About GE
For more than 125 years, GE has invented the future of industry. Our installed base across aviation, power, healthcare and renewable energy keeps us involved in the daily operations of our customers around the world. Today, GE also leads new paradigms in additive manufacturing, materials science and data analytics. We’ve built a local presence, a strong brand, and deep customer relationships in more than 180 countries.

GE in the UK
GE employs around 9,000 people in the UK, occupying 20+ sites and contracting thousands of suppliers nationwide. We continually drive innovation, from testing the world’s most powerful wind turbine, the Haliade-X, in Northumberland; handling the world’s most fuel-efficient aviation engine, the GE9X, in Wales; to supplying more than 2 in 3 NHS hospitals with medical imaging equipment. GE plays a vital role in the growth and competitiveness of the country.

Our Gender Pay Gap Report
In line with Government Regulations, GE is publishing its annual Gender Pay Gap report based on snapshot data from April 2020. GE has 7 legal entities which are in scope to report for 2020.

GE’s overall gender pay gap is very narrow but varies widely between legal entities. Where the gap is larger, this is primarily driven by the lack of representation of female employees in industrial businesses and therefore reduced representation in senior and higher paid roles within engineering, technology, manufacturing and technical services.

The results show that female GE employees receive more bonus earnings on average. We believe that gender breakdown and the wide range of reward types captured in the data create certain data skews meaning it is difficult to draw clear inferences from these figures. We place more focus on the fact that the % of male and females receiving bonus is comparable.

GE regularly reviews its approach to pay equity and we are confident that we offer equal pay between our male and female populations undertaking comparable work.

GE continues to focus on ways to drive greater female representation in its businesses and in STEM (science, technology, engineering and mathematics) industries more broadly.

GE Gender Pay Gap Report 2020

GE’s consolidated results:

GE Pay Gap
- Male employees earn on average (mean) 0.4% more than female employees
- Male employees earn 8.5% more than female employees (median)

The ONS reported pay gap* in the UK is 14.6% mean and 15.5% median. GE pay gap results therefore compare favourably.

*ONS Provisional Report 2020 for all roles (inc FT and PT)

GE Bonus Gap
- 81.5% of female employees received a bonus
- 76.7% of male employees received a bonus
- Average (mean) female bonus earnings are 25.3% higher than male bonus earnings
- Median male bonus earnings are 7.5% higher than female bonus earnings

Gender Breakdown Per Pay Quartile
- Quartile A (Lower Paid): 72% Male, 28% Female
- Quartile B (Lower Middle): 85% Male, 15% Female
- Quartile C (Upper Middle): 87% Male, 13% Female
- Quartile D (Upper Paid): 79% Male, 21% Female

Promoting Gender Equality in STEM

In 2020/21, GE celebrate ten years of our girls’ focused program, GirlsGetSET, which aims to attract more girls into engineering careers.

The GE Community Investment board focused on increasing the STEM talent Pipeline through the STEM Inspiration program.

- 322 Active GE STEM Ambassadors
- 21,000 STEM inspired career conversations with young people, their parents and their teachers
- 216 school partnerships with STEM projects aimed at teachers, pupils and parents.
GE Gender Pay Gap Results: % of Female employees by pay quartiles

<table>
<thead>
<tr>
<th>Year</th>
<th>GPG Mean %</th>
<th>GPG Median %</th>
<th>Lower quartile</th>
<th>Lower middle quartile</th>
<th>Upper middle quartile</th>
<th>Top quartile</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>0.4%</td>
<td>8.5%</td>
<td>28%</td>
<td>15%</td>
<td>13%</td>
<td>21%</td>
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<tr>
<td>2019</td>
<td>0.4%</td>
<td>7.8%</td>
<td>28%</td>
<td>16%</td>
<td>15%</td>
<td>20%</td>
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</tbody>
</table>

GE Bonus Results: Mean Bonus Gap | Median Bonus Gap | Proportion of Male Employees receiving bonus | Proportion of Female Employees receiving bonus

<table>
<thead>
<tr>
<th>Year</th>
<th>Mean Bonus Gap</th>
<th>Median Bonus Gap</th>
<th>2020</th>
<th>2019</th>
<th>2020</th>
<th>2019</th>
<th>2020</th>
<th>2019</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>-25.25%</td>
<td>7.53%</td>
<td>76.7%</td>
<td>81.5%</td>
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<td>-33.76%</td>
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<td>75.6%</td>
<td>79.4%</td>
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</table>

GE Gender Pay Gap Results by Reporting Legal Entity

As at 5 April 2020

A negative (–) figure indicates females on average had higher pay or bonus earnings.

Note: the calculation methods under the Regulations have created some anomalies when applied to GE’s benefits structure. For example, a car allowance is considered to be pay whereas a company car is not – this results in those receiving the same total compensation being shown as having different levels of pay.