

Norwegian transparency act statement

The cornerstone of our commitment to protect human rights is constant vigilance to identify and address such risks across our value chain in good faith and to the best of our ability.



Introduction

This Statement is made pursuant to Section 5 of the Norwegian Transparency Act (the “Act”) by GE Healthcare Norge AS, GE Vingmed Ultrasound AS, and GE Healthcare AS (the “Reporting Entities”)

GE Healthcare Technologies, Inc.’s human rights program applies to all of its global subsidiaries and affiliates, including the Reporting Entities (all together “GE Healthcare” or the “Company”). This Statement discusses actions that GE Healthcare took in its prior fiscal year (January 1, 2025 to December 31, 2025) to address risks of human rights and modern slavery in its own operations and value chain.

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 diseases. This report builds on previous statements GE Healthcare has made under the California Transparency in Supply Chains Act of 2010, the Norwegian Transparency Act, the UK Modern Slavery Act of 2015 (UK MSA), Australian Commonwealth Modern Slavery Act of 2018 (Australia MSA), and the Fighting Against Forced Labor and Child Labor in Supply Chains (Canada Act) to demonstrate the Company’s commitment to address modern slavery and other human rights risks throughout our global operations and value chain¹. We continue to improve and evolve our program to avoid global human rights violations across our operations and supply chain.

The Company is committed to unyielding integrity and high standards of conduct in our dealings with suppliers. Since 2002, this commitment has been embedded in our business and procurement operations through the implementation of GE Healthcare’s Sustainable Procurement commitment, including our Know Your Supplier enterprise standard (KYS) and Supplier Responsibility Governance (SRG) Program. The purpose of KYS and SRG is to build and continually strengthen an ethical, sustainable, and transparent global supply chain and establish clear social and environmental responsibility requirements for suppliers. KYS and SRG enable GE Healthcare to make smart, risk-based business decisions to partner with suppliers who comply with laws and meet our ethical code of conduct. We believe that by working with suppliers to assess and manage their risks, the supplier, its workforce, and local communities can realize economic, social, and environmental benefits. We continually review, and revise as needed, our KYS and SRG programs to monitor whether they effectively address the evolving challenges and risks in our supply chain.

Our structure, operations & supply chain

Structure and operations

GE Healthcare operates through its consolidated affiliates in approximately 70 countries with approximately 54,000 colleagues as of year end 2025. Approximately 1,250 of these colleagues are employed in Norway. We operate through four segments: Advanced Visualization

Solutions, Imaging, Patient Care Solutions and Pharmaceutical Diagnostics. A more detailed description of GE Healthcare’s business operations can be found in our annual report found [here](#).

We serve customers in more than 160 countries. Manufacturing and service operations are carried out at 44 manufacturing, assembly and pharmaceutical production sites located in 17 countries. 3 of these sites are located in Norway.

GE Healthcare Technologies, Inc. ultimately owns and controls the Australia, Canada and UK Reporting Entities (together, the “Reporting Entities”). It is incorporated in Delaware, with its corporate headquarters in Chicago, Illinois, USA.

Supply chain

GE Healthcare’s supply chain is expansive and global, with suppliers in most countries in the world. We source a wide variety of raw materials and components that are incorporated into the products and services that GE Healthcare sells. The largest categories of direct material purchases are mechanical and electronics. GE Healthcare also buys products and services to support our business operations, which are used to develop or create, but are not incorporated into, GE Healthcare’s products or services.

Our commitments & programs

Our commitment to human rights is grounded in the United Nations Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, and the Ten Principles of the United Nations Global Compact. We strive to respect the fundamental dignity of everyone we might affect directly through our operations, products, and services and indirectly through our business relationships across the globe. Our ideals flow from the International Bill of Human Rights, the International Labor Organization Declaration on Fundamental Principles and Rights at Work, and the Sustainable Development Goals.

Using those as our foundation, we address human rights and modern slavery risks through specific policies, training and awareness, due diligence and remediation.

Policies & standards

The Company’s **Human Rights Policy** (the “**Human Rights Policy**”) (applicable across GE Healthcare, including the Reporting Entities) is the cornerstone of our global program, emphasizing the importance of “respect for fundamental human rights.” The Human Rights Policy specifically prohibits reliance on any form of forced, prison or indentured labor, is embedded in expectations of all businesses and personnel as part of our Code of Conduct, **The Spirit & The Letter** (“**S&L**”).

The S&L sets the Company’s expectations regarding ethics & compliance and applies to all GE Healthcare directors, officers and colleagues, including those working for our subsidiaries and affiliates. All new hires are required to review and agree to abide by the S&L during the onboarding process, and colleagues are further expected to annually acknowledge their commitment to comply.

