, see the [Human rights section](#). →

## Hazardous materials and responsible sourcing

GE HealthCare maintains programs to oversee the responsible sourcing of materials, including monitoring the presence of certain substances and minerals in line with global regulations and expectations. Each year, we assess our supply chain and survey suppliers about their sources and usage of tin, tantalum, tungsten, and gold (3TG). We are committed to not sourcing 3TG from suppliers that finance or benefit armed groups, directly or indirectly. For more information, see our Conflict Minerals report.

In preparation for the EU Deforestation Regulation (EUDR), GE HealthCare mapped in-scope products and associated suppliers and launched targeted supplier communications to build awareness of EUDR obligations. We also continued our relationship with the Responsible Minerals Initiative, participated in CHARME as well as an industry Scope 3 peer group, reflecting our broader commitment to collaboration on reducing value chain emissions in the healthcare technology sector.

GE HealthCare maintains the right to suspend or terminate relationships with suppliers that fail to address findings promptly and permanently, with serious issues potentially resulting in immediate termination.

<sup>28</sup> In 2025, we expanded our approach to quantifying supplier assessment completions to better align with the EcoVadis validity period.

# Deliver safe and secure products

## How are we delivering safe and secure products?

GE HealthCare has a sophisticated global quality system to oversee product safety, integrity, and quality across our portfolio. We also have layered cybersecurity controls, robust data protection, and targeted training to help protect connected devices and sensitive information. As AI use expands, our teams build solutions that prioritize ethics, reduce bias, protect privacy, and maintain transparency and human oversight.

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## 2025 highlights

Adopted a formal risk-based framework for **AI use cases**

Conducted third-party audits on **100%** of eligible company facilities

## Leading objectives

- Develop safe and reliable products.
- Further AI capabilities that are aligned with our responsible AI strategy.

# Product safety, quality, and regulatory compliance

We are committed to delivering innovative products, solutions, and services that prioritize patient safety and clinical effectiveness. Our QMS aligns with regulatory requirements in roughly 160 countries. It enables consistent global compliance and supports the safe and reliable performance of our technologies. Across functions and regions, we foster a culture of accountability, collaboration, and continuous learning to advance product safety and quality throughout the product lifecycle.

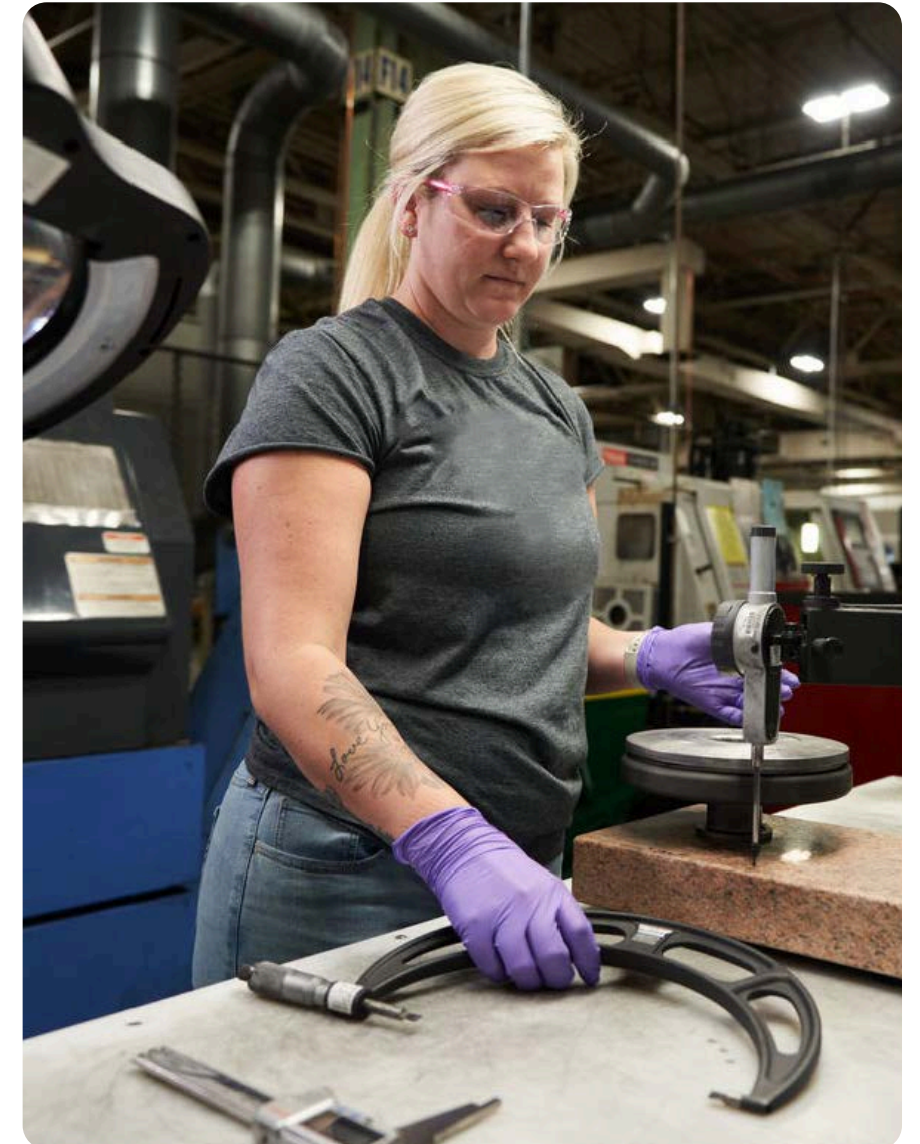
Of our eligible global sites, 100% are certified to ISO 13485 and/or ISO 9001 quality system standards and/or adhere to current Good Manufacturing Practices and current Good Clinical Practices, as appropriate, as well as applicable International Council for Harmonisation of Technical Requirements for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

## Policies and related links

[Product safety, quality, and regulatory compliance fact sheet](#) →  
[The Spirit & The Letter](#) →

## Governance

GE HealthCare's Quality Policy embeds safety and product and service quality into everyday decisions, setting expectations for patient protection, regulatory compliance, and continuous improvement. The **Board**, through the **Governance Committee**, oversees these commitments, while dedicated quality leaders in each segment and region report to the Chief Quality and Regulatory Officer on the Executive Leadership team. This structure supports consistent implementation of the QMS worldwide and keeps senior leadership informed about quality priorities, regulatory risks, and continuous improvement initiatives.



# Quality Management System

Our QMS incorporates internationally recognized quality and regulatory standards and requirements that are applicable to our products in the markets where we do business. It encompasses management controls and responsibilities that include regular quality management reviews across sites and regions. Significant items discussed in the quality management reviews are reviewed with the Board when appropriate.

In 2025, third-party audits were performed at 100% of our eligible facilities and 58% of our QMS-relevant Tier 1 suppliers' facilities.

AI has the potential to be a critical enabler for enhancing product quality and patient safety, offering new ways to strengthen decision-making and streamline quality system processes. At GE HealthCare, our Quality & Regulatory team has identified targeted opportunities for compliant and impactful use of GenAI in QMS operations, with appropriate human review and oversight embedded throughout. A cross-functional team is developing templates and producing training and knowledge-sharing materials to strengthen GenAI capabilities and drive consistent, scalable adoption.

## Quality management training

Quality training, including onboarding to the quality system, annual refreshers, and role-specific instruction on relevant QMS elements, equips colleagues to uphold the highest standards of safety and quality. Immersive leadership training on quality, compliance, and regulatory expectations further strengthens accountability.

Our commitment to safety and quality is illustrated through *The Spirit & The Letter*, which empowers colleagues to halt work immediately and notify a leader if they observe anything that compromises safety or quality. Daily management practices encourage colleagues to pause before work, verify readiness, follow standard procedures, and address safety risks proactively.

We work with our suppliers to uphold safety and quality. Our QMS includes robust purchasing controls for supplier qualification, change management, and monitoring. These are supported by key performance indicators and a risk-based approach that considers factors such as supplier criticality, scope, and performance.



# Continuous quality improvement

The QMS integrates product tracking, event reporting, and facility registration mechanisms to support ongoing regulatory compliance and inspections. Routine monitoring of post-market data enables early detection of patient safety signals that warrant deeper risk evaluation and timely, appropriate action. When trends or signals emerge, we apply structured problem-solving methods through our Corrective and Preventive Action process, which consolidates input to inform product development and post-market activities. When needed, we deploy corrective and preventive actions, which may include recalls.

The FDA posts summaries of information about the most serious medical device recalls (generally classified by the FDA as Class I recalls) on its website. In 2025, the FDA classified two voluntary recalls initiated by GE HealthCare as Class I.

For 483 observations, warning letters, and recalls over the last three years, see [Key performance indicators.](#) →

# Responsible AI

GE HealthCare is working to unlock the opportunities of AI while maintaining safeguards to help develop and deploy these technologies in a safe, trustworthy, and responsible manner. We collaborate with healthcare providers, regulators, and AI experts to shape responsible AI practices for clinical use. We also invest in ongoing education and training so that colleagues and healthcare professionals can appropriately understand and use AI in patient care.

In 2025, we updated our internal AI governance process by adopting a formal risk-based framework and a new method for reviewing internal and external use of enterprise AI.



## Governance

### The Board

The Board oversees our digital strategy, including the adoption, performance, and governance of AI initiatives in our products and throughout the organization. In collaboration with management, including the Chief Science and Technology Officer, the Board regularly reviews the strategic direction, risks, and opportunities associated with digital innovation and AI. The Board conducts an annual review of our AI strategy and long-term planning to facilitate alignment with corporate strategy and sustain leadership in digital health innovation.

### Governance Committee

The Governance Committee assists the Board in overseeing risk management, compliance, and ethical use as they relate to the company's utilization of AI. As part of its commitment to informed oversight, the Board has also consulted with internal and external experts to stay current on emerging trends in digital strategy and AI.

### Enterprise Data & AI Governance Council

The Enterprise Data & AI Governance Council is a cross-functional council co-led by the Information Technology department and the Science & Technology organization. It includes representation from key leadership roles across the company. The council supports our Responsible AI program and reviews and updates AI-related policies and procedures to reflect technological advancements, evolving regulations, and ethical standards. Its work helps align our AI initiatives with our long-term business objectives and stakeholder interests.

### Responsible AI Council

The Responsible AI Council sets our Responsible AI Principles, adopts our responsible AI frameworks, issues policy and guidance material, and reviews high-risk use cases. The council is composed of leaders across various functions and segments, covering multiple areas of expertise including data privacy, cybersecurity, data science, software engineering, compliance, and sustainability.

