

# 2023 Total Rewards overview

This is a brief description of the Total Rewards you may be eligible to receive as a U.S.-based Baker Hughes employee.

## Compensation

Baker Hughes aligns the interests of employees, managers, and stockholders by providing competitive compensation packages, which drive the organization's financial success through Pay for Performance. Our compensation includes:

- **Base pay**, which we benchmark against the market and review individually, giving exceptional performers the opportunity to earn greater rewards.
- **Variable pay**, which includes short-term incentive programs designed to allow eligible employees to share in the company's success if certain financial or individual goals are achieved.

## For additional information

To learn more about Baker Hughes benefits, go to **[BakerHughesBenefits.com](https://BakerHughesBenefits.com)**. This comprehensive site has an online Benefits Guide, FAQs, and more. In addition, review the Total Rewards portal to see the full value of your Baker Hughes benefits.

## Health & Protection benefits

Baker Hughes provides a comprehensive benefits package designed to help you manage and protect your health as well as your family's health, and also provide you with a level of financial protection.

<b>Medical and Prescription Drug</b>	Three Medical plan options through UnitedHealthcare; one preferred provider organization (PPO) plan and two high deductible health plans (HDHP). All three plans include prescription drug coverage through CVS/caremark. Your medical plan also includes access to 2nd.MD, a consultative health service that offers expert medical opinions, and Specialist Management Solutions (SMS), a surgical benefit enhancement that helps you choose the appropriate settings for your procedures and saves you money. In addition, your prescription drug plan includes the Transform Diabetes Care program which assists you and your dependents with a diabetes diagnosis to manage your care.
<b>Dental</b>	Coverage for preventive, basic, and major care, as well as orthodontia for children up to age 19.
<b>Vision</b>	Two plan options with coverage for exams, lenses, frames, and contact lenses. The difference between the plans is how often you can purchase new lenses and frames. LASIK services are available at a discounted rate from participating providers.
<b>Wellness Program</b>	Helpful tips, tools, information, and programs, including personal coaching, that are designed to support and improve your health and your family's health (in addition to helping you avoid future health risks).
<b>Employee Assistance Program</b>	Confidential assistance to help you, your dependents, and other household members resolve personal, family, financial, or work-related issues, including five free counseling sessions.
<b>Spending Accounts</b>	Save on your taxes by setting aside pre-tax money to use for eligible health care and dependent care expenses. Baker Hughes offers a Health Care Flexible Spending Account, Dependent Care Flexible Spending Account, and a Health Savings Account. Depending on the Medical plan you choose, you may be eligible to receive a company contribution to the Health Savings Account.
<b>Short-Term Disability</b>	Provides a percentage of your pay if you're unable to work due to pregnancy, injury, or illness.
<b>Long-Term Disability</b>	Company-paid Core coverage replaces a percentage of your pay if you remain unable to work after your short-term disability period. You have the option to purchase additional coverage.
<b>Basic Life and Basic AD&amp;D Insurance</b>	Company-paid basic life insurance and company-paid basic accident coverage. Coverage amount for Basic Life is 2x your annual base pay. Coverage for Basic AD&D is 1x your annual base pay.

<b>Supplemental Life and Voluntary AD&amp;D Insurance</b>	Purchase additional coverage for yourself, your spouse, and/or eligible dependent children. If both you and your spouse are Baker Hughes employees, each of you can be covered only once under the Supplemental Life insurance and Voluntary AD&D plans. Coverage, including eligible dependent children coverage, can be through you or your spouse, so long as no person is covered more than once.
<b>Business Travel Accident Insurance</b>	Company-paid coverage of up to 5x your annual base pay if you are accidentally injured or die as result of an accident while traveling on authorized company business.
<b>Legal Plan</b>	Employee-paid access to legal assistance and advice for most legal services, including divorce, bankruptcy, drafting a lease agreement, traffic ticket defense, and creating or updating a will.
<b>Critical Illness Insurance</b>	An employee-paid benefit that is designed to help offset expenses not reimbursed by other types of insurance by paying a lump sum benefit upon diagnosis verification. Covered illnesses include cancer, heart attack, and stroke, plus many other conditions.
<b>Accident Coverage</b>	Employee-paid insurance that pays a lump-sum benefit directly to you after a covered accident.

### Retirement benefits

These benefits help you save for retirement and allow you to participate in the ownership of the company.

<b>401(k) Plan</b>	You can plan for your future by saving up to 50% of your eligible pay (includes base salary and bonuses) through before-tax, Roth, and/or after-tax contributions in the Baker Hughes 401(k) Plan. You earn a dollar-for-dollar company matching contribution up to 5% every pay period. In addition, the company automatically contributes 4% of eligible pay every pay period, even if you aren't saving yourself. That is a 9% company contribution if you save at least 5%!
<b>Employee Stock Purchase Program</b>	The Employee Stock Purchase Program (ESPP) gives eligible employees the opportunity to purchase company shares at a 15% discount without brokerage commissions or fees.

### Additional benefits

Other ways Baker Hughes enriches and simplifies your life, in addition to reducing your expenses:

<ul style="list-style-type: none"><li>• Paid time-off</li><li>• Telehealth*</li><li>• Training &amp; Development</li><li>• Tuition Reimbursement</li></ul>	<ul style="list-style-type: none"><li>• Paid parental leave</li><li>• Adoption Assistance</li><li>• Maternity Support Program*</li><li>• Disease Management Program*</li></ul>	<ul style="list-style-type: none"><li>• Medical second opinion service*</li><li>• Reward &amp; Recognition Program</li><li>• Fitness Reimbursement</li><li>• Discounts and perks</li></ul>
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\*These programs are available to individuals who are enrolled in a Baker Hughes Medical plan.

### 2023 per-pay-period health plan rates (26 pay periods in 2023)

	Employee Only	Employee + Spouse	Employee + Child(ren)	Employee + Family
Medical				
Standard Plan	\$73.38	\$230.77	\$129.69	\$288.00
Premium HSA	\$40.15	\$114.46	\$55.85	\$129.69
Basic HSA	\$11.54	\$29.08	\$18.00	\$36.46
Dental				
Dental Plan	\$8.77	\$17.08	\$22.15	\$34.15
Vision				
High Plan	\$4.46	\$7.14	\$7.30	\$11.76
Low Plan	\$2.26	\$3.62	\$3.69	\$5.95

Content in this document is intended for U.S. benefits eligible employees.

The information presented in this document is a summary and not the official plan document. In the event of any conflict between information in this presentation and the formal plan document, the formal plan document will govern. Baker Hughes reserves the right to terminate, amend, suspend, replace, or modify its benefit plans and programs at any time and for any reason.