¹ GE Healthcare spun off from the General Electric Company on January 3, 2023. GE Healthcare was covered by General Electric’s prior Modern Slavery Act statements and human rights policy and programs, prior to the spin-off.

The S&L and its accompanying policies, including the Human Rights Policy, address the full spectrum of integrity and compliance issues across GE HealthCare's global value chain.

In the Human Rights Policy, GE HealthCare expressly prohibits, among other things, the types of actions associated with the most common forms of modern slavery, including the charging of recruitment fees, the withholding of immigration documents, and the use of misleading recruitment tactics. We also prohibit employment of child labor and uphold decent work, including payment of at least minimum wage, rest time and overtime, in accordance with applicable laws. Finally, the policy details our commitment to (a) respecting community rights where we operate, (b) protecting the confidential information we have, including that of our employees, (c) freedom of association, (d) a respectful (non-discriminatory and non-retaliatory) work environment, (e) protecting the environment, and (f) protecting the safety of our people. Violations of this policy can result in disciplinary action, up to and including termination.

In 2025 we reissued our Housing Accommodation Standards and Policy related to the Employment of Younger Workers. In conjunction, we strengthened controls over the latter, adding a question to our recruitment process to confirm that we check, before hire, that anyone under the age of 18 who is being considered for employment will not be hired for hazardous work and a routine audit to validate that all hiring decisions comply with the policy.

The Company's Integrity Guide for Suppliers, Contractors and Consultants (the "Integrity Guide"), also applicable across GE HealthCare, including the Reporting Entities, extends the reach of our Code of Conduct and its requirement of "unyielding integrity and high standards of business conduct" to our suppliers and their subcontractors, including labor providers. Beyond compliance with all applicable local laws and regulations, the Integrity Guide mandates third-party adherence to GE HealthCare standards in areas including human rights, respectful workplace (non-discrimination and non-retaliation), environment, and health and safety. The Integrity Guide expressly prohibits child labor and, in the area of forced labor, any form of compulsion, coercion or human trafficking; lists prohibited activities associated with trafficking, such as withholding passports, charging recruitment fees, and misleading recruitment; and imposes affirmative obligations on suppliers in certain circumstances such as reimbursement of return transportation costs and providing workers with written contracts in a language they understand. The Integrity Guide also encourages reports of violations of the policy through telephone, email and in-person channels by colleagues and third parties.

Governance

GE HealthCare has embedded respect for human rights throughout our global organization. Our Global Human Rights Leader is responsible for setting human rights strategy for the Company, including our modern slavery program. The Human Rights Leader works closely with a cross-functional Human Rights Council comprised of senior personnel from across the Company who work together to implement the human rights program and evolve it over time.

The Nominating & Governance Committee of the Company's Board of Directors oversees the execution of GE HealthCare's human rights program and initiatives as an integrated part of the Board's oversight of GE HealthCare's overall strategy and risk management.

Training & awareness

GE HealthCare's human rights program depends on the practical understanding of our people and business partners. We require all relevant colleagues in our sourcing, legal and compliance functions to take periodic training on human rights and forced labor, which gives these colleagues an easy, efficient way to understand the core principles of human rights, the Company's policies and programs and, most importantly, how they can serve a role in identifying and reporting possible signs of forced or child labor when they are at GE HealthCare and supplier facilities. We updated this training in 2025 to be more interactive and intend to roll it out in 2026.

We train colleagues who visit supplier sites as part of our SRG and Supplier Quality audit program with more detailed "Eyes Always Open" training so they, too, can recognize human rights risks and escalate internally as needed. In 2025 we created a checklist for such employees to refer to when visiting supplier sites to reinforce the Eyes Always Open training. We do periodic communications about our Human Rights program to all colleagues, which includes a link to training so they can learn more and be able to identify potential issues in their work, including at GE HealthCare, supplier and customer sites.

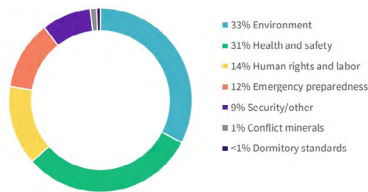
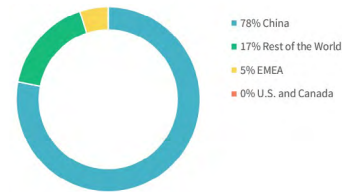
GE HealthCare provides its direct material suppliers an online compliance video that includes a module explaining GE HealthCare's position on human rights, with a more in-depth focus on forced labor—what it is, and what suppliers must do or avoid doing to comply with GE HealthCare's Human Rights Policy. Suppliers view this video as part of their commitment to abide by the Integrity Guide. We track completion of the training by our direct material suppliers in higher risk countries, and certain other direct and indirect suppliers based on their location and the products and services they supply to GE HealthCare.