# Strengthening our approach to responsible AI

At GE HealthCare, we recognize the importance of incorporating responsible AI practices into our operations. Our responsible AI principles align with the National Institute of Standards and Technology’s AI Risk Management Framework and the EU AI Act.

In 2025, a key focus was the digital enablement of AI growth across the enterprise. We established three dedicated workstreams: building communities of practice on how to use AI, enhancing education and training for our workforce, and strengthening responsible AI infrastructure.

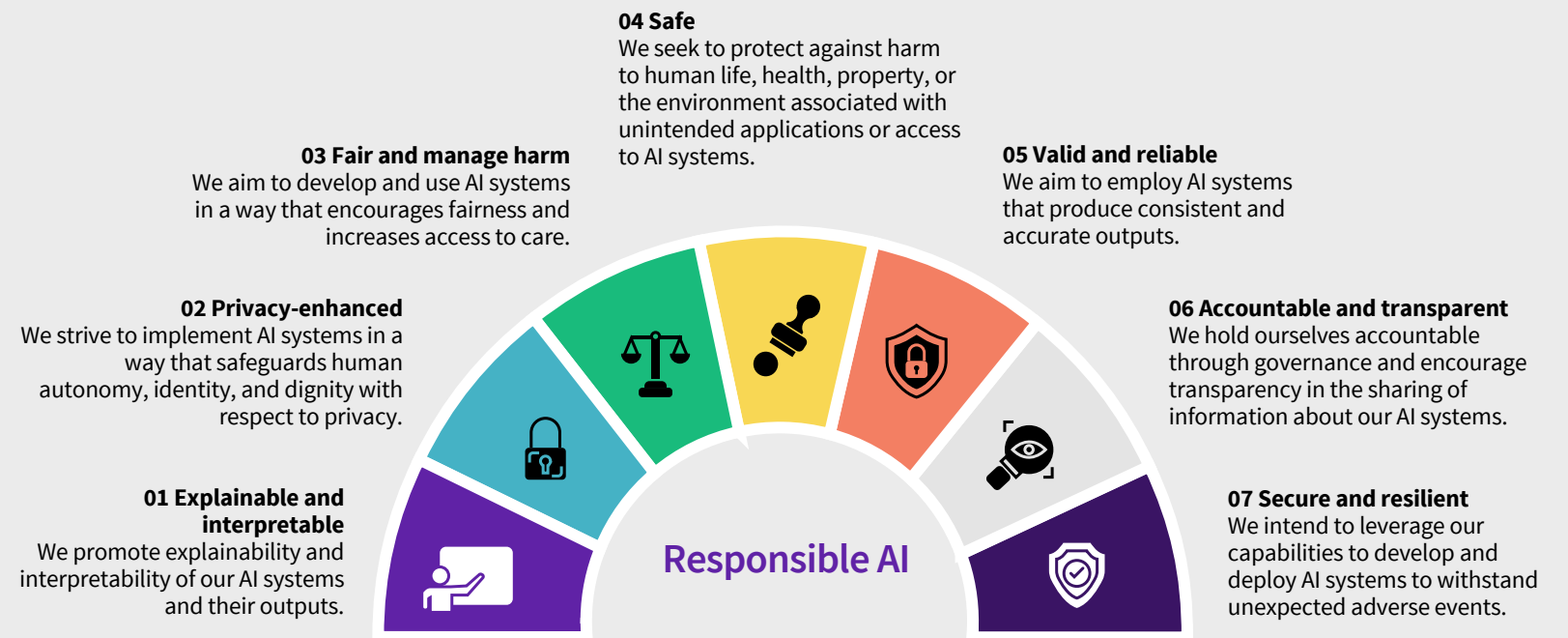
AI training is mandatory for colleagues who use AI tools, and optional learning opportunities are available to others. We also provide upskilling resources, including our first responsible AI training module, an internal podcast on using data to train AI, and AI-focused content integrated into events such as International Privacy Week.

HelloAI is a global educational program that has supported the development of AI fluency among healthcare professionals since 2018. Healthcare professionals, innovators, and enthusiasts from over 100 countries have participated in the program, creating a truly global learning community. In 2025 alone, more than 2,000 professionals began their AI journeys through HelloAI, building the confidence and practical skills needed to apply AI tools in daily workflows. To further expand access, all HelloAI online learning content is available globally at no cost. In parallel, our Global Head of AI Advocacy promotes responsible AI adoption through industry engagement and direct customer collaboration.

GE HealthCare also recognizes that increased AI adoption contributes to rising demand for energy and water, and we are actively examining the environmental impacts associated with AI use.

## Our responsible AI principles

Our goals when developing AI systems

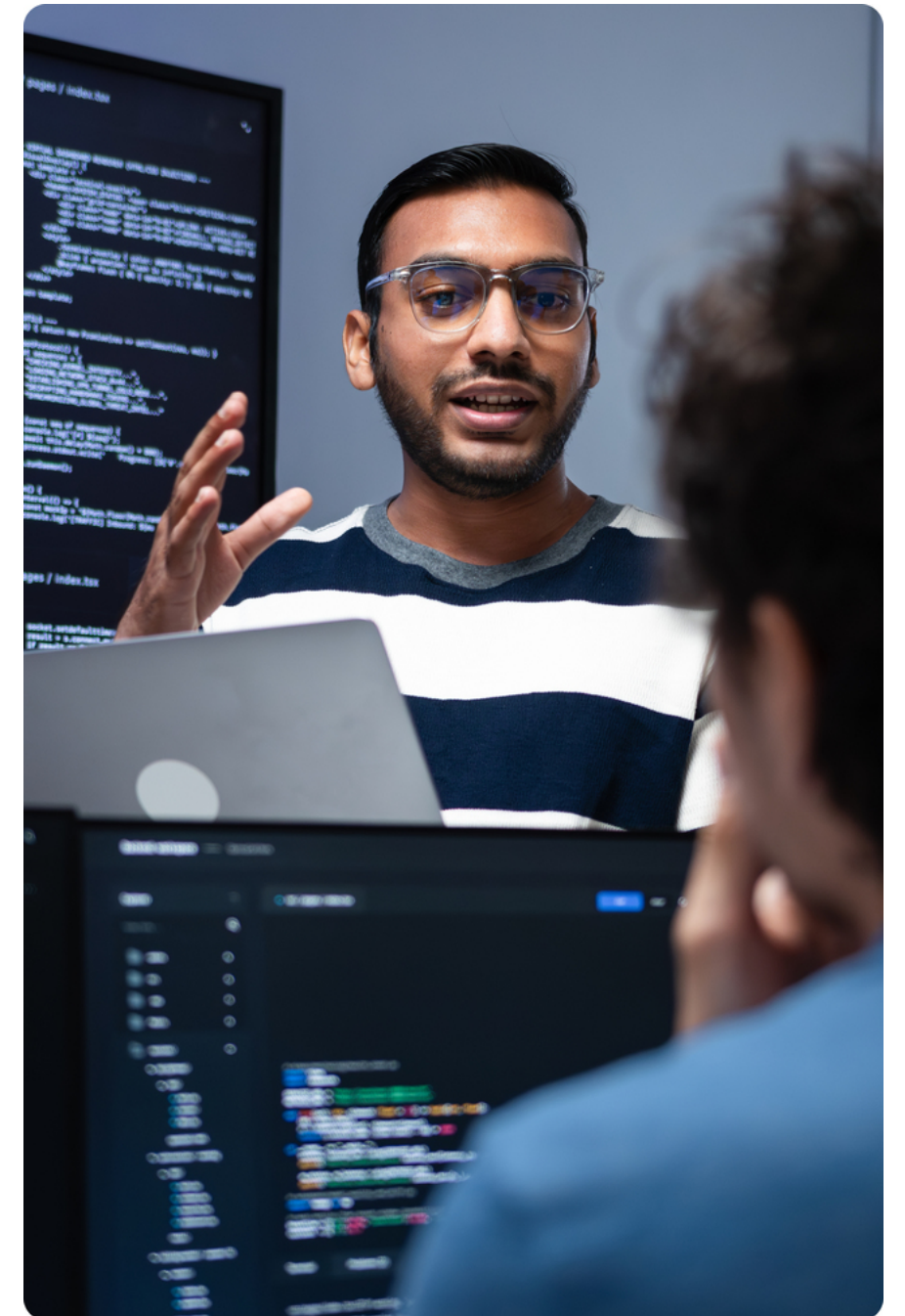


## AI Innovation Lab

Our AI Innovation Lab develops advanced machine learning and foundation models to accelerate early-stage AI innovations, both to enhance GE HealthCare devices and to support potential external service offerings. These efforts are part of GE HealthCare's broader AI and cloud strategy to integrate AI into medical devices, build AI applications that enhance decision-making across the care journey, and use AI to support better outcomes and operational efficiencies.

The early concept projects target several key healthcare challenges, including clinician workload pressures, inefficiencies in imaging workflows, and the limited use of clinical data. They aim to support diagnostic processes and streamline workflows for imaging teams, help identify and evaluate incidental findings in diagnostic scans, and fine-tune advanced imaging models for broader clinical use. Together, these efforts seek to address workforce shortages, data bottlenecks, and operational efficiencies that constrain care delivery.

GE HealthCare uses cloud computing to help advance healthcare delivery and improve access to care. Using advanced cloud technology, we offer software-as-a-service (SaaS) solutions that enable clinicians to aggregate and normalize medical imaging data from multiple sources, yielding insights that can improve efficiency and collaboration in patient care. Cloud-based remote storage and sharing of medical data also allow clinicians to securely access critical patient information from anywhere, helping support better diagnostics, treatment planning, and outcomes, especially in underserved areas.



### In the spotlight

GE HealthCare is collaborating with The Queen's Health Systems in Honolulu, Hawaii and Duke Health in Durham, North Carolina to co-develop a new cloud-based AI solution to transform hospital operations and improve patient care. Built as a **CareIntellect™<sup>29</sup>** application, this SaaS offering uses predictive analytics on real-time and historical data to generate recommended actions for leaders and care teams—including optimizing bed capacity, staffing, equipment management, and patient flow—so that hospitals can better manage rising demand, workforce constraints, and cost pressures.

Drawing on more than a decade of experience helping nearly 500 hospitals optimize their operations, the solution is intended to provide proactive, system-wide operational decision support that improves care coordination, enhances clinician experience, and ultimately supports better patient care. By combining GE HealthCare's technology and change management expertise with the frontline operational insight of its partner systems, the collaboration seeks to scale data-driven, AI-powered decision support that expands access and delivers more efficient, higher-quality care for patients and communities.

