

2024 Executive Total Rewards overview

This is a brief description of the Total Rewards you may be eligible to receive as a U.S. Assignee & Rotator executive at Baker Hughes.

Compensation

Baker Hughes aligns the interests of employees, managers, and stockholders by providing competitive compensation packages, which drive the organization's financial success.

Health & Protection benefits

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

For additional information

To learn more about Baker Hughes benefits, go to BakerHughesBenefits.com/international-executives/us. You'll find your full Benefits Guide, FAQs, and more.

Medical and Prescription Drug	A Medical plan through Cigna Global Health Benefits ^(R) with International, U.S. in-network, and U.S. out-of-network benefits, including automatic Prescription Drug coverage.
Telemedicine	Virtual health coverage through Cigna Global Health Benefits ^(R) that allows you to see or talk to a doctor from your mobile device or computer.
Dental	Coverage for preventive, basic, and major care, as well as orthodontia.
Vision	Under the Medical plan you will automatically receive Vision coverage. Coverage under the Cigna Global Health Benefits ^(R) plan designed to help you and your family take care of your vision needs anywhere in the world.
Executive Physical Program	Receive a comprehensive physical exam each year. Available to SEB+ only.
Flexible Spending Accounts	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 and a Dependent Care Flexible Spending Account.
Advocacy	Advocacy services help you with unsolved health plan access or claims issues for your Medical, Prescription Drug, Dental, and Vision coverage.
International SOS (ISOS)	Emergency evacuation services when adequate medical care is not available locally, providing medical, security, and travel assistance. The ISOS network includes a multilingual staff that operates 24 hours a day, 365 days a year.
Salary Continuation	Continues your benefits base pay for up to 90 days or until recovery, whichever is earlier, if you're unable to work due to pregnancy, injury, or illness, at no cost to you.
Long-Term Disability	Company-paid coverage replaces a percentage of your benefits base pay if you remain unable to work after you are no longer eligible for Salary Continuation.
Basic Life and Basic AD&D Insurance	Company-paid basic life insurance and company-paid basic accident coverage. Coverage amount for Basic Life and Basic AD&D is 2x your annual benefits base pay.
Perquisite Life and AD&D Insurance	Purchase additional life insurance coverage up to 3x your annual base pay. You may also purchase additional Perquisite AD&D coverage.
Supplemental Life and Voluntary AD&D Insurance	Purchase additional coverage for yourself, your spouse, and/or eligible dependent children.
Business Travel Accident Insurance	Coverage of up to 5x your benefits base pay if you are accidentally injured or die while traveling on authorized company business.

Retirement benefits

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

401(k) Plan	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%!
Supplemental Retirement Plan	A non-qualified retirement plan that enables you to defer additional base salary and eligible bonuses on a before-tax basis. The plan also provides company contributions (5% basic and 4% base) on income that is not eligible to receive company contributions in the 401(k) Plan (income deferred into the SRP and income above the IRS compensation limit).
Employee Stock Purchase Program	The Employee Stock Purchase Program (ESPP) gives eligible employees the opportunity to purchase company shares at a 15% discount without brokerage commissions or fees.

■ Denotes benefits offered to executives only or coverage with a higher benefit level than non-executives.

2024 monthly premium rates

	Employee Only	Employee + Spouse	Employee + Child(ren)	Employee + Family
Medical				
Cigna International Medical/Vision	\$130	\$321	\$286	\$444
Dental				
Cigna International Dental	\$12	\$25	\$35	\$47

Content in this document is intended for U.S. citizens/expats working outside the U.S.

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.