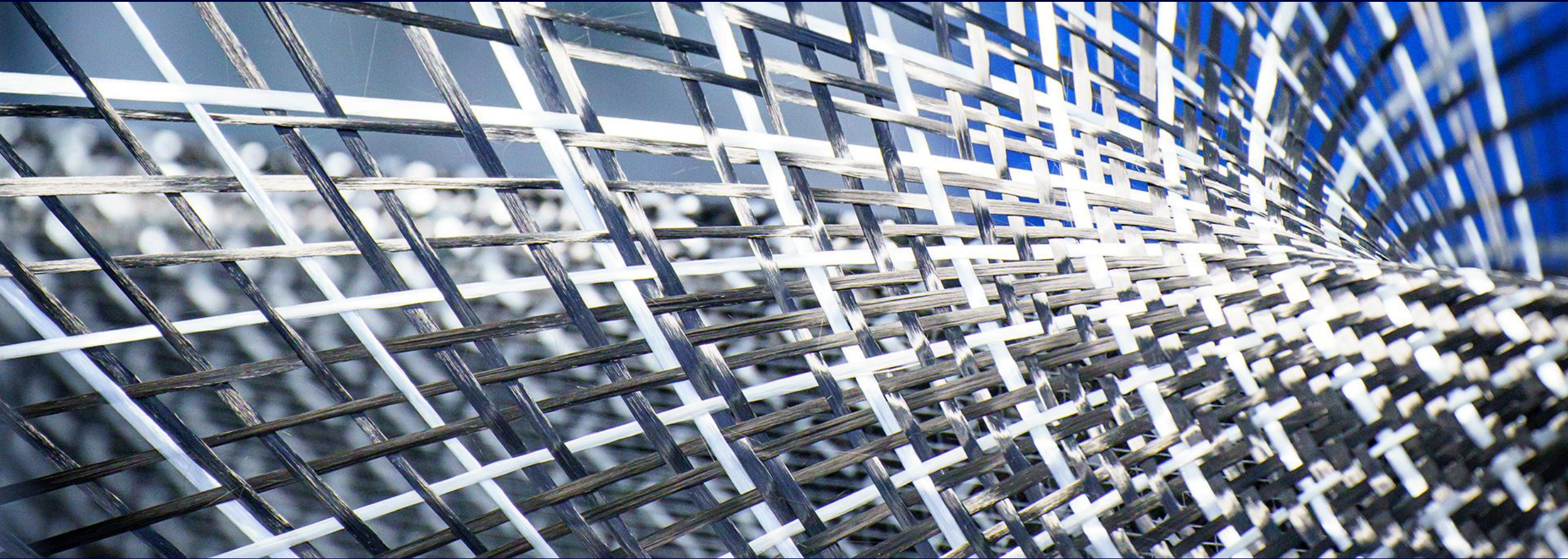




UK Gender Pay Gap Report 2025

About GE Aerospace



GE Aerospace is a world-leading provider of jet and turboprop engines, as well as integrated systems for commercial, military, business and general aviation aircraft. Our mission is to invent the future of flight, lift people up and bring them home safely.

GE Aerospace Gender Pay Gap Consolidated Results

This report details the gender pay gap reporting requirements in the United Kingdom under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The regulations require employing entities with 250 or more employees to publish information on their gender pay gap.

GE Aerospace has consolidated results from all UK employing entities including those with less than 250 employees at the snapshot date of April 5, 2025. Where individually reportable, results by employing entity can be found at the end of this report and UK Government Gender Pay Gap Service. The employing entities included in the consolidated results within this report are:

- GE Aircraft Engine Services Limited
- GE Aviation Systems Limited
- GE Caledonian Limited
- GE Capital Europe Limited (not individually reportable)

In 2024, GE Aerospace published its first consolidated gender pay gap results as a standalone public company. Results from our 2025 report remain consistent, showing near pay parity between men and women, and well below the ONS reported UK median of 13.1%. Our bonus gap, in favor of women, does not reflect an overall pay issue but is impacted by the pay structures and gender distribution of our workforce across professional and manufacturing roles, consistent with other manufacturing and industrial companies across the UK.

Employees at
snapshot date

4,571

Gender Balance

Male

83%

Female

17%

Mean Pay Gap

-2.5%

Median Pay Gap

3.4%

Female employees
who received a bonus

87.8%

Male employees who
received a bonus

75.6%

Mean Bonus Gap

-54.5%

Median Bonus Gap

-104.2%

Quartiles

Lower

81% Male
19% Female

Lower Middle

83% Male
17% Female

Upper Middle

86% Male
14% Female

Upper

81% Male
19% Female

GE Aerospace Pay Gap Results by Reporting Legal Entity

Employing Entity	Number of employees at snapshot date	Mean Pay Gap	Median Pay Gap	Mean Bonus Gap	Median Bonus Gap	In Receipt of Bonus (M/F)	Pay Quartile – Lower (M/F)	Pay Quartile – Lower Middle (M/F)	Pay Quartile – Upper Middle (M/F)	Pay Quartile – Upper (M/F)
GE Caledonian Limited	847	-13.5%	-3.4%	-85.6%	-758.7%	51.8%/73.0%	94%/6%	95%/5%	93%/7%	84%/16%
GE Aircraft Engine Services Limited	1,470	-5.3%	1.6%	-80.7%	-723.9%	65.0%/83.5%	86%/14%	89%/11%	88%/12%	85%/15%
GE Aviation Systems Limited	2,204	8.3%	15.8%	-5.1%	32.5%	92.4%/90.8%	68%/32%	70%/30%	83%/17%	80%/20%

Accuracy statement

I confirm the gender pay gap data contained in this report is accurate and has been produced in accordance with the regulations.

- Andrew Prow, GE Caledonian Limited *Andrew Prow*
- Stephen Edwards, GE Aircraft Engine Services Limited *Stephen Edwards*
- Michelle Ryan, GE Aviation Systems Limited *Michelle Ryan*