



BAKER HUGHES COMPANY

Supplemental Retirement Plan

Baker Hughes 

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You can find complete details regarding the Baker Hughes Company Supplemental Retirement Plan (SRP) in the official SRP document.

If there is any discrepancy between this brochure and the official SRP document, the terms of the SRP document will govern.

Participation in the SRP does not guarantee employment for any specified term and should not be construed as a contract of employment.

An Introduction to the SRP

The Baker Hughes Company Supplemental Retirement Plan (the SRP) is designed to reward you for the key leadership role you play in our organization, while providing you an additional tool to support you in your retirement savings strategy.

The SRP — a non-qualified plan under the Internal Revenue Code — enables you to set aside additional compensation and bonus earnings on a tax-deferred basis above the IRS limits for the Baker Hughes 401(k) Plan. This offers you a unique and valuable opportunity to lower your current tax obligation while accumulating more savings for retirement. In addition, Baker Hughes Holdings LLC (the sponsor) and its subsidiaries that have adopted the SRP support your SRP contributions with basic and base contributions.

It is important to note that the SRP is different from other retirement plans. The SRP is a non-qualified retirement plan, unlike our 401(k) Plan, which is a qualified plan. Non-qualified plans are designed to enable participants to continue saving when, due to government regulations, you can no longer participate in the qualified plans. Keep in mind, Company contributions and your contributions to the SRP are subject to claims of Baker Hughes creditors in the event of the insolvency of Baker Hughes. In addition, distributions from the SRP cannot be rolled over into an IRA and are taxable at the time of distribution.

Read this brochure carefully and review it with a qualified financial advisor. Then, if appropriate for you, take the steps necessary to defer compensation in the SRP.

Eligibility and Participation

You are eligible to participate in the SRP if you are in a \$U.S. payroll executive salary grade and subject to U.S. taxes or are currently participating due to having previously been classified in a \$U.S. payroll executive salary grade, and the Administrative Committee has selected you for participation in the SRP.

Participation in the SRP does not guarantee employment for any specified term and should not be construed as a contract limiting the Company's right to terminate the employment relationship at any time.

When Participation Begins

The first day of the plan year begins January 1 each year. You will be able to enroll in the SRP during the enrollment period prior to January 1 of the year in which you are eligible. Deferring compensation in the SRP is voluntary, and you may choose how much you want to defer.

If you are a new employee of Baker Hughes or are newly eligible for SRP participation, you will receive information regarding your eligibility in the SRP and enrollment.

When you enroll, you will be asked to:

- Elect how much you want to defer to the SRP;
- Choose the timing and form of payment for distributions;
- Review or elect your investment elections; and
- Name a beneficiary or beneficiaries to receive any benefits payable in the event of your death.

Deferrals and Contributions

Deferral Elections

As a participant, you may elect to defer eligible compensation each year instead of receiving that amount in current compensation.

You may elect to contribute to the SRP through one or all of the following:

- **Salary Deferral:** From 1% to 60% of your eligible base salary during the plan year can be deferred into the SRP. Elections are made during the SRP Annual Enrollment period each year and are irrevocable.
- **Bonus Deferral:** From 1% to 100% of the Baker Hughes Company Executive Officer Short-Term Incentive Compensation Plan or the Baker Hughes Company Short-Term Incentive Compensation Plan and other eligible bonuses earned during the plan year can be deferred into the SRP when your bonus is payable. Your election is made during the SRP Annual Enrollment period each year and is irrevocable.

Note: Employees who are newly eligible for the SRP during the plan year (January – December) are not eligible to make a separate bonus deferral election during such plan year.

The IRS Limits

The IRS limits contributions to the 401(k) Plan in three ways. First, the total amount of pre-tax and Roth contributions are limited (contribution limit). Secondly, the amount of compensation used to determine contributions is limited (compensation limit). Third, total annual additions to the 401(k) Plan (other than rollover contributions and catch-up contributions) cannot be more than the umbrella limit.

The 2024 IRS limits are:

- Pre-tax /Roth contributions: \$23,000 (\$30,500 if you are at least age 50)
- Plan compensation: \$345,000
- Total annual additions: lesser of \$69,000 or 100% of your Plan compensation

After 2024, these limits will be indexed with inflation. When you make your deferral elections, please keep in mind that any amount you defer may affect other benefit programs sponsored by the Company. For instance, 401(k)-eligible compensation does not include amounts you have deferred to the SRP.