<sup>29</sup> The current CareIntellect platform is 510(k) cleared; not available for sale in all regions. The cited collaboration above, built on this technology, involves technologies and concepts in development that are not products and may never become products. None of these technologies or concepts are being offered for sale, and none of them are cleared or approved by the FDA or any other global regulator for commercial availability.

# Cybersecurity and data privacy

GE HealthCare proactively identifies and mitigates cybersecurity risks to build a more resilient company while protecting the privacy and security of patients, people, and customer data. We use multiple mechanisms to surface and assess risks, including user and external reporting, audits and assessments, and dedicated technology programs that also address risks stemming from third-party service providers, supply chain partners, and others with access to our systems or data.

## Governance

A dedicated team of cybersecurity professionals reporting to the Chief Information Security Officer publishes IT and security policies, monitors compliance, and runs targeted risk mitigation programs. The team provides regular updates on its activities to the **Audit Committee**. Updates cover topics including the impact of AI on cybersecurity, our data security posture, results from third-party assessments, progress toward predetermined risk mitigation-related goals, incident response plans, and cybersecurity threat risks or incidents and developments. They also include the steps management has taken to respond to these risks.

The global Data Privacy program, led by the Chief Privacy and Data Trust Officer, applies across GE HealthCare. A Privacy and Data Trust Office of experienced legal and privacy professionals advise on global privacy requirements.

GE HealthCare has established a global data privacy program. This program is informed by frameworks such as the EU General Data Protection Regulation and comparable laws and is tailored to local requirements such as the Health Insurance Portability and Accountability Act (HIPAA) in the United States, Personal Information Protection Law in China, and General Personal Data Protection Law in Brazil. These principles are reflected in contractual commitments and our Privacy Policy, which define how personal data from customers, suppliers, and other third-party collaborators is responsibly managed.

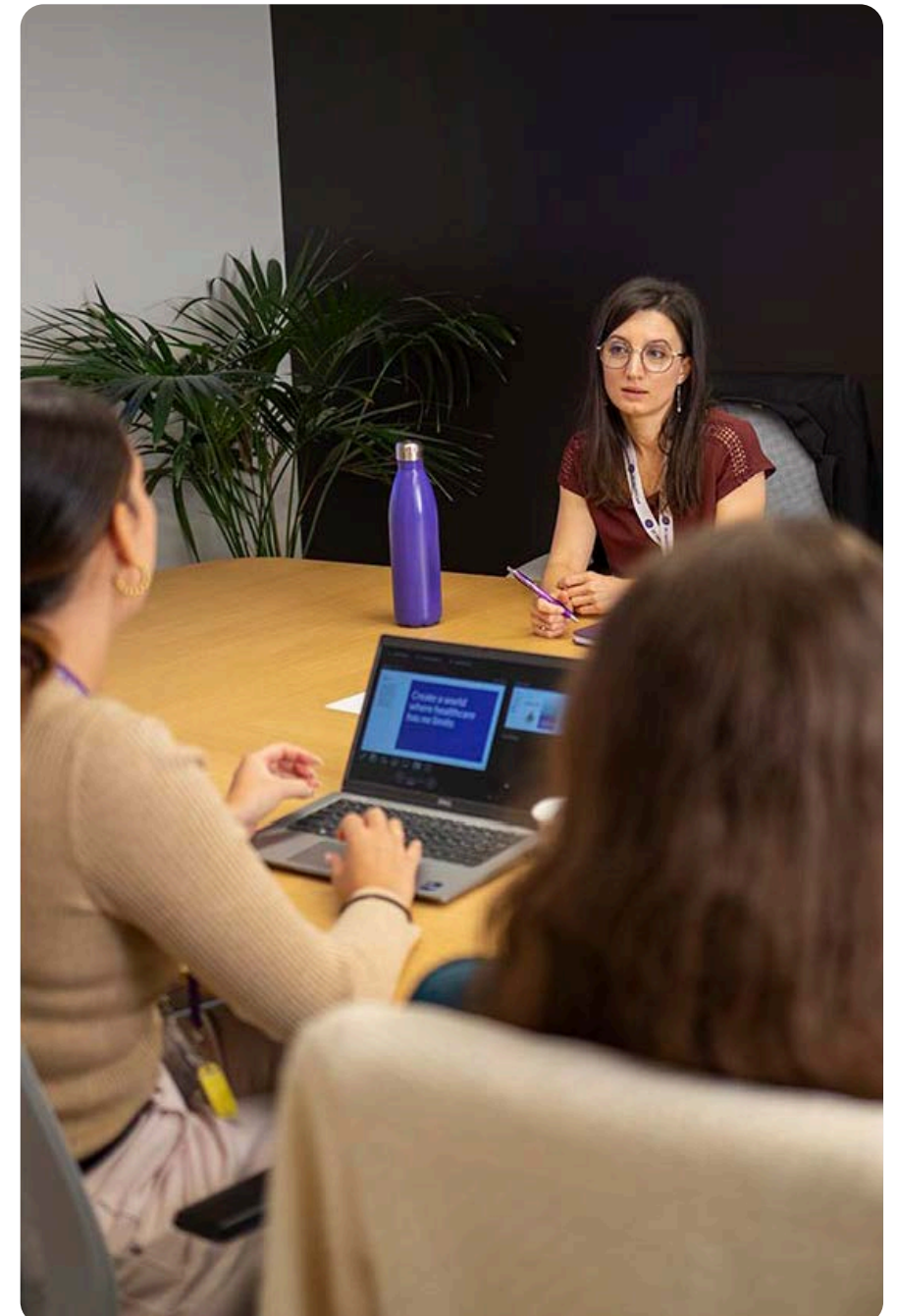
We regularly improve our programs to manage evolving risks and regulatory expectations.

## Policies and related links

[Privacy Policy →](#)

[Cybersecurity risk management webpage →](#)

In 2025, we maintained an ISO security certificate to **ISO 27001:2022**, including the cloud extensions **ISO 27017** and **ISO 27018**, and certification to the privacy standard **ISO 27701:2019**.



## Three core tenets

Our approach to managing cybersecurity across the organization is anchored in three core tenets: driving a secure enterprise, developing secure products, and delivering secure services. Security is built into operational structures and facilities and embedded in the design and maintenance of products and solutions.

### Secure enterprise

#### Vendors

We categorize vendors based on the sensitivity of the data shared with them and the criticality of the services they provide to GE HealthCare. Our review process includes assessing vendors' information security controls to confirm they maintain adequate protections for GE HealthCare's data and services. We also have established procedures to reassess or engage vendors when elevated risks are detected. Partnering with a third-party agency, we work to obtain and continuously monitor cybersecurity risk ratings so that we can identify any negative changes in vendors' risk profiles at an early stage.

#### Awareness and training

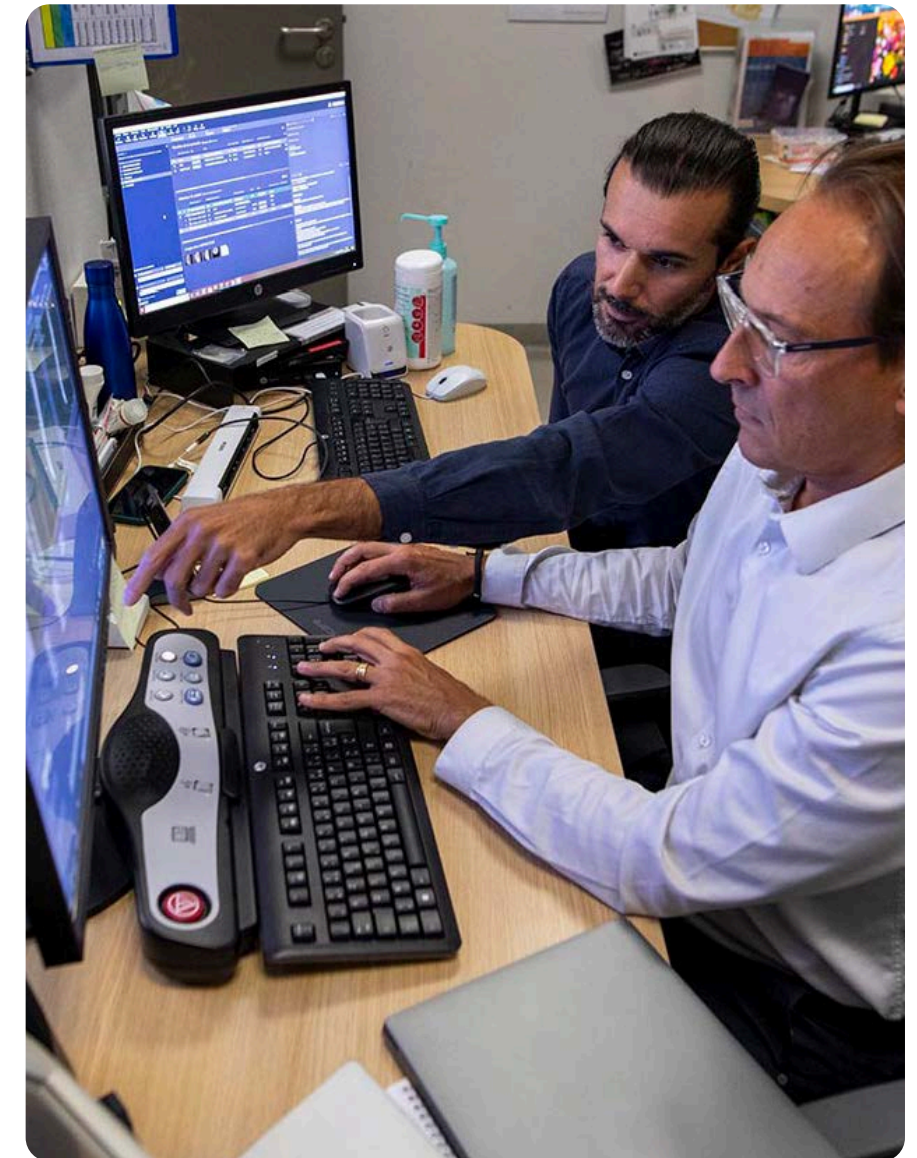
Building awareness and strengthening skills in cybersecurity and privacy are critical to protecting sensitive information and maintaining trust in an increasingly connected healthcare environment. Our interactive,

