

2027 Benefits Session

Total Rewards Benefits Team

October 8, 2026

Copyright 2026 Baker Hughes Company. All rights reserved. The information contained in this document is company confidential and proprietary property of Baker Hughes and its affiliates. It is to be used only for the benefit of Baker Hughes and may not be distributed, transmitted, reproduced, altered, or used for any purpose without the express written consent of Baker Hughes.

Baker Hughes Confidential



Legal Disclaimer

Content in this presentation is intended for US benefits eligible employees.

The information presented in this presentation 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.

Get Ready for 2027



Your 2027 benefits: what's changing and what to do

WHAT WE'LL COVER

What's changing in 2027 — deductibles, account limits and rates

Six new benefits — heart health, specialty surgical care and identity protection

How to choose the plan that fits you and your family

How to enroll and where to get support

WHAT YOU NEED TO DO

Enroll by Friday, October 16 — the window opens October 5

Re-elect your HSA and FSA — these do not carry over, and no election means \$0

Check your beneficiaries — make sure they are up to date

Annual Enrollment **October 5 – 16, 2026**

Eligibility

Who you can cover in 2027

Your Health & Protection benefits can cover:

You

Regular full-time employees, and part-time employees regularly scheduled for at least 20 hours a week

Your spouse or partner

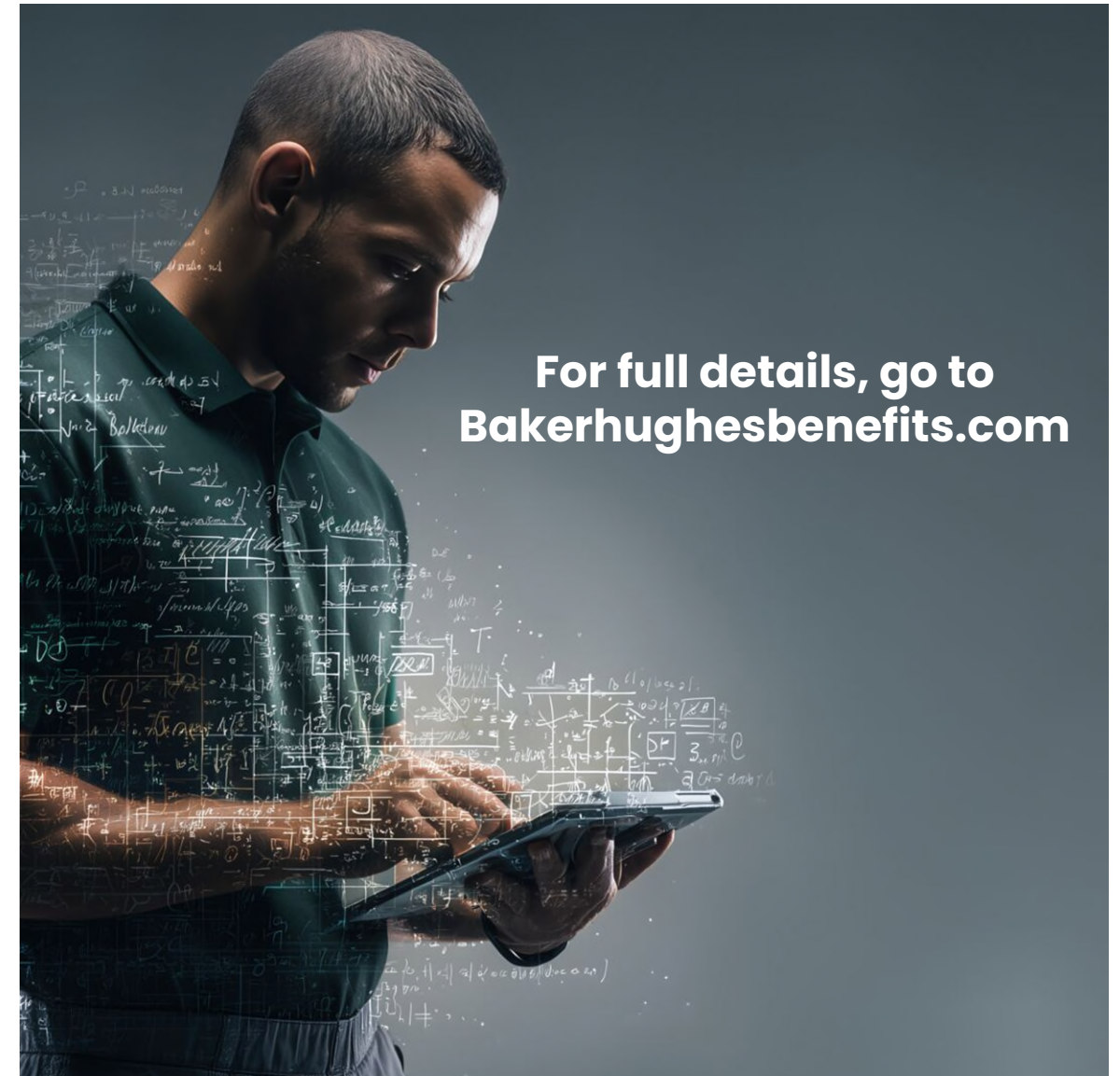
A legal spouse or a domestic partner

Your children, up to age 26

Biological, adopted, step, foster, in your legal custody, or covered by a QMCSO

Unmarried children of any age who became disabled before 26, are financially dependent on employee, and are unable to work

Good to know: you can add your domestic partner's children, but your domestic partner must be covered under that same benefit.