Company Contributions

Baker Hughes will contribute the following amounts to the SRP in one or more installments:

A Basic contribution equal to the sum of:

1. 5% of your base salary deferrals and eligible bonus deferrals, and
2. 5% of your base salary and eligible bonuses above the sum of (i) the IRS compensation limit and (ii) your base salary deferrals and eligible bonus deferrals.

A Base contribution equal to the sum of:

3. 4% of your base salary deferrals and eligible bonus deferrals, and
4. 4% of your eligible compensation above the sum of (i) the IRS compensation limit and (ii) your base salary deferrals and eligible bonus deferrals.

Note: Base contributions are subject to the vesting provisions on page 3.

Vesting

You are always 100% vested in your deferrals and SRP Basic contributions.

Vesting in SRP Base Contributions

Vesting in SRP Base contributions is determined by the following schedule:

Years of Service	Vesting Percentage
Less than 3	0%
3 or more	100%

Note: Base contribution vesting includes all eligible service.

Your SRP Base contribution accounts are automatically 100% vested if you retire from active service with Baker Hughes at age 65 or later, if you die, or if you become totally disabled while actively employed with Baker Hughes.

If you terminate employment and have not satisfied the vesting requirement for your Base contribution account, the funds in that account will be forfeited.

Taxation of Contributions

Contributions are intended to accumulate tax-free for federal income tax purposes until you receive a distribution from the plan. The amount you elect to defer and any earnings on that amount should not be subject to federal income tax until it is distributed.

Contributions are generally subject to FICA (Social Security and Medicare) taxes as they are deposited into the SRP. If you defer part or all of your bonus, as the plan allows, any required FICA withholding is still required. That withholding amount will be taken from your bi-weekly pay until the full withholding requirement is satisfied.

Your Deemed Investment Choices

Your SRP accounts will be deemed credited with earnings and losses based upon investment selections made by you in accordance with SRP procedures. Baker Hughes will owe you deferred compensation under the SRP based on your investment selections. Neither Baker Hughes nor the SRP trustee is required to invest any Baker Hughes assets held in the SRP rabbi trust in accordance with your investment selections.

You may invest your contributions in one or more of the SRP investment funds. You may select a Style Fund or a mix of 14 Core Funds.

You may invest in as little as 1% increments. Future investment elections may be changed by calling **1-800-230-3950** or by accessing your online account through BakerHughesBenefits.com/SRP. Please remember that investment changes will be processed only on days that the stock market is open.

If you are a new participant and have not made a previous election, your investment election will be set to 100% in the Money Market Fund. You can change this election at any time.

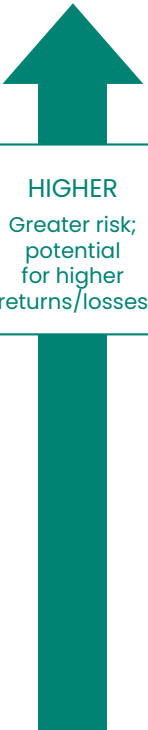
Investment Fund Line-Up

Each custom institutional fund holds a single, underlying mutual fund. The underlying mutual fund tickers provided below are for reference and allow you to find additional fund information, including strategy and holding details (selecting the symbols will link you to this information). The performance of each custom institutional fund is based on the performance of the underlying mutual fund holding less the amount of plan level expenses including, but are not limited to, trustee services, record keeping, communications, and legal services.

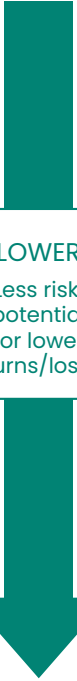
There is no requirement that any assets of the Company (including those held in any rabbi trust) shall be invested in accordance with your deemed investment elections. Your deemed investment elections are relevant solely for purposes of determining the amount of your SRP benefits.