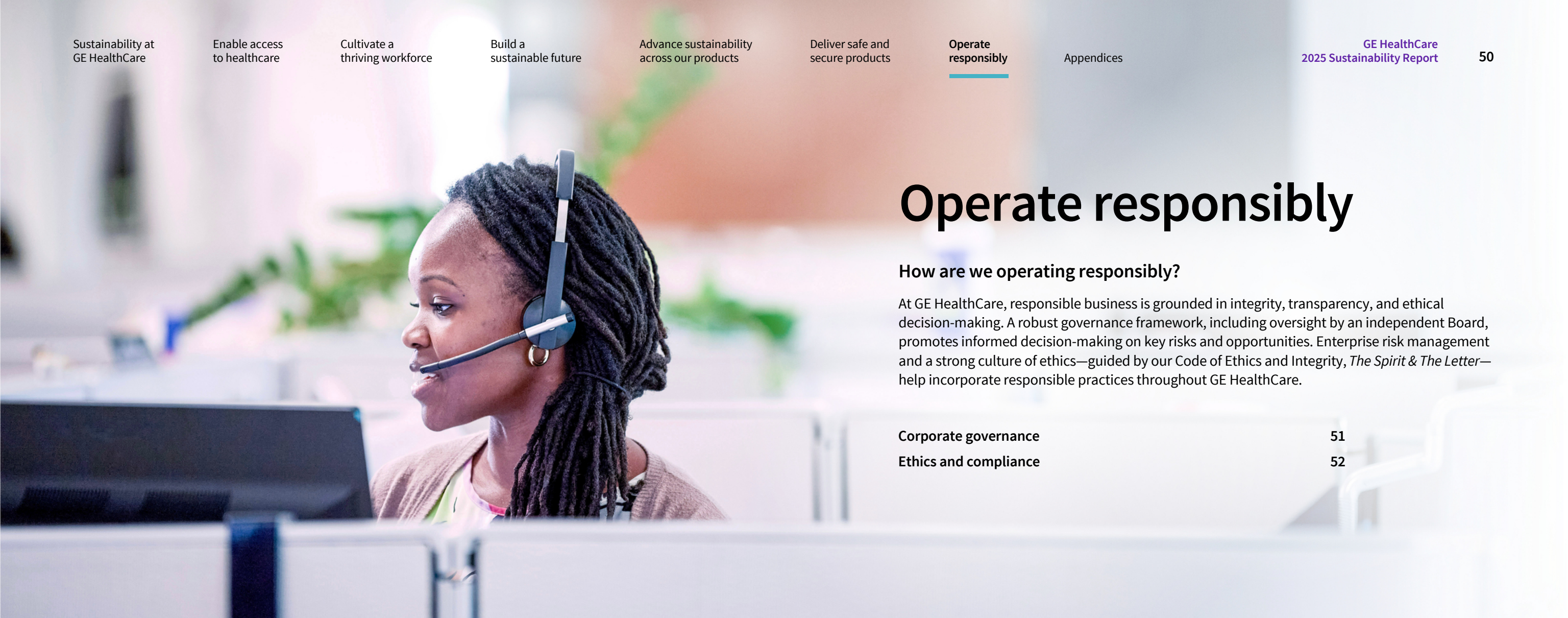
mandatory training—Cybersecurity Essentials—equips colleagues with the knowledge and practical skills needed to safeguard the organization and manage evolving cyber risks. Required for all colleagues, the training is complemented by a targeted supplemental module, Deepfake Awareness, to reinforce secure behaviors, vigilance, and sound decision-making in day-to-day work.

Our Privacy and Data Trust portal streamlines access to training materials and educational resources on privacy policies and data subject access rights, giving colleagues a centralized way to stay informed about current privacy practices and regulatory expectations.

### Secure products and services

We design, develop, and manufacture medical devices with cybersecurity and safety in mind. Our products incorporate cybersecurity controls and security features to mitigate risks and are supported by a global program for secure service delivery throughout the product lifecycle. Our Global Product Security portal provides customers with relevant, up-to-date product security information.





# Operate responsibly

## How are we operating responsibly?

At GE HealthCare, responsible business is grounded in integrity, transparency, and ethical decision-making. A robust governance framework, including oversight by an independent Board, promotes informed decision-making on key risks and opportunities. Enterprise risk management and a strong culture of ethics—guided by our Code of Ethics and Integrity, *The Spirit & The Letter*—help incorporate responsible practices throughout GE HealthCare.

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## 2025 highlights

Launched **new emodules** to train colleagues on ethics and compliance

Compliance Risk Assessment (CRA) evaluated over **30 risk areas**

Global Interactions Policy available in **10 languages**

Annual assignment on *The Spirit & The Letter* completed by over 99.9% of colleagues

Always with unyielding integrity.

# Corporate governance

GE HealthCare's Board comprises directors with a variety of perspectives and industry experience.

The Board operates within a robust governance framework anchored in core governing documents that define roles, responsibilities, and decision-making processes. Three standing committees—the Audit Committee, the Governance Committee, and the Compensation Committee—provide focused oversight. At the same time, *The Spirit & The Letter* sets clear ethical and compliance expectations for all colleagues and directors, helping embed accountability and responsible conduct across GE HealthCare.

See the [Sustainability governance section](#) → of this report for more details on the Board's oversight of our sustainability programs.

For more information about GE HealthCare's Board and key corporate governance practices, see our [2026 Proxy Statement](#). →

GE HealthCare employs a structured, multilayered approach to risk management to facilitate governance and enterprise-wide oversight. Our ERM program defines the company's risk framework, appetite, culture, and approach to emerging risks, providing expertise, support, and monitoring to those who own and manage risk. The program manages the ERM framework, enterprise risk assessment, and other risk-related activities such as risk awareness, training, and communication.

GE HealthCare management identifies and manages risks, while the Board oversees these activities. The Governance Committee oversees the company's ERM framework, receiving periodic updates from the ERM program lead on risk assessment and programs. The ERM team reports to the Governance Committee at least annually. Throughout the year, the Board and the relevant committees review and discuss specific risk topics and management processes in greater detail. Our ERM taxonomy covers strategic, operational, financial, regulatory, and IT/cybersecurity risks,

including climate change and other sustainability-related risks. We conduct an annual enterprise risk assessment that is informed by a variety of internal and external sources, including other risk assessments throughout the company, such as the [DMA](#). → This process considers global trends and developments such as geopolitical dynamics, regulatory changes, and market conditions along with internal factors such as performance, priorities, and existing mitigations.

Our operational resilience programs, encompassing business continuity, crisis management, emergency management, and technology, help us identify threats and respond swiftly. From extreme weather and geopolitical tensions to technology-related risks, proactive monitoring and response prove essential in our operational stability. These efforts help us manage incidents effectively and safeguard the continuity and robustness of our business operations.

## Policies and related links

[Certificate of Incorporation](#) →

[Bylaws](#) →

[Governance Principles](#) →

[Audit Committee Charter](#) →

[Nomination and Governance Committee Charter](#) →

[Talent, Culture, and Compensation Committee Charter](#) →

[Clawback Policy](#) →

[Lobbying & Trade Association Disclosure Policy](#) →

[Political Contributions Policy](#) →



## Political lobbying

Public policy plays a critical role in shaping healthcare delivery and other topics that influence our operations. GE HealthCare's Government Affairs and Policy team works with officials to advance health and technology policies. For more information on how we engage with policymakers, see our [Lobbying & Trade Association Disclosure Policy](#) and [Political Contributions Policy](#).

# Ethics and compliance

Ethics and integrity are fundamental to GE HealthCare’s operations. This underpins the company’s Cultural Operating Principles, guiding how teams work, make decisions, and engage with customers, patients, and partners. The Compliance team incorporates ethical expectations and requirements across global operations and business relationships through clear policies, training, and accountability mechanisms.

Our Compliance program aligns with guidelines set by the U.S. Department of Justice and the U.S. Department of Health and Human Services. It is managed by a global Compliance team responsible for governance, policies, controls, communication, and training as well as oversight of the Ombuds program and investigations of reported concerns. Regional and segment-based compliance teams work closely

with business groups to implement this framework locally, applying deep subject matter expertise to address specific risks and help protect the company’s operations and reputation.

## Policies and related links

[The Spirit & The Letter](#) →

[Human Rights Policy](#) →

[2026 Modern Slavery Statement for Australia, Canada, and the United Kingdom](#) →

[Animal research fact sheet](#) →

[Stem cell research fact sheet](#) →

[Ombuds program](#) →

[Compliance program webpage](#) →

## Governance

### Board committees

#### Audit Committee

This committee oversees our Compliance program’s implementation and effectiveness.

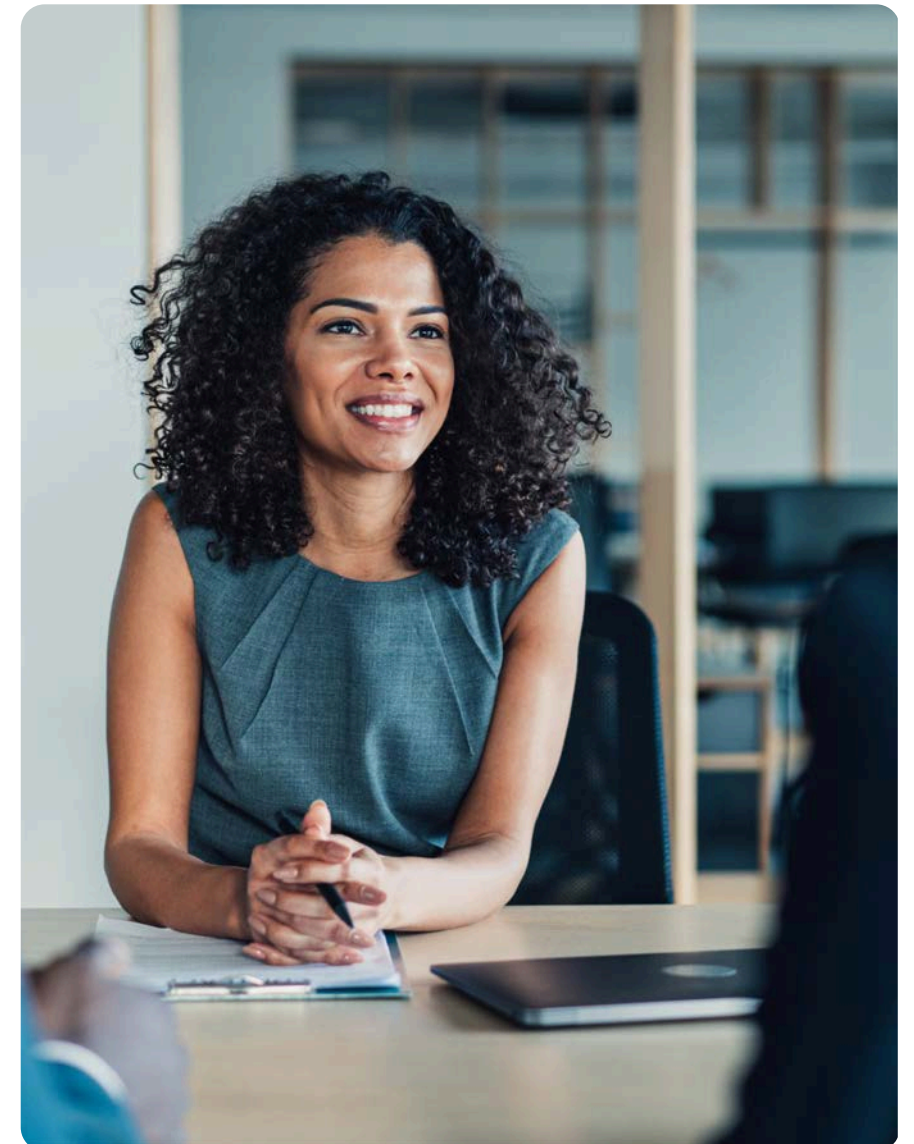
#### Compliance program

The Chief Compliance Officer leads compliance at GE HealthCare.