Processes & risks: due diligence, pre-qualification & on-site supplier assessments

GE HealthCare strives to maintain compliance with these policies in our value chain through a risk-based due diligence program.

One significant way GE HealthCare advances respect for human rights, in particular in the area of child and forced labor, is through our well-established, multifaceted Sustainable Procurement program. Under this program, GE HealthCare conducts due diligence on its suppliers pursuant to the KYS enterprise standard, where, based upon the location and type of engagement, GE HealthCare researches and reviews the third party for a variety of risks, including human rights. Additionally, based on a variety of risk factors, including whether they are located in countries with a high risk of human rights abuses and/or environmental concerns (including lax laws or enforcement of laws), manufacture parts incorporated into GE HealthCare products, and results of negative news searches, suppliers may undergo an in-depth, on-site SRG audit of their

Audit outcome

Findings by risk area

Audits by region


manufacturing site, both before they are approved for onboarding and periodically thereafter. These audits are designed to verify supplier compliance with, among other things, GE Healthcare's expectations regarding fundamental human rights.

In 2025, GE Healthcare audited 98 new or existing supplier sites. Since 2012, GE Healthcare has conducted more than 3,300 assessments of nearly 1,000 different supplier sites. The human rights portion of the assessment focuses significantly on forced labor indicators, such as wage practices, recruitment efforts, passport handling, and child labor. The audit questionnaire and indicators provide GE Healthcare with a way to assess potential and existing suppliers on their human rights programs, educate them as to the nature of forced and child labor and explain what is needed to prevent it. Virtually all findings from SRG audits in 2025 in the human rights area related to the amount of overtime supplier colleagues work, especially during surge periods.

We track and monitor results. When issues are found in supplier assessments, our initial goal is to work with the suppliers to bring their practices into compliance. Suppliers are expected to address findings promptly and permanently within 60 days, although that deadline may be extended based on discussions between the Company and supplier. GE Healthcare can suspend or terminate relationships with suppliers who do not meet our integrity expectations or remediate issues found during audits by the agreed upon timeline.

In 2025, GE Healthcare revamped its SRG program in order to better align the program with its highest risks related to human rights and modern slavery. Starting in 2026, GE Healthcare will follow a revised risk-based approach that will include a review of suppliers' ratings from a third-party sustainability assessment company. This will include an assessment of the suppliers' policies and treatment of human rights and employee rights, environmental topics, including employee health and safety programs, and general governance. Depending on the supplier's third-party score, more detail may be required, through either a desk-based/virtual or on-site audit. New suppliers in countries at higher risk for human rights or environmental harms will continue to be subject to an on-site audit on these and other topics before being approved to do business with GE Healthcare, and periodically thereafter, as appropriate.

GE Healthcare also posts at its own sites a human trafficking education and hotline notice to alert colleagues and contingent workers of GE Healthcare's prohibition on forced labor and how to report any suspicion of such actions. The notice makes clear that complaints of such behavior can be anonymously reported to the

internal ombudsperson network, not only by colleagues but also by contingent workers, without fear of retaliation.

Modern slavery risks

Based on our due diligence and risk assessments, we have identified the following general types of modern slavery risks that may be present in our operations and supply chains:

1. **Operations** - In our operations, modern slavery risks may exist within the population of contingent workers that support GE Healthcare sites. These workers provide janitorial, food/beverage, and other facilities-type services. These workers are primarily provided through an enterprise-wide vendor arrangement but may also be further sub-contracted. GE Healthcare maintains a strong partnership with the vendors who provide us with our contingent workers and conducts periodic reviews to confirm they are complying with their obligations and respecting human rights. To address this risk, in 2025 GE Healthcare, either directly or through its facility management company, audited vendors who provide these services at 17 of our sites in higher risk countries. We did not identify any human rights concerns or violations through these audits but, if in the future we do, we will work with the supplier, as noted above, to remediate such issues.
2. **Supply Chain** - Due to the nature of GE Healthcare's products and services, potential sources of modern slavery risks include manufacturing sites in high-risk countries and mineral sourcing deep in our supply chain. Our modern slavery risks are most acute in those parts of our supply chain where we have limited or no visibility, such as subcontractors using seasonal, low-skilled, and/or migrant labor and mineral sourcing. To obtain more insight into lower tiers of our supply chain, in 2025 GE Healthcare invested in a tool that uses vast amounts of data to identify potential supplier connections and risks within supply chains. We plan to implement the tool in 2026 in a risk-prioritized way to identify potential modern slavery risks in our supply chain. We will then take appropriate steps to investigate and address those issues, as needed. GE Healthcare is also committed to not sourcing conflict minerals from suppliers who directly or indirectly finance or benefit armed groups in the Democratic Republic of the Congo or from conflict-affected and high-risk areas, while at the same time minimizing unintended consequences for legitimate miners and their dependents. More information on our responsible mineral sourcing program can be found in our [Responsible Mineral Sourcing Statement of Principles](#).