Core Funds

You can create your own investment mix from the following Core Funds or such other funds that may be designated by the Plan Administrator:

Core Funds – Equity			
Core Fund		Strategy and Objective	Risk Spectrum
Emerging Markets Equity Fund	RREMX	Seeks to achieve long-term capital appreciation by purchasing a broad and diverse group of securities associated with emerging markets, including frontier markets, with increased exposure to securities of small cap issuers and securities considered to be value securities. The fund’s objective is to outperform the MSCI Emerging Markets Index (net dividends) over a market cycle.	 <div>HIGHER Greater risk; potential for higher returns/losses</div>
International Growth Equity Fund	HNGFX	Seeks long-term total return by primarily investing in foreign companies in the developed markets with fundamental strengths that indicate the potential for sustainable growth. The fund’s objective is to outperform the MSCI EAFE Index over a market cycle.	
International Value Equity Fund	FMIYX	Seeks long-term capital growth by investing in foreign equity securities by applying a bottom-up, value-oriented, long-term approach, focusing on the market price of a company’s securities relative to the evaluation of the company’s long-term earning, asset value, and cash flow potential. The fund’s objective is to outperform the MSCI EAFE Index over a market cycle.	
Non-U.S. Developed Markets Equity Index Fund	VTMGX	Seeks to track the performance of the FTSE Developed All Cap ex US Index.	
U.S. Small Cap Growth Equity Fund	WSMRX	Seeks long-term growth of capital by investing in common stocks of mid- and large-capitalization companies expected to exhibit growth characteristics. The fund’s objective is to outperform the Russell Mid Cap Growth TR Index over a market cycle.	
U.S. Small Cap Value Equity Fund	FMIUX	Seeks long-term growth of capital by investing in common stocks of mid- and large-capitalization companies using a value approach. The fund’s objective is to outperform the Russell Mid Cap TR Index over a market cycle.	
U.S. Growth Equity Fund	TRLGX	Seeks long-term growth of capital by investing in a diversified portfolio of equity investments that are considered to be strategically positioned for consistent long-term growth. The fund’s objective is to outperform the Russell 1000 Growth Index over a market cycle.	
U.S. Value Equity Fund	FMIQX	Seeks long-term growth of capital by investing in common stocks of mid- and large-capitalization companies using a value approach. The fund’s objective is to outperform the Russell 1000 Value Index over a market cycle.	

Investment Fund Line-Up Continued

Core Funds – Bond and Money Market Funds			
Core Fund		Strategy and Objective	Risk Spectrum
S&P 500 Index Fund	FXAIX	Seeks to approximate the risk and return characteristics of the S&P 500 Index.	 <div>LOWER Less risk; potential for lower returns/losses</div>
Opportunistic Bond Fund	BSIKX	Seeks total return, consistent with preservation of capital, by investing in a combination of fixed income securities, including, but not limited to: high yield securities, international securities, emerging markets debt and mortgages, non-investment grade bonds (high yield or junk bonds), non-dollar denominated bonds, and emerging markets bonds. The fund's objective is to outperform the Bloomberg Barclays U.S. Universal Index.	
Inflation Protection Fund	VAIPX	Seeks to provide inflation protection and income by generally investing in inflation-indexed bonds issued by the U.S. government, its agencies, and instrumentalities. The fund's objective is to outperform the Barclays Capital U.S. Treasury Inflation protected Securities Index over a market cycle.	
Bond Fund	PTTRX	Seeks total return, consistent with preservation of capital and prudent investment management, by generally investing in fixed income instruments of varying maturities. The fund's objective is to outperform the Barclays Capital U.S. Aggregate Index over a market cycle.	
U.S. Bond Index Fund	FXNAX	Seeks to provide investment results that correspond to the aggregate price and interest performance of the debt securities in the Bloomberg Barclays U.S. Aggregate Bond Index.	
Money Market Fund	VMFXX	Seeks current income to the extent consistent with the preservation of capital and maintenance of liquidity by investing exclusively in high quality money market instruments.	

LOWER
Less risk;
potential
for lower
returns/losses

Style Funds

Style funds are pre-mixed, diversified funds that provide a quick and easy method for diversifying your investments with a single selection. A style fund may be the right choice for you if you want a simplified investment strategy because each fund allows you to make a single choice for a specific investment objective and risk tolerance. Style funds are already diversified, so there is generally no need to invest in additional style or core funds. Each style fund is constructed from investments such as cash, bonds, and stocks. The percentage allocation to each investment type will adjust over time to manage risk. In general, the manager will increase stock holdings when valuations are low and reduce the fund's stock exposure during speculative markets.