#### Management committees

The Compliance and Risk Review Board (CRRB) reviews trends and addresses any noted risk areas, control gaps, and necessary remediation steps. The CRRB holds regular meetings that include GE HealthCare’s CEO and his staff across business segments, geographies, and functions.

We also have regional and segment Compliance Review Boards to address compliance throughout the business.



In 2025, over 99.9% of colleagues completed the annual assigned campaign for *The Spirit & The Letter*.

## The Spirit & The Letter

*The Spirit & The Letter* is GE HealthCare's Code of Ethics and Integrity, which is aligned with our Cultural Operating Principles to guide daily actions and decisions. *The Spirit* expresses the promise to act ethically and do the right thing for patients, people, and customers. *The Letter* summarizes the underlying policies that apply to everyone working for or with GE HealthCare.

## Global Interactions Policy

Our Global Interactions Policy (GIP) sets standards for how GE HealthCare engages with healthcare professionals and institutions, government officials and institutions, and other key stakeholders, aligning with evolving laws, regulations, and industry codes. Available in 10 languages, the GIP consolidates guidance on topics such as research and product development and links to supporting procedures and tools.

GE HealthCare certifies annually to the AdvaMed Code of Ethics and adheres to the Pharmaceutical Research and Manufacturers (PhRMA) Code on Interactions with Health Care Professionals for our Pharmaceutical Diagnostics business.

## How to report misconduct

Open reporting remains central to GE HealthCare's culture of integrity, encouraging colleagues and external stakeholders to raise concerns about integrity-related issues without fear of retaliation, which is strictly prohibited. The GE HealthCare Ombuds program offers multiple channels for reporting, including a dedicated phone line with interpreters and a multilingual web form. Concerns can also be directed to the Ombuds team—a part-time/local Ombuds community of more than 130 employees from the business—as well as to people leaders and the Compliance, Legal, and HR departments.

In 2025, we responded to and investigated 473 policy concerns, 388 of which were closed as of March 2, 2026.

For compliance and ethics metrics for the last three years, see [Key performance indicators.](#) →

## Education and awareness

At GE HealthCare, all colleagues must complete mandatory courses covering these key areas: *The Spirit & The Letter*, anti-bribery, anti-kickback statute, privacy, harassment and bullying, quality, and EHS. Our programs are periodically updated to address emerging risks, and they reflect current compliance priorities.

In 2025, we enhanced our colleagues' knowledge of ethics and integrity, including through the launch of two new compliance modules globally—the GIP emodule and Global Healthcare Compliance Overview emodule—along with emodules on *The Spirit & The Letter*, anti-kickback, and anti-corruption topics. To support year-round engagement, we moved to holding quarterly ethics and integrity events on pertinent topics. Events involved senior leaders and external speakers demonstrating how they embed integrity into everyday decision-making.

## Compliance Risk Assessment

GE HealthCare's CRA is an annual process that identifies and prioritizes regulatory and ethical risks across global operations. Using a structured survey approach, it evaluates over 30 risk areas to guide targeted mitigation plans. Senior leadership and the CRRB review the results, which are integrated into governance to strengthen policies, processes, systems, training, and communications for proactive risk management.

In 2025, we introduced a new Indirect Third Party Risk Management system, which was implemented in select markets. We successfully onboarded our indirect third parties onto the platform and enhanced the training requirements. In addition to the previously mandated *The Spirit & The Letter* and anti-corruption trainings, we have incorporated the GIP training as part of the onboarding process.

## Responsible marketing

At GE HealthCare, a culture of ethics, integrity, and compliance guides how products are promoted and information is shared. Promotional materials are subject to defined review and approval processes to align claims with product labeling and comply with applicable laws and regulations. Marketing teams also receive training on topics such as data management, privacy and HIPAA, appropriate business practices, and identifying and reporting potential compliance risks.



## Ethics in research and development

High-quality scientific research is essential to developing innovative healthcare solutions that empower professionals and improve patient care. GE HealthCare acknowledges the ethical complexities of advancing medical technologies. We design R&D processes to comply with applicable laws, reflect industry best practices, and align with relevant international guidelines. More information is available in our dedicated fact sheets on animal research and stem cell research.

## Clinical trial governance

High-quality clinical research is essential to validating new healthcare technologies before they are widely adopted. We approach these critical research efforts with deep respect for the scientific process and the patients who make medical innovation possible. We adhere to the Declaration of Helsinki and the Belmont Report and monitor the ethical treatment of research participants globally. Our products are regulated by health authorities, and we comply with all relevant statutes, regulations, and laws.

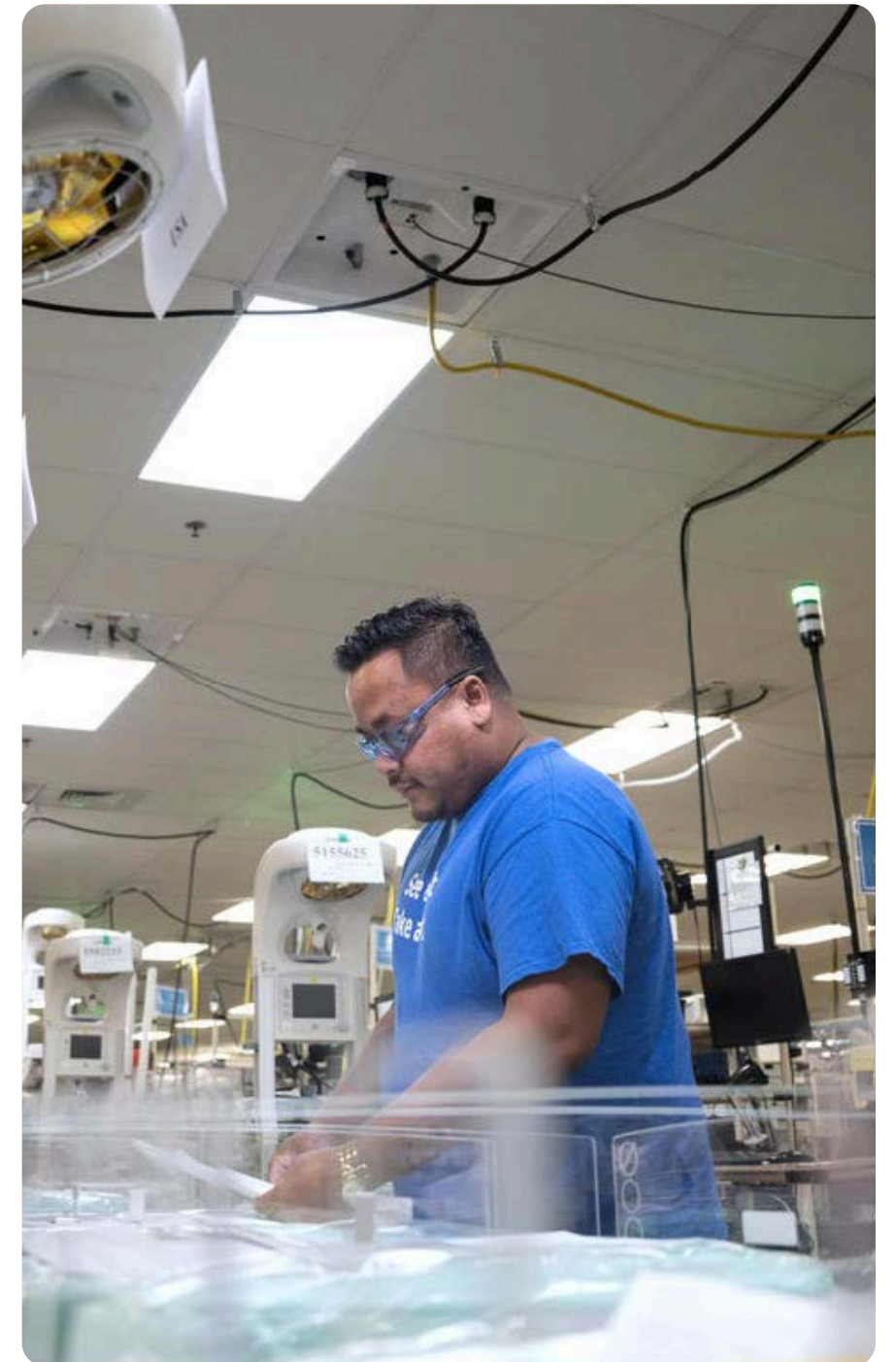
Our clinical trial governance reflects a commitment to transparency, ethical conduct, and continuous learning. Guided by experienced professionals who understand the profound responsibility of medical research, we strive to maintain the highest scientific, ethical, and regulatory standards. We have formal compliance and audit systems, including risk-based annual quality audit programs focused on patient safety, compliance, and data integrity. Additionally, we actively monitor clinical trials to oversee protocol adherence and participant safety, following industry standards and good clinical practice. These efforts sit within a broader ethics and compliance framework at GE HealthCare that includes training, internal controls, and adherence to contractual and regulatory requirements for data handling and disclosure.

