



GE VERNOVA'S 2025 UK GENDER PAY GAP REPORT

About GE Vernova

Building on over 130 years of experience, we are leading a new era of energy—electrifying the world while simultaneously working to decarbonise it. GE Vernova Inc. (GEV) has a global workforce of approximately 75,000 employees working toward a common mission to electrify the world to thrive and decarbonise. Our company strategy is focused on delivering on global sustainability goals, by developing, providing, and servicing technologies that enable electrification and decarbonisation. As a unified company, we strive to operate according to a set of shared principles that define how we create value for our people, customers, shareholders, and planet. We call this the **GE Vernova Way**.

GE Vernova in the UK

GE Vernova employs thousands of people in the UK, runs eleven major sites and contracts thousands of suppliers nationwide.

We are doubling capacity at our sites in Stafford to help meet the increasing demand for vital components of the electrical grid and adding hundreds of skilled jobs to the region. GE Vernova has been selected to supply the turbines what is poised to be the world's first commercial scale gas-fired power station with carbon capture at Net Zero Teesside Power. GE Vernova is also installing 277 Haliade-X offshore wind turbines at Dogger Bank Wind Farm.

OUR GE VERNOVA WAY

- We drive **INNOVATION** in everything we do to electrify and decarbonize the world.
- We serve our **CUSTOMERS** with pride and a focus on mutual success and long-term impact.
- We challenge ourselves to be better everyday. **LEAN** is how we work.
- We break boundaries and cross borders to win as **ONE TEAM**.
- We are **ACCOUNTABLE** individually and collectively to deliver on our purpose and commitments.

OUR APPROACH

GE Vernova strives to be a highly competitive and respected employer, so we can continue to attract the broad range of skills, experiences, and perspectives needed to achieve our mission. The principles of equal pay for equal work are intrinsic to the Company's core values and central to our ability to attract and retain the strongest talent. We reward performance and will continue to monitor our compensation practices to ensure all our employees are paid fairly and competitively.

Our Culture & Inclusion Officer is tasked with leveraging the GE Vernova Way to create an inclusive environment where everyone feels they can do their best work and can safely express their views because they feel acceptance, respect, and a sense of belonging.

2025 - OUR COMMITMENT TO EQUAL OPPORTUNITY

With our unique culture firmly established, we are now focused on accelerating the next phase of our commitment to the GE Vernova Way, beginning with our manufacturing and frontline leaders.

Thrive Leading Goal: Demonstrate an inclusive culture and equal employment opportunity for all employees

We believe that the GE Vernova Way for how we work and lead together makes us more competitive and creates value for our stakeholders. As we strive to live the GE Vernova Way, we are focused on creating a more respectful, inclusive culture where we can each contribute to meaningful work. Our relationship with each and every employee, and ensuring that every voice matters, is a priority.

Alignment with UN Sustainability Development Goal 5: Gender Equality

The GE Vernova Way is rooted in the belief that an inclusive culture makes us more competitive and creates value for our stakeholders. We provide competitive compensation and benefits that support our global workforce, including flexible work policies, parental leave, and other family benefits. We also support the existing and upcoming workforces in science, technology, engineering, and math (STEM) fields.

2025 ACTIONS SUPPORTING THE GE VERNOVA WAY

1. Competitive human capital strategy

- Post-spin as an independent company, we continued our long-standing commitment to fair and competitive pay practices.
- Committed to benefits and wellness policies to promote health, work-life balance, and overall wellbeing, including flexible and remote work arrangements.
- We recognized 38,000 employees in 2025 with Impact Awards, honoring contributions aligned to business priorities.

2. Encouraging careers in STEM

- GE Vernova Foundation supported philanthropy for programs encouraging careers in STEM (science, technology, engineering, and mathematics) industries, setting a goal to reach 30,000 students around the world by 2030.
- Supported engineering camps and programs in Staffordshire, United Kingdom for children aged 13 to 18 years old.
- STEM strategies and engagement with local schools and universities.

3. Employer of choice

- Employee Resource Group (ERG) the Women's Network hosted programming for all employees, including on early careers networking, mental health conversations, and an all day global virtual "Women's Health Summit"
- We have more than 150 hubs globally and approximately 13,000 members of Employee Resource Groups, supporting talent and leadership development, and accessibility and inclusion.
- In 2025, we launched the Energy of Care, a comprehensive wellness program committed to making a culture of wellbeing a fundamental part of how we work.

UK Pay Gap Results by Reporting Legal Entity

What is the „Pay Gap“ under UK law?

The UK Government Equalities Offices requires GEV to measure the difference between the average and median pay of all men and women in the UK on a snapshot date each year. "Pay Gap" is not the same as "Equal Pay." "Equal pay" considers whether two people in the same job or who perform work of equal value, are paid the same. The "Pay Gap" in this Report does **not** compare men and women in the same job who are comparable.

Understanding the Data




Per regulation, this Report reflects data from a snapshot in April 2025. GEV has 2 legal entities which are in scope, *see below*.

GEV's overall "Pay Gap" statistics is narrow but varies widely between legal entities. Where the "Pay 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.

Reflections on the Data

GEV regularly reviews its approach to pay equity and we are confident that we offer equal pay between comparable male and female employees in the same job or performing equal work.

In 2026, we will continue our commitment to our culture of inclusion, adopting a 3 pillar approach: (1) STEM outreach sessions in schools and colleges (2) running an academy programme (3) and partnering with local community organisations.

GEV employing entity with more than 250 employees	Mean hourly pay difference between M/F employees (%)	Median hourly pay difference between M/F employees (%)	Proportion of employees in lower pay quartile A (F/M%)	Proportion of employees in lower-mid pay quartile B (F/M%)	Proportion of employees in higher-mid pay quartile C (F/M%)	Proportion of employees in higher pay quartile D (F/M%)	Mean bonus payment difference between M/F employees (%)	Median bonus payment difference between M/F employees (%)	Proportion of employees receiving bonus pay (F/M%)	The directors listed have confirmed this report is accurate for the respective entities
UK Grid Solutions	11.02	22.42	24/76	21/79	18/82	14/86	36.52	69.17	76.8/74.2	 Clar Collins
GE Energy Power Conversion UK Limited	14.16	15.05	29/71	17/83	19/81	11/89	30.55	50.23	89.5/88.3	 Syreeta Jeffs
FieldCore Service Solutions International LLC (UK)	30.4	29.7	28/73	15/85	12/88	2/98	-924.6	-148.7	85.7/46.4	 Paul Donnelly

As at 5 April 2025 | 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 GEV'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.