Style Fund		
Conservative Style Fund	JFLJX	Seeks income and capital appreciation by investing primarily in a diversified group of mutual funds holding fixed income and equity securities. The fund's allocation strategy is to achieve a long-term risk/return profile similar to a fund that invests 70% in income securities and 30% in equity securities.
Moderate Style Fund	JFQUX	Seeks income and capital appreciation by investing primarily in a diversified group of mutual funds holding fixed income and equity securities. The fund's allocation strategy is to achieve a long-term risk/return profile similar to a fund that invests 50% in income securities and 50% in equity securities.
Extended Style Fund	JFBUX	Seeks income and capital appreciation by investing primarily in a diversified group of mutual funds holding fixed income and equity securities. The fund's allocation strategy is to achieve a long-term risk/return profile similar to a fund that invests 30% in income securities and 70% in equity securities.
Maximum Style Fund	JFTUX	Seeks income and capital appreciation by investing primarily in a diversified group of mutual funds holding fixed income and equity securities. The fund's allocation strategy is to achieve a long-term risk/return profile similar to a fund that invests 10% in income securities and 90% in equity securities.

Access to Your Money

Form of Payment

When you enroll in the SRP, you must choose one of the following options for receiving your SRP benefit.

Lump Sum Payment: You may choose to receive your vested SRP benefit as a one-time cash payment.

OR

Installments: You may choose to take your vested SRP benefit in the form of annual installments (between two and 20 years).

If your account was earned and vested by December 31, 2004 and is less than \$50,000, the Plan Administrator has the right to distribute that amount to you in a lump sum.

Upon your separation of service, you will be entitled to receive (at the time and in the form you elected) the vested amount of your account balance, and the remainder of your account will be forfeited. (See *Vesting* on page 3).

Time of Payment

In accordance with procedures established by the Administrative Committee, you may elect to have your SRP account or sub account balance paid or commence to be paid (i) upon the expiration of a specified term following your separation from service, (ii) upon your separation from service or, (iii) on a date specified by you that is on January 1 and no earlier than the third January 1 following the plan year for which the deferral election is made. The Administrative Committee is authorized to establish written guidelines concerning limitations on the number of sub accounts regarding time and form of payment that may be maintained under the SRP.

To the extent that you elected to have your accounts paid upon your separation from service, your benefits will be paid or commence to be paid on the later of (1) the first day of the month that coincides with or next follows the date that is six months after your separation from service, or (2) the January 1 that next follows your separation from service.

Changes to SRP Payment Elections

You may make changes to your Timing of Payment and Method of Payment elections, subject to the following rules:

Account Balances Earned and Vested as of December 31, 2004 and Prior	Account Balances Earned and Vested after December 31, 2004
<ul style="list-style-type: none">• Change election must be made at least 18 months before the date when your distribution payments are scheduled to begin;• May accelerate your payments, but the new payment date or payment commencement date must be no earlier than the first day of the month that follows 18 months after the election change is made;• One-time opportunity to make irrevocable changes.	<ul style="list-style-type: none">• Change election must be made at least 12 months before the date when your distribution payments are scheduled to begin;• May not accelerate your payments;• Not limited on number of changes;• The change election must delay the applicable payment at least 5 years beyond previously scheduled payment date.

Unforeseeable Financial Emergency

Loans are not allowed from the SRP. However, you may be allowed a withdrawal with Plan Administrator approval due to an unforeseeable financial emergency.

Distribution of Benefits Upon Death

Your beneficiary is entitled to your vested account balance upon your death. Payment will be made according to your elected form and time of payment. Your beneficiary will be the most recent beneficiary that you have designated.

Taxation of Benefit Payments

Taxation of benefit distributions received from the SRP are taxed as ordinary income for federal income taxation purposes in the year of receipt. Your distributions are not subject to early withdrawal penalties.

Other Important Information

Transfers to or From Qualified Plans

You are not allowed to deposit distributions you have received from other qualified plans or IRAs into the SRP. Distributions from the SRP are taxable at the time of distribution and are not eligible for rollover or deposit into a qualified plan or IRA.