## Human rights

Respect for human rights is a cornerstone of GE HealthCare's culture of integrity. Our approach is guided by constant vigilance to identify and address human rights risks across our value chain. Our commitment aligns with leading international standards, including the UN Guiding Principles on Business and Human Rights, the Organisation for Economic Co-operation and Development Guidelines for Multinational Enterprises, and the United Nations Global Compact (UNGC) Ten Principles. We strive to respect human dignity throughout our operations and business relationships, drawing from the International Bill of Human Rights, the International Labour Organization Declaration on Fundamental Principles and Rights at Work, and the UN SDGs.

Human rights responsibilities are embedded through company-wide policies and processes. Our Human Rights Council, composed of colleagues from our Legal, Sourcing, and Sustainability teams, defines specific risks for which we must have documented, auditable controls, including appropriate monitoring mechanisms. We also provide training on human rights-related topics for specific teams.

We work with our business partners to align their practices with our Human Rights Policy. Our KYS program includes checks that incorporate human rights considerations. The SRG team audits suppliers in higher-risk countries to assess labor practices and working conditions. In 2025, we began engaging a vendor that will allow us to map our supply chain beyond our direct suppliers, thereby helping us identify, investigate, and remediate potential human rights risks throughout our supply chain when necessary.



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# About this report

The GE HealthCare 2025 Sustainability Report details the steps we are taking to create a world where healthcare has no limits. Covering our progress and performance in the reporting period from January 1 to December 31, 2025, this document also includes some descriptions of our practices and programs that contain more current information where appropriate. Unless otherwise noted, all progress and performance is reported as of our fiscal year end, December 31, 2025. This report encompasses aspects of our value chain, which includes sourcing and extracting raw materials, manufacturing and transporting products, product use in healthcare facilities, and product end of life. The audit and assessment activities described in this report are distinct from those carried out by GE HealthCare’s Internal Audit team, which operates independently as the third line of defense and reports directly to the Audit Committee.

As a member of the UNGC, we align our strategy with the UN SDGs. Our reporting also follows internationally recognized standards and frameworks, including the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-related Financial Disclosures (TCFD), the latter of which has been incorporated into the International Financial Reporting Standards Foundation Sustainability Disclosure Standards. Our Scope 1, 2, and 3 GHG emissions have been assured by a third party with detailed information, including our framework indices.

To enhance transparency and accountability, this report includes key performance indicators tracking our progress in critical areas. Total values and percentages throughout the report may not sum to the same amount due to the use of rounded numbers. A comprehensive list of key performance indicators is available below.

Not all products or features are available in all markets.

## Cautionary statement regarding forward-looking statements

This report contains forward-looking statements. These forward-looking statements might be identified by words, and variations of words, such as “will,” “expect,” “may,” “would,” “could,” “plan,” “believe,” “anticipate,” “intend,” “estimate,” “potential,” “position,” “forecast,” “target,” “guidance,” “outlook,” and similar expressions. These forward-looking statements may include, but are not limited to, statements about our business; information related to our business segment portfolios and strategies; our business and sustainability plans, performance, and goals, including our environmental targets; our governance policies and principles; our plans related to our social impact; and our AI, 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; global geopolitical and economic instability, including as a result of changes in trade and tariff policy, and international conflicts and tensions, including between Ukraine and Russia, in the Middle East, and in other regions; public health crises, epidemics, and pandemics, and their effects on our business; changes in or elimination of government subsidies, and changes in third-party and government reimbursement processes, rates, and contractual relationships, including related to government shutdowns, and changes in the mix of public and private payers; demand for our products, services, or solutions and factors that affect that demand; developments in the market in China; our ability to control increases in healthcare costs and any subsequent effect on demand for our products, services, or solutions; our ability to successfully complete strategic transactions; the actions or inactions of third parties with whom we partner and the various collaboration, licensing, and other partnerships and alliances we have with third parties; the impacts related to our increasing focus on and investment in cloud, edge computing, AI, and software offerings; management of our supply chain and our ability to cost-effectively secure the materials we need to operate our business; disruptions in our operations; the impact of potential information technology, cybersecurity, or data security breaches; maintenance and protection of our intellectual property rights, as well as maintenance of successful research and development efforts with respect to commercially successful products and technologies; our ability to attract and/or retain key talent and qualified employees; increasing attention to sustainability matters; compliance with the various legal, regulatory, tax, privacy, and other laws to which we are subject, such as the Foreign Corrupt Practices Act and similar anti-corruption and anti-bribery laws globally, and related changes, claims, inquiries, investigations, or actions; the impact of potential product liability claims or potential litigation, arbitration, or similar proceedings; and our level of indebtedness and the impact of complying with the covenants and other terms of our debt instruments on our business. Also see Item 1A, “Risk Factors,” of our Annual Report on Form 10-K for the fiscal year ended December 31, 2025, filed with the United States Securities and Exchange Commission (SEC) and any updates or amendments we make in future filings. There may be other factors not presently known to us or 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, see our Annual Report on Form 10-K for the fiscal year ended December 31, 2025, and other filings with the SEC.

# Key performance indicators

Workforce safety	2023	2024	2025
<b>Injury Rates</b>			
TRIR <sup>1</sup>	0.32	0.30	0.32
LTIR <sup>1</sup>	0.14	0.14	0.15
<b>Fatalities</b>			
Employees	1	0	0
Contractors	0	0	0
<b>Certifications</b>			
ISO 45001 operations certified	45 / 41%	46 / 42%	55 / 44%

Workforce	2023	2024	2025
<b>Voluntary attrition rate</b>			
Professional band and above attrition	5.3%	4.9%	4.5%
<b>Collective bargaining agreements</b>			
U.S. union percentage of workforce	5.8%	5.1%	5.0%
<b>Employee feedback</b>			
Percentage of workforce completing the employee survey <sup>2</sup>	75%	64%	—
Employee engagement indicator <sup>2,3</sup>	75%	75%	—
<b>Global women representation</b>			
Women representation, leadership <sup>4</sup>	36.0%	37.7%	38.5%
Women representation, experienced professional <sup>5</sup>	34.2%	34.6%	35.0%
Women representation, professional <sup>6</sup>	35.3%	36.4%	36.5%
Women representation, all employees	32.9%	33.5%	33.5%
<b>U.S. workforce data</b>			
Disability	5.4%	4.6%	4.1%
Veteran status	9.5%	9.3%	9.5%

<sup>1</sup> Number of work-related cases per 100 full-time workers during a one-year period based on the application of U.S. OSHA recordkeeping requirements globally.

<sup>2</sup> In 2025, we conducted four pulse surveys with a random sampling of colleagues to track the health of the culture and identify opportunities and strengths.

<sup>3</sup> Engagement is a Glint Survey indicator that incorporates employee satisfaction and an employee net promoter score.

<sup>4</sup> Leadership is executive band (senior management) employee and above.

<sup>5</sup> Experienced professional is leadership professional band through senior professional band

<sup>6</sup> Professional is professional band through leadership training band.

U.S. racially and ethnically diverse talent	2023	2024	2025
<b>All employee data</b>			
Asian	11.0%	11.4%	11.4%
Black/African American	6.9%	7.0%	7.0%
Hispanic/Latino	8.4%	8.4%	8.8%
American Indian/Alaska Native	0.4%	0.4%	0.4%
Native Hawaiian/Pacific Islander	0.2%	0.2%	0.2%
Multiracial	2.3%	2.3%	2.5%
Total racial and ethnic minority	29.2%	29.7%	30.3%

Environmental performance	2023	2024	2025
<b>Certifications</b>			
ISO 14001 operations certified	49 / 44%	50 / 45%	59 / 48%
ISO 50001 operations certified	23 / 21%	24 / 22%	31 / 25%
<b>Training</b>			
Environmental awareness training completion	43%	65%	98%
<b>Reportable events</b>			
Spill and release	8	6	8
Air exceedance	0	1	0
Wastewater exceedance	11	7	5
Global penalties paid (thousands USD)	\$291	\$0.6	\$1.3
<b>Water usage (cubic meters)</b>			
Total freshwater	1,699,269	1,612,439	1,682,009

Environmental performance	2023	2024	2025
<b>Total facility waste generated (metric tons)<sup>7</sup></b>			
Total hazardous waste	—	—	40,966
Total disposal	—	—	1,821
Landfill	—	—	454
Incineration	—	—	326
Other	—	—	1,042
Total recovery	—	—	880
Reuse	—	—	35
Recycling	—	—	532
Other	—	—	313
Total non-hazardous waste	—	—	38,265
Total disposal	—	—	18,657
Landfill	—	—	16,896
Incineration	—	—	1,614
Other	—	—	147
Total recovery	—	—	19,608
Reuse	—	—	1,070
Recycling	—	—	15,248
Other	—	—	3,290

Product design and lifecycle management	2023	2024	2025
<b>Total recovered systems (metric tons)<sup>8</sup></b>			
Total reuse	7,318	7,803	8,182
Total landfill	439	475	470

<sup>7</sup> We first disclosed waste-related key performance indicators in 2025.

<sup>8</sup> Imaging and Ultrasound values based on USCAN, EMEA, and Japan for 2023. Value was expanded in 2024 to include India.

