

# 2025 Executive Total Rewards overview

This is a brief description of the Total Rewards you may be eligible to receive as an 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 through Pay for Performance. Our compensation includes:

- **Base pay**, which we benchmark against the market and review individually.
- **Variable pay**, which includes both a **short-term incentive program (STI)** designed to allow eligible employees to share in the company's success if certain financial or individual goals are achieved, and a **long-term incentive program (LTIP)**, designed to link long-term individual performance with the company's long-term business objectives.

## For additional information

To learn more about Baker Hughes benefits, go to [BakerHughesBenefits.com/Executives](https://BakerHughesBenefits.com/Executives). 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 UnitedHealthcare Medical plan options with prescription drug coverage through CVS/caremark. Baker Hughes pays for 100% of your in-network preventive care. You have access to a consultative health service that offers expert medical opinions, a surgical benefit enhancement that helps you choose the appropriate settings for your procedures and saves you money, a fertility and family-building service, a virtual physical therapy program, a diabetes management program, and Virtual Visits so you can see a doctor from the comfort of your own home. Also includes a subscription-based fitness and well-being program offering access to gyms and online classes.
<b>Dental</b>	Coverage for preventive, basic, and major care, as well as orthodontia for children up to age 19.
<b>Vision</b>	Coverage for eye exams, lenses, frames, and contact lenses. With two plan options, you choose 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>Emotional Wellness Solutions</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. Includes a wellness app that helps manage stress and improve sleep quality.
<b>Executive Physical Program</b>	Receive a comprehensive physical exam each year. Available to Senior Executives only.
<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 company contribution to the Health Savings Account.
<b>Short-Term Disability</b>	Company-paid Short-Term Disability provides a percentage of your pay if you're unable to work due to pregnancy, injury, or illness.
<b>Long-Term Disability</b>	Replaces up to 60% of your pay if you remain unable to work after your short-term disability period.
<b>Basic Life and Basic AD&amp;D Insurance</b>	Company-paid basic life insurance and company-paid basic accident coverage. Coverage amount for each plan is 2x your annual base pay.

<b>Perquisite Life and AD&amp;D Insurance</b>	Purchase additional life insurance coverage up to 3x your annual base pay. You may also purchase additional Perquisite AD&D coverage.
<b>Supplemental Life and Voluntary AD&amp;D Insurance</b>	Purchase additional coverage for yourself, your spouse or domestic partner, and/or eligible dependent children. Guarantee issue amounts apply for both Supplemental Life and Spouse Life when enrolling within 31 days.
<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 with two plan options 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>Hospital Indemnity Protection Plan</b>	Employee-paid Hospital Indemnity insurance offers two plan options. Each plan provides a lump sum payment when you receive covered care and are confined to a hospital.
<b>Accident Protection Plan</b>	Employee-paid insurance with two plan options 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>Supplemental Retirement Plan</b>	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).
<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.

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

## Additional benefits

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

- Paid time-off
- Telehealth\*
- Training & Development
- Tuition Reimbursement
- Paid parental leave
- Adoption Assistance
- Maternity Support Program\*
- Disease Management Program\*
- Medical second opinion service\*
- Family Care Support Program
- Reward & Recognition Program
- Pet Insurance
- Fitness Reimbursement
- Discounts and perks
- Volunteer with YourCause

\*These programs are available to individuals who are enrolled in a Baker Hughes Medical plan.

2025 per-pay-period health plan rates (26 pay periods in 2025)

	Employee Only	Employee + Spouse or Domestic Partner	Employee + Child(ren) or Child(ren) of Domestic Partner	Employee + Family
Medical				
Standard Plan	\$79.38	\$250.62	\$140.31	\$312.46
Premium HSA	\$42.92	\$121.85	\$59.54	\$138.46
Basic HSA	\$12.46	\$30.92	\$18.92	\$39.23
Dental				
Dental Plan	\$9.69	\$18.00	\$23.54	\$36.46
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 US 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.