Plan Administration

The SRP's records are maintained on a 12-month basis, known as the plan year. The plan year begins on January 1 and ends on December 31 each year, and the plan assets are valued on a daily basis. The Plan Administrator is responsible for participant SRP records and general SRP administration. The Plan Administrator has discretionary authority to interpret the terms of the SRP. The Northern Trust Company is the trustee of the rabbi trust established for the SRP.

The sponsor retains the right to amend or terminate the SRP at any time. In the event the SRP is terminated, the account balances that were earned and vested as of December 31, 2004 will be paid to participants or beneficiaries in the manner specified by the Plan Administrator and all other SRP amounts will be paid at the times and in the forms previously selected by participants in accordance with SRP procedures.

The SRP is an unfunded, unsecured plan of deferred compensation for a select group of management or highly compensated employees. Plan benefits are a contractual obligation of Baker Hughes, which will be paid from Baker Hughes general assets or the SRP rabbi trust fund. Assets of the SRP rabbi trust fund are subject to the claims of creditors of Baker Hughes in the event of the insolvency of Baker Hughes.

Claims

All decisions concerning payment of benefits under the plan shall be at the sole discretion of the Plan Administrator (or its designated claims administrator). If you disagree with the way your claim is being handled, you may apply for a formal review of your claim by writing to the Administrative Committee. In your claim, include the reason for your formal review request and all supporting documentation.

Claims Review Procedure

If your claim (or the claim of your beneficiary) for benefits under the plan is denied or modified, the Administrative Committee will provide you (or your beneficiary, if applicable) written notice, within 90 days of filing the claim, whether the claim is to be allowed in full or in part, or denied. This time limit may be extended for another 90 days in special circumstances, but you will be notified of reasons for the delay.

If you disagree with the amount of your benefits or your interest in the plan, there is a review procedure you or your beneficiary must follow. Under this procedure, you can obtain a second review of a benefit decision. Here are the steps in the review procedure:

1. When an application for benefits is denied in full or in part, you will normally receive a written verification of the denial from the Administrative Committee within 90 days after requesting benefits. The notice will explain:
 - The reason for the denial;
 - The plan provision(s) on which it is based;
 - Any additional information needed to make your application for benefits acceptable and the reason it is necessary; and
 - The procedure for requesting a review.

If special circumstances require more than 90 days for processing your application, you will be notified of that fact, in writing within 90 days of filing. The notice you receive will:

- Explain what special circumstances make an extension necessary, and
- Indicate the date that a final decision is expected to be made.

The extension may be for up to an additional 90 days. If you receive no response within 90 days after requesting benefits or by the end of an extension period, you should consider your application for benefits denied. You may proceed to Step 2, as though you had received a denial notice.

2. Within 60 days after receiving a denial notice, you and/or your authorized representative may, at your sole expense:
 - Submit a written request to the Administrative Committee for review of the denial;
 - Look at relevant documents; and
 - Submit issues and comments in writing.
3. Within 60 days after the request for a review is received, a decision on the denial normally will be made. You will receive a copy of the decision in writing, including the specific reasons and reference to the plan provision(s) on which it is based.

If special circumstances require a review period longer than 60 days, the time for making a final decision may be extended, and you will be notified of the extension within 60 days after your requested review. However, the total review period cannot be longer than 120 days.

If you receive no response within 60 days of making a request for a review or by the end of an extension period, you should consider your claim for benefits denied on review.

General Information

Some of Your Responsibilities

It is your responsibility to keep the Administrative Committee informed about any name, address or marital status changes. Please note that if you become divorced you should provide the Administrative Committee a copy of your divorce decree or domestic relations order on a timely basis. The Administrative Committee must review the divorce decree or domestic relations order to determine if any of your Plan benefits have been assigned to your former spouse. Failure to timely provide a copy of the divorce decree or domestic relations order may result in a delay in payment of your Plan benefits.

Exhaustion of Administrative Remedies

Without limiting the Plan arbitration procedures, by accepting benefits or asserting a claim to benefits under the Plan you and any person claiming through you are affirmatively deemed to agree not file suit in court or seek arbitration concerning a claim for benefits until before exhausting any claims and appeals procedures under the Plan.