Emissions and energy	2022 Baseline	2024	2025
<b>Total Scope 1 and 2 emissions</b> (thousand mtCO <sub>2</sub> e, market-based) <sup>9</sup>	288	221	202
Scope 1 emissions	120	105	104
Scope 2 emissions	168	116	98
Scope 2 emissions (thousand mtCO <sub>2</sub> e, location-based)	181	181	182
<b>Total Scope 3 emissions</b> (thousand mtCO <sub>2</sub> e) <sup>9,10,11</sup>	6,061	5,707	5,566
Total Scope 3 priority categories <sup>12</sup>	5,672	5,342	5,249
Scope 3 upstream emissions	2,349	1,970	2,193
Category 1: Purchased goods and services		1,082	1,161
Category 2: Capital goods		37	47
Category 3: Fuel- and energy-related activities		90	67
Category 4: Upstream transportation and distribution		584	780
Category 5: Waste generated in operations		7	6
Category 6: Business travel		77	51
Category 7: Employee commuting		92	79
Category 8: Upstream leased assets		1	1
Scope 3 downstream emissions <sup>11</sup>	3,712	3,738	3,373
Category 11: Use of sold products		3,599	3,257
Category 12: End-of-life treatment of sold products		<0.1	<0.1
Category 13: Downstream leased assets		9	16
Category 15: Investments		130	100

Emissions and energy	2023	2024	2025
<b>Total out-of-scope operational emissions</b> (thousand mtCO <sub>2</sub> e)	4.0	4.4	7.2
Direct GHGs <sup>9,13</sup>	0.5	0.4	0.6
Bioenergy <sup>9</sup>	3.6	3.9	6.6
<b>Scope 1 and 2 GHGs breakdown</b>			
Carbon dioxide (CO <sub>2</sub> ) (thousand mtCO <sub>2</sub> )	231	210	190
Methane (CH <sub>4</sub> ) (thousand mtCO <sub>2</sub> e)	0.1	0.1	0.1
Nitrous oxide (N <sub>2</sub> O) (thousand mtCO <sub>2</sub> e)	1.2	1.1	1.1
Hydrofluorocarbon (thousand mtCO <sub>2</sub> e)	4.4	7.4	7.2
Perfluorocarbon (thousand mtCO <sub>2</sub> e)	2.3	2.4	3.1
Sulfur hexafluoride (thousand mtCO <sub>2</sub> e)	<0.1	<0.1	<0.1
<b>Energy usage</b>			
Operational energy use (MWh)	1,025,314	983,898	981,164
Total electricity (MWh)	515,742	521,260	527,213
Total renewable energy (MWh)	240,788	265,526	284,326
Total renewable energy used	23%	27%	29%
Total EVs and hybrid vehicles in fleet	16%	28%	46%

Product quality and safety	2023	2024	2025
<b>Regulatory notices</b>			
483 observations	3	3	2
Warning letters	0	0	0
<b>Product recalls</b>			
U.S. Class 1	2	5	2
U.S. Class 2	10	22	26
Outside of U.S. <sup>14</sup>	9	9	11

Supplier responsibility governance audits	2023	2024	2025
<b>SRG data</b>			
Number of global SRG audits <sup>15</sup>	262	226	98
Total suppliers approved	243	210	93
New suppliers	24	32	25
Existing suppliers	213	177	68
Suppliers from acquisition	6	1	0
Total suppliers rejected	1	1	0
New suppliers	0	1	0
Existing suppliers	0	0	0
Suppliers from acquisition	1	0	0
Total findings	1,859	2,003	1,180
<b>Total findings per category</b>			
Health and safety	27%	29%	31%
Environment	41%	40%	33%
Emergency preparedness	13%	14%	12%
Human rights and labor	11%	10%	14%
Dormitory standards	0.3%	0.3%	0.7%
Conflict minerals	0.6%	0.7%	1.1%
Security/other	7%	7%	9%
<b>Audits per region</b>			
USCAN	0%	0%	0%
China	47%	49%	78%
EMEA	13%	11%	5%
Rest of world	40%	40%	17%

Compliance and ethics	2023	2024	2025
<b>Open reporting<sup>16</sup></b>			
Policy concerns raised	498	616	473
Policy concerns closed	474	540	388
<b>Training</b>			
<i>The Spirit &amp; The Letter</i> assignment completion	98.6%	99.8%	>99.9%

<sup>9</sup> Emissions data audited by a third party; see [Independent Assurance Statement](#) → for more information.

<sup>10</sup> Scope 3 emission categories 9, 10, and 14 are excluded from reporting. More information about our GHG emissions accounting methodology is in our [Greenhouse Gas Emissions Accounting Methodology](#). →

<sup>11</sup> Scope 3 emissions for 2022 and 2024 were updated following a 2025 update to the Category 11 data collection approach which improved accuracy, traceability, and comparability across reporting periods.

<sup>12</sup> Priority categories are tied to our near-term goal and include categories 1, 4, 6, and 11.

<sup>13</sup> This value includes isoflurane, enflurane, HCFC-22, and HFO1234yf.

<sup>14</sup> Recalls listed as outside the United States are for product safety recalls that did not impact the U.S. installed base and therefore are not included in the U.S. recall number.

<sup>15</sup> Value includes suppliers that were audited in 2025 and have a current status of "Under Review" while corrective actions are being finalized.

<sup>16</sup> Values are a snapshot in time for the specific reporting year. The 2025 values are as of March 2, 2026.

# SASB index

This report is informed by the 2018 SASB framework. GE HealthCare reports to SASB Standards for the medical equipment and supplies industry.

Topic	Accounting metric	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	HC-MS-240a.1	<p>GE HealthCare does not disclose this data.</p> <p>Expanding access to healthcare is one of GE HealthCare's priorities. Cost is a significant factor in making care more accessible, and we are working to make prevention, care, and treatment more affordable. See our <a href="#">Enable access to healthcare section</a>. →</p>
	Description of how price information for each product is disclosed to customers or their agents	HC-MS-240a.2	<p>Our customers are healthcare providers and researchers, including public, private, and academic institutions. We deploy a global multichannel commercial model consisting of approximately 9,700 sales professionals and a network of over 5,000 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, field-based sales, and sales agents and distributors.</p> <p>Our pricing terms are included in customer contracts and could include sales incentives, discounts, returns, chargebacks, group purchasing organization fees, rebates, or credits. See Sales and Distribution Model section in Part 1, Item 1: Business in the <a href="#">2025 Form 10-K</a>. →</p>
Product safety	Number of recalls issued, total units recalled	HC-MS-250a.1	<p>In 2025, GE HealthCare had 2 Class I and 26 Class II recalls. Outside of the United States, GE HealthCare had 11 recalls. See our <a href="#">Product safety, quality, and regulatory compliance section</a>. →</p> <p><a href="#">GE HealthCare Updates Use Instructions for Carestation Anesthesia Systems</a> →</p> <p><a href="#">GE HealthCare Issues Correction for Certain Carestations Due to Risk of Ineffective Ventilation When Used in Volume Control Ventilation (VCV) Mode</a>. →</p>
	List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database	HC-MS-250a.2	See the <a href="#">MedWatch Safety Alerts for Human Medical Products database</a> . →
	Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience	HC-MS-250a.3	We report all data as required by the FDA. Manufacturers and device user facilities must report information that reasonably suggests that a medical device may have caused or contributed to a fatality or serious injury. In 2025, 12 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, by type	HC-MS-250a.4	During fiscal year 2025, there were zero FDA enforcement actions taken in response to Good Manufacturing Practices. See our <a href="#">Product safety, quality, and regulatory compliance section</a> . →
Ethical marketing	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	HC-MS-270a.1	<p>In the normal course of our business, we are involved from time to time in arbitration; class actions; commercial, intellectual property, and product liability litigation; government investigations; investigations by competition/antitrust authorities; and other legal, regulatory, or government actions. Legal matters are described in Note 14 (Commitments, Guarantees, Product Warranties, and Other Loss Contingencies) in our <a href="#">2025 Form 10-K</a>. →</p> <p>No legal proceedings associated with false marketing claims are disclosed in the 2025 Sustainability Report or Form 10-K.</p>
	Description of code of ethics governing promotion of off-label use of products	HC-MS-270a.2	<p>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 lines of business—Medical Devices and Pharmaceutical Diagnostics. GE HealthCare's Compliance program includes a Code of Ethics and Integrity (<i>The Spirit &amp; The Letter</i>) 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.</p> <p>GE HealthCare certifies annually to adopt the AdvaMed Code of Ethics and abides by the PhRMA Code of Ethics on Interactions with Health Care Professionals, as applicable and relevant to our two lines of business. Section X 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 <a href="#">Ethics and compliance section</a> → for more information.</p>

Topic	Accounting metric	Code	Response or location
Product design and lifecycle management	Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products and to meet demand for sustainable products	HC-MS-410a.1	See our <a href="#">Environmentally conscious design section</a> →, <a href="#">Hazardous materials and responsible sourcing section</a> →, and <a href="#">2025 Conflict Minerals report</a> . →
	Total number of products accepted for take-back and reused, recycled, or donated, broken down by (1) devices and equipment and (2) supplies	HC-MS-410a.2	Asset recovery and buy-back programs recovered 8,589 units of imaging, ultrasound, magnets, and surgery machines in 2025, leading to 8.2 million kilograms of reused material. The refurbished equipment is redeployed only after meeting prespecified quality standards. See our <a href="#">Circular economy section</a> . →
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	HC-MS-430a.1	100% of GE HealthCare's eligible facilities and 58% of QMS-relevant Tier I suppliers' facilities participate in third-party audit programs for manufacturing and audit quality. See our <a href="#">Product safety, quality, and regulatory compliance section</a> → and <a href="#">Sustainable procurement section</a> . →
	Description of efforts to maintain traceability in the distribution chain	HC-MS-430a.2	We use tracking technologies and enterprise resource planning solutions to safeguard compliance with regulatory, quality, and control requirements. See our <a href="#">Sustainable procurement section</a> . →
	Description of the management of risks associated with the use of critical materials	HC-MS-430a.3	See our <a href="#">Sustainable procurement section</a> → and <a href="#">Hazardous materials and responsible sourcing section</a> . →  GE HealthCare has developed and deployed a comprehensive supply chain risk management approach to identify, assess, prioritize, and mitigate supply risk. Mitigation strategies include internal and third-party risk management tools, maintaining objective evidence of suppliers' compliance with minimum viable quality standards and audits of conformance with those standards, conducting ongoing supplier audits, developing resiliency plans, and investing in internal data and analytic architecture.  Based on risks identified, we may be required to identify and qualify one or more replacement suppliers or to redesign or modify our products to incorporate new components. We also make efforts to diversify our suppliers.
Business ethics	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	HC-MS-510a.1	In the normal course of our business, we are involved from time to time in arbitration; class actions; commercial, intellectual property, and product liability litigation; government investigations; investigations by competition/antitrust authorities; and other legal, regulatory, or government actions. Legal matters are described in Note 14 (Commitments, Guarantees, Product Warranties, and Other Loss Contingencies) in our <a href="#">2025 Form 10-K</a> . →
	Description of code of ethics governing interactions with healthcare professionals	HC-MS-510a.2	GE HealthCare's Code of Ethics and Integrity ( <i>The Spirit &amp; The Letter</i> ) discusses how the company interacts with customers, stakeholders, and others internally. <i>The Spirit &amp; The Letter</i> is <a href="#">here</a> . →  GE HealthCare also certifies annually to adopt the AdvaMed Code of Ethics. See our <a href="#">Ethics and compliance section</a> → for more information.

Table 2. Activity metrics

Activity metric	Code	Response or location
Number of units sold by product category	HC-MS-000.A	Number of units sold is not disclosed, but revenues by segment are disclosed. 2025 revenue by segment: Imaging—\$9.2 billion; Advanced Visualization Solutions—\$5.4 billion; Patient Care Solutions—\$3.1 billion; and Pharmaceutical Diagnostics—\$2.9 billion.