Commitment to continuous improvement

GE HealthCare assesses the effectiveness of actions through review and analysis of its supply chain and low-skilled worker audit results, and learnings from the Open Reporting and Ombudsperson program.

Ongoing assessment & effectiveness review

GE HealthCare strives for continuous improvement in all aspects of its operations. GE HealthCare runs an annual assessment that focuses on evaluating the inherent risks and the strengths of our internal controls across our operations. The assessment process asks relevant stakeholders to assess the magnitude and controls GE HealthCare has around various enterprise risks, including human rights. GE HealthCare also actively engages with external stakeholders to benchmark our program's practices and identify ways to improve effectiveness. Insights from these activities are used in many aspects of the human rights program including by identifying additional training needs, control improvements, and other areas that may need remediation efforts.

GE HealthCare open reporting and ombudsperson program

The GE HealthCare Open Reporting and Ombudsperson ("Ombuds") Program, comprised of a central Ombuds team and a group of trained part-time Ombuds, is the primary vehicle for the Company to hear from colleagues, contingent workers, and other third parties (which can include employees of our suppliers) regarding any violations of our integrity standards. The Company has a website, phone hotline and mobile QR code where colleagues and third parties can raise

concerns. The website is available in 10 languages and the phone hotline is available in over 40 languages. The program enables colleagues, contingent workers and third parties, such as supplier colleagues, to raise concerns, including those relating to respect for human rights, confidentially and without fear of retaliation. Consistent with our Human Rights Policy, and in the spirit of "Eyes Always Open," colleagues are expected to report unfair employment practices and human rights concerns they observe at GE HealthCare sites or working with suppliers and customers. In 2025, we had no human rights related concerns raised through the Ombuds program or other avenues.

The S&L prohibits retaliation against whistleblowers, including colleagues, contingent workers and other third parties who raise concerns about potential human rights, respectful workplace or other concerns and those who participate in the investigation of such concerns.

Conclusion

The Norwegian Transparency Act serves a significant role in driving transparency in global efforts to address the problem of modern slavery. As discussed above, GE HealthCare continues to build on the Company's longstanding human rights program to better identify and prevent forced labor in its own operations and those of its suppliers and business partners. We have been and remain committed to upholding our fundamental role in this critical effort.

This statement was approved by the Board of GE HealthCare Technologies, Inc.

I attest that I have reviewed the information contained in the report for the entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Acts, for the 2025 reporting year.



Peter Arduini
President & Chief Executive Officer

This Report was approved by the Board of GE Healthcare Norge AS under the Norwegian Transparency Act.



Pal Arne Wølen
Chairman



Ingvil Skoglund
Board Member



Gunnar Arveschoug
Board Member & General Manager

This Report was approved by the Board of GE Vingmed Ultrasound AS under the Norwegian Transparency Act.



Dagfinn Saetre
Chairman & General Manager



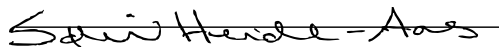
Bård Moseng
Board Member



Eirik Christoffersen
Board Member



Thrine-Lise M Olsen
Board Member



Sølvi Heidi Aas
Board Member

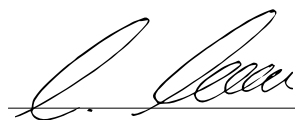


Anders Bo Bergman
Board Member

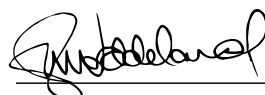


Line Rørstad
Board Member

This Report was approved by the Board of GE Healthcare AS under the Norwegian Transparency Act.



Niels Christian Aall
Chairman of the Board



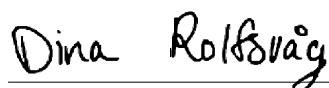
Jon Gabriel Noddeland
Board Member



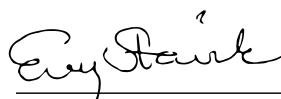
Pal Arne Wøien
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Herman Wilhelm Strand
Board Member



Dina Rolfsvag
Board Member



Evy Stavik
Board Member



Kirsti Saga
Board Member



Cathrine Thomassen
Board Member