Arbitration

As described below, any controversy relating to the Plan must be resolved by arbitration on an individual basis in accordance with the Employee Benefit Plan Claim Arbitration Rules of the American Arbitration Association. You must exhaust the claims review and appeals procedures under the Plan before you may initiate an arbitration proceeding.

By accepting benefits under the Plan or seeking benefits under the Plan you agree to the Plan's arbitration procedures described below.

Any controversy arising out of or relating to the Plan, including without limitation, any and all disputes, claims (whether in contract, statutory or otherwise) or disagreements concerning the interpretation or application of the provisions of the Plan, (each, a "Covered Claim") shall be resolved by arbitration in accordance with the Employee Benefit Plan Claims Arbitration Rules ("Rules") of the American Arbitration Association (the "AAA") in effect at the initiation of the arbitration.

All Covered Claims shall be arbitrated on an individual basis and you shall not have any right or authority to assert or pursue any Covered Claims as a class action or derivative action of any sort. In addition, notwithstanding anything to the contrary in the Rules (including Rule 12 entitled "Grouping of Claims for Hearing" or this rule's successor), a Covered Claim by one Participant shall not be grouped or consolidated with a Covered Claim by another Participant in a single proceeding.

No arbitration proceeding relating to the Plan may be initiated by either the Employer or you, unless the Plan claims review and appeals procedures have been exhausted.

The arbitration shall be administered by the AAA. Three arbitrators shall hear and determine the controversy. Within twenty (20) business days of the initiation of an arbitration hereunder, the Employer and you will each separately designate an arbitrator, and within twenty (20) business days of such selection, the appointed arbitrators will appoint a neutral arbitrator from the panel of AAA National Panel of Employee Benefit Plan Claims Arbitrators. All arbitrators shall be impartial and independent. The award (including a statement of finding of facts) shall be made promptly and no later than 45 days from the date of closing the hearings or, if the hearing has been on documents only, from the date of transmittal of the final statements and proofs to the arbitrator.

The arbitrators shall have the power to rule on their own jurisdiction, including any objections with respect to the existence, scope, or validity of the arbitration agreement or to the arbitrability of any claim or counterclaim, including a Covered Claim. The decision of the arbitrators selected hereunder will be final and binding upon both parties, and judgment on the award may be entered in any court having jurisdiction. This arbitration provision is expressly made pursuant to, and shall be governed by, the Federal Arbitration Act, 9 U.S.C. Sections 1-16 (or replacement or successor statute). Nothing in the Plan arbitration procedures will be construed to, in any way, limit the rights, powers, and authorities of the Administrative Committee. In any arbitration proceeding full effect shall be given to the rights, powers, and authorities of the Administrative Committee under the Plan.

No Oral Modification

No person has the authority to orally modify the Plan. Therefore, you may not rely upon any oral representation of any person concerning the coverage or benefits provided under the Plan, and no separate contract will be created with any person as a result of the oral statement.

General Powers of the Administrative Committee

The Administrative Committee has all rights and powers reasonably necessary to supervise and control the administration of the Plan. The determination of any fact by the Administrative Committee and the construction placed by the Administrative Committee upon the provisions of the Plan will be binding upon all persons. The Administrative Committee will have the power and the duty to take all action and to make all decisions that will be necessary or proper in order to interpret and carry out the provisions of the Plan. Without limiting the generality of the foregoing, the Administrative Committee has the powers and duties to make and enforce such rules and regulations as it deems necessary or proper for the efficient administration of the Plan. Further, the Administrative Committee has the exclusive right and discretionary authority to make any finding of fact necessary or appropriate for any purpose under the Plan, including, but not limited to, the final determination of the eligibility for and the amount of any benefit payable under the Plan. The Administrative Committee has the exclusive right and discretionary authority to interpret the terms and provisions of the Plan and to determine any and all questions arising under the Plan or in connection with the administration thereof. The Administrative Committee has the right to remedy or resolve possible ambiguities, inconsistencies, or omissions, by general rule or particular decision. All findings of fact, determinations, interpretations, and decisions of the Administrative Committee will be conclusive and binding upon all persons having or claiming to have an interest or right under the Plan and will be given the maximum possible deference allowed by law. In addition to the foregoing, the Administrative Committee has all the rights and powers granted to it in the Plan.