# Climate disclosures index








This report is informed by the recommendations of the TCFD. We continue to assess our climate-related risks and opportunities to increase our resilience, and we plan to expand our transparency and reporting in future reports.

Topic	Recommended disclosure	Response or location
Governance: Disclose the organization's governance on climate-related risks and opportunities.	a. Describe the Board's oversight of climate-related risks and opportunities.	a. GE HealthCare's governance framework is foundational to our sustainability programs. Our Board has an integral role in overseeing our sustainability programs and activities, and it receives regular updates to remain apprised of potential sustainability risks and opportunities. For more details on the Board's oversight, see the <a href="#">Sustainability governance section</a> → and <a href="#">page 23</a> → of our 2026 Proxy Statement.
	b. Describe management's role in assessing and managing climate-related risks and opportunities.	b. GE HealthCare management has primary responsibility for the practices, processes, and procedures to proactively and comprehensively manage risk. Management conducts a full enterprise risk assessment annually, with enterprise risks organized into broad categories of strategic, operational, financial, regulatory, and IT/cybersecurity risk. For more information on the ERM program, see <a href="#">page 20</a> → of our 2026 Proxy Statement. In addition to the ERM program, GE HealthCare has an Enterprise Stewardship Program Committee that oversees sustainability efforts and the ERM program as well as a Climate Council composed of cross-functional leaders across the organization that drives execution of the company's approach to climate action. For more details on the Enterprise Stewardship Program Committee and Climate Council, see the <a href="#">Sustainability governance section</a> → and <a href="#">Build a sustainable future section</a> . →
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 terms.	a. GE HealthCare completed a climate risk assessment of physical and transition climate-related risks and opportunities in 2023. The climate risk assessment identified six prioritized climate risks and analyzed their likelihood and potential impacts through 2050. For more detail on the six prioritized climate risks, see the <a href="#">Climate risk section</a> . → The assessment also pinpointed areas of opportunity. For more details on areas of opportunity, see the <a href="#">Advance sustainability across our products section</a> . →
	b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	b. 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 is on the <a href="#">Sustainability reports hub</a> . → These collaterals cover specific products and describe how the products contribute to a reduction in environmental impact. See the <a href="#">Environmentally conscious design section</a> → for more information.
	c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	c. See the <a href="#">Climate risk section</a> → for more information. GE HealthCare will be enhancing vulnerability identification, scenario planning, and implementation of risk mitigation and resiliency measures at prioritized sites.
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.	a. GE HealthCare's ERM process, which includes the identification and assessment of climate-related risks, is described on <a href="#">page 20</a> → of our 2026 Proxy Statement.
	b. Describe the organization's processes for managing climate-related risks.	b. For a description of how key risks are managed, see <a href="#">page 20</a> → of our 2026 Proxy Statement. GE HealthCare has a goal to achieve net zero by 2050. An interim goal is to reduce our operational GHG emissions (Scope 1 and 2) by 42% and our Scope 3 emissions from purchased goods and services, upstream transportation and distribution, business travel, and use of sold products by 25% by 2030 compared to a 2022 baseline. For more details on our strategy to reduce our emissions, see the <a href="#">Climate action section</a> . →
	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 in our ERM program. See the <a href="#">Corporate governance section</a> → for more information.
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 emissions. See the <a href="#">Climate action section</a> → and the <a href="#">Key performance indicators</a> → in the Appendices section.
	b. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions and the related risks.	See the <a href="#">Climate action section</a> → and the <a href="#">Key performance indicators</a> → in the Appendices section.
	c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	See the <a href="#">Climate action section</a> → and the <a href="#">Key performance indicators</a> → in the Appendices section.

# UN SDG index

The following table provides an outline of how GE HealthCare contributes to the achievement of the UN SDGs.

Primary SDGs	How we contribute to the achievement of the SDG
 <p>Goal 3: Ensure healthy lives and promote well-being for all at all ages.</p>	<p>We provide medical technology, pharmaceutical diagnostics, and digital solutions to help hospitals and medical facilities diagnose and treat patients across more than 160 countries. We work with the healthcare ecosystem to expand access to an even broader population to enable earlier, better, and faster diagnosis and treatment for more patients.</p> <p>We support achievement of this goal by prioritizing healthcare access as an important patient need. We address this on multiple fronts. We invest in the development of innovative technologies with fewer infrastructure requirements and in AI for situations in which infrastructure and healthcare professionals may be limited. We strive to make our solutions more affordable by offering refurbished and reconditioned options. We train healthcare professionals and advance health access. More about our work to advance access to healthcare is in the <a href="#">Enable access to healthcare section</a>. →</p> <p>Furthermore, as a leading global medical technology company, we recognize the relationship between a healthy environment and healthy people. We have developed a four-pillar framework that provides the structure for our environmental management priorities and objectives. Information about the four pillars is in the <a href="#">Build a sustainable future section</a>. →</p>
 <p>Goal 8: Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.</p>	<p>We contribute to this goal through our employment opportunities and supply chain activities. Respect for human rights is at the heart of our culture, and we are committed to working with our business partners and entities throughout our value chain to align their policies and practices with the expectations set forth in our <a href="#">Human Rights Policy</a>. →</p> <p>A culture of innovation is a core element of our business. Our R&amp;D efforts concentrate on creating new products and solutions, developing new applications for products, and enhancing our existing products to improve outcomes for customers and patients.</p> <p>We employ approximately 11,100 engineers and scientists worldwide, and we engage in and sponsor clinical research and product development through collaborations with academic institutions, medical centers, and other organizations.</p>
 <p>Goal 10: Reduce inequality within and among countries.</p>	<p>In addition to supporting SDG 3, our work to advance healthcare access supports targets of SDG 10. More about our work to advance access to healthcare is in the <a href="#">Enable access to healthcare section</a>. →</p> <p>We are also progressing our culture and belonging work at the company, addressing pay equity and creating and maintaining a diverse supplier base to drive innovation and promote inclusion.</p>
 <p>Goal 12: Ensure sustainable consumption and production patterns.</p>	<p>We design reliable and repairable equipment that can keep serving patients for as long as possible. Environmentally conscious design is a fundamental principle in the development of our products. As we assess the production and lifecycle of a product, we consider circularity—as well as potential impacts, including energy and water use, hazardous substances, and waste management—from the outset.</p> <p>We provide refurbishment and recycling options to our customers and the healthcare ecosystem once equipment reaches the end of its working life, and we buy back equipment for lifecycle extensions.</p> <p>More information on our work to contribute to a circular economy is in the <a href="#">Advance sustainability across our products section</a>. →</p>
 <p>Goal 13: Take urgent action to combat climate change and its impacts.</p>	<p>Our goal is to reduce operational GHG emissions (Scope 1 and 2) by 42% and Scope 3 emissions from purchased goods and services, upstream transportation and distribution, business travel, and use of sold products by 25% by 2030 compared to a 2022 baseline. These goals are interim milestones on our road to reaching net zero by 2050. The SBTi recently approved our science-based goals.</p> <p>To achieve our net zero goal, we aim to mitigate 90% of our baseline GHG emissions, with any remaining emissions addressed through carbon removal methods.</p>

Secondary SDGs	How we contribute to the achievement of the SDG	
	<p>Goal 1: End poverty in all its forms everywhere.</p>	<p>In addition to supporting SDGs 3 and 10, our work to advance healthcare access supports targets of SDG 1. More about our work to advance access to healthcare is in the <a href="#">Enable access to healthcare section</a>. →</p>
	<p>Goal 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.</p>	<p>Healthcare professionals are critical to providing more effective and accessible patient care, and we offer technical training for clinicians who operate and maintain healthcare equipment. Descriptions of several of our training initiatives are in the <a href="#">Clinical education section</a>. →</p> <p>We believe a culture and expectation of continuous learning is essential to our progress as an organization, and we expect all colleagues to demonstrate a growth mindset through continuous learning and skills development. More information about our learning and development opportunities is in the <a href="#">Talent management section</a>. →</p> <p>We recognize our responsibility to provide a pathway for future generations into the fields of healthcare and engineering. We sponsor many philanthropic efforts to promote STEM (science, technology, engineering, and mathematics) to girls and underrepresented groups, such as STEAM Girls, Girls Get Set, First Robotics, and more.</p>
	<p>Goal 5: Achieve gender equality and empower all women and girls.</p>	<p>We believe a culture of belonging for all brings out the best in our people and helps develop innovative products and solutions that address the diverse needs of the communities we serve. Details on how we build a culture of belonging is in the <a href="#">Culture and belonging section</a>. →</p> <p>We maintained pay equity globally for gender in 2025. 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. Our pay equity results cover 100% of professional band through officer band colleagues in the United States, excluding the CEO and direct staff. More information about our pay equity is in the <a href="#">Talent management section</a>. →</p>
	<p>Goal 9: Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation.</p>	<p>We support this SDG through our development of advanced medical technology, pharmaceutical diagnostics, and AI, cloud, and software solutions that help clinicians tackle the world's most complex diseases. In addition to supporting SDG 8, our culture of innovation and the work of our approximately 11,100 engineers and scientists worldwide also address targets of SDG 9.</p>
	<p>Goal 15: Protect, restore, and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, halt and reverse land degradation, and halt biodiversity loss.</p>	<p>Healthy ecosystems are intrinsically linked to healthy people. We are taking action to protect and restore biodiversity in the communities where we operate.</p> <p>Details on our biodiversity, resource conservation, and pollution prevention and management efforts are in the <a href="#">Conservation and pollution management section</a>. →</p>
	<p>Goal 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels.</p>	<p>We prioritize acting with integrity in everything we do. Always acting with the highest levels of integrity is the foundation for our five Cultural Operating Principles.</p> <p>Respect for human rights is at the heart of our culture of integrity. We are committed to working with all our business partners and entities throughout our value chain to align their policies and practices with the expectations set forth in our <a href="#">Human Rights Policy</a>. →</p> <p>Our Compliance team has several programs that oversee ethics-related issues. Training and educating our colleagues on their obligations is an essential part of our Compliance program.</p>
	<p>Goal 17: Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development.</p>	<p>We collaborate with associations, organizations, and policymakers around the world to enable more resilient healthcare systems, increase access to healthcare, and reduce the environmental impact of our products and operations.</p>

## Feedback for GE HealthCare

We appreciate the perspectives of and input from all our stakeholders. We invite comments and suggestions on how we can better communicate our programs. Contact us at [sustainability@gehealthcare.com](mailto:sustainability@gehealthcare.com).