Determinations of the Administrative Committee Final and Binding

The final decision of the Administrative Committee will be conclusive and binding on all interested parties. This decision may only be reversed if an arbitrator (or, in limited circumstances as applicable, a court) finds that the Administrative Committee's decision was arbitrary and capricious.

Cybersecurity Tips

You can reduce the risk of fraud and loss to your Plan account by following these basic rules:

- Register, set up and routinely monitor your online Plan account
 - Maintaining online access to your retirement account allows you to protect and manage your investment.
 - Regularly checking your Plan account reduces the risk of fraudulent account access.
 - Failing to register for an online account may enable cybercriminals to assume your online identity.
- Use strong and unique passwords
 - Don't use dictionary words.
 - Use letters (both upper and lower case), numbers, and special characters.
 - Don't use letters and numbers in sequence (no "abc", "567", etc.).
 - Use 14 or more characters.
 - Don't write passwords down.
 - Consider using a secure password manager to help create and track passwords.
 - Change passwords every 120 days, or if there's a security breach.
 - Don't share, reuse, or repeat passwords.
- Use multi-factor authentication
 - Multi-Factor Authentication (also called two-factor authentication) requires a second credential to verify your identity (for example, entering a code sent in real-time by text message or email).
- Keep personal contact information current
 - Update your contact information when it changes, so you can be reached if there's a problem.
 - Select multiple communication options.
- Close or delete your unused accounts
 - The smaller your on-line presence, the more secure your information. Close unused accounts to minimize your vulnerability.
 - Sign up for account activity notifications.

- Be wary of free Wi-Fi
 - Free Wi-Fi networks, such as the public Wi-Fi available at airports, hotels, or coffee shops pose security risks that may give criminals access to your personal information.
 - A better option is to use your cellphone or home network.
- Beware of phishing attacks
 - Phishing attacks aim to trick you into sharing your passwords, account numbers, and sensitive information, and gain access to your accounts. A phishing message may look like it comes from a trusted organization, to lure you to click on a dangerous link or pass along confidential information.
 - Common warning signs of phishing attacks include:
 - A text message or email that you didn't expect or that comes from a person or service you don't know or use.
 - Spelling errors or poor grammar.
 - Mismatched links (a seemingly legitimate link sends you to an unexpected address). Often, but not always, you can spot this by hovering your mouse over the link without clicking on it, so that your browser displays the actual destination.
 - Shortened or odd links or addresses.
 - An email request for your account number or personal information (legitimate providers should never send you emails or texts asking for your password, account number, personal information, or answers to security questions).
 - Offers or messages that seem too good to be true, express great urgency, or are aggressive and scary.
 - Strange or mismatched sender addresses.
 - Anything else that makes you feel uneasy.
- Use antivirus software and keep apps and software current
 - Make sure that you have trustworthy antivirus software installed and updated to protect your computers and mobile devices from viruses and malware. Keep all your software up to date with the latest patches and upgrades. Many vendors offer automatic updates.
- Know how to report identity theft and cybersecurity incidents
 - The FBI and the Department of Homeland Security have set up valuable sites for reporting cybersecurity incidents:
 - <https://www.fbi.gov/file-repository/cyber-incident-reporting-united-message-final.pdf/view>
 - <https://www.cisa.gov/reporting-cyber-incidents>

Beneficiary Designations

Please review your beneficiary designation under the Plan regularly to ensure that it is up to date. Since the Plan is an ERISA plan your death benefits must be paid in accordance with the terms of the Plan and your valid beneficiary designation. If you and your spouse divorce your beneficiary designation will not be automatically revoked by any statute or federal common law unless you affirmatively change your beneficiary designation to name someone other than your former spouse as your beneficiary.

Any questions about the process for requesting a review should be addressed to the Baker Hughes Company SRP Administrator.

Contact Information

Supplemental Retirement Plan Sponsor and Administrator

Baker Hughes Holdings LLC
 Supplemental Retirement Plan Administrator
 P.O. Box 4740
 Houston, TX 77210-4740
 713-879-1000

Record Keeper

Baker Hughes contracts with Newport Group to assist with the operation of the SRP.
 Newport Group, Inc.
 1350 Treat Blvd., Suite 300
 Walnut Creek, CA 94597