For full details, go to
Bakerhughesbenefits.com

What's Changing and What's New



What's changing for 2027

Deductibles

Medical & Dental plan deductibles increase

HSA limits

HSA spending limits increasing

FSA limits

Healthcare & Dependent Care FSA limits change

Rates

Medical & Dental rates increase

For detailed benefits information, go to Bakerhughesbenefits.com

Six new benefits for 2027



Heart health support

Hello Heart app and a connected blood pressure monitor



Specialty and surgical care

Carrum Health, at little or no cost to you



Menopause and midlife care

Kindbody support for you and your family



More dental choice

A second Cigna dental plan option



Identity theft protection

ID Watchdog monitoring and recovery



Expanded legal support

LegalEase, with LawAssure and Hello Divorce

For you to know: Hello Heart, Carrum Health and Kindbody are available to employees enrolled in a UnitedHealthcare medical plan.



Track. Understand. Improve.

Manage your blood pressure and heart health in one app, with a connected monitor that pairs to your smartphone.

- 1 Connected blood pressure monitor**
Included at no cost and pairs to your phone
- 2 Easy-to-use mobile app**
Simple to set up and check in daily
- 3 One place for your numbers**
Blood pressure, cholesterol, weight and activity
- 4 Insights built around you**
Personalized guidance and helpful reminders
- 5 Private reports for your doctor**
Share results directly with your provider
- 6 No cost to eligible employees**
Available to you and your dependents

NEW IN 2027

**Blood pressure
support with
Hello Heart**

You must be enrolled in a Baker Hughes UHC Medical plan to use these benefits

High-quality specialty care at little to no cost

Carrum Health connects you with top-rated surgeons, cancer specialists and addiction specialists across the country — so you get excellent care without worrying about the cost.



Top-rated specialists

Access leading surgeons and specialists nationwide



Dedicated support

A care team guides you from start to finish



Little to no cost

Most or all costs covered with a Carrum provider*

Services include

Cancer care

Joint replacement

Sports medicine
procedures

Spine surgery

Non-emergency heart
surgery

Addiction treatment

Digestive health care

Weight loss surgery

*HSA medical plans subject to deductible

NEW IN 2027

**Specialty care at
little to no cost with
Carrum Health**

You must be enrolled in a Baker Hughes UHC Medical plan to use these benefits



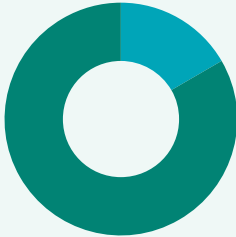
Identity Theft Protection

ID Watchdog monitors your personal information, alerts you to suspicious activity and helps restore your identity if it is stolen.

24/7

monitoring, alerts and full restoration support

Devices covered



■ Employee only ■ Employee + Family

5

Devices — Employee only

25

Devices — Employee + Family

What's included

- Credit & identity monitoring
- Scam Defense
- Family protection
- Cyber crime coverage
- Dark web monitoring
- Device security & VPN
- Identity theft restoration
- Parents & grandparents 65+

NEW IN 2027

Identity theft protection with ID Watchdog

Enhanced Support



kindbody

- Menopause & midlife care
- Board-certified gynecologists
- Hormone testing
- Lifestyle assessments
- Up to 3 holistic health sessions
- Must be enrolled in Baker Hughes medical plan



 **LawAssure™**
through LegalEase

- 24/7 access
- Legal document creation
- Estate planning, healthcare directives, etc.
- Sharing & collaboration
- Secure account
- Requires LegalEase enrollment



*hello*divorce.
through LegalEase

- Guided workflow
- Legal professionals, financial experts and mediators
- Cost effective
- Prioritizes mediation
- Time saving
- Requires LegalEase enrollment

NEW IN 2027

**Enhanced support
from Kindbody and
LegalEASE**

Your Health & Protection Benefits

Medical plan comparison

	Standard Plan	Premium HSA	Basic HSA
Type of Plan	Traditional PPO	High-Deductible Health Plan	High-Deductible Health Plan
2027 Deductible	\$1,000 individual \$2,000 family	\$1,900 individual \$3,800 family*	\$3,500 individual \$7,000 family*
Out-of-Pocket Maximum	\$4,000 individual \$8,000 family	\$5,000 individual \$10,000 family	\$6,500 individual \$13,000 family
Company HSA Contribution	N/A	\$500 employee only \$750 employee + spouse \$750 employee + children \$1,000 employee + family	N/A
All Plans			
Preventative Care	Covered 100% In-network, no deductible		
Coinsurance	20% in-network services 40% of eligible expenses out-of-network		
Physician Office Visit Hospital Stays Outpatient Services Urgent Care	Subject to deductible and coinsurance		
Virtual Visits	\$0 copay after deductible is met		
Emergency Room	\$150 copay, plus deductible and coinsurance, copay waived if admitted		

**Must meet family deductible if coverage tier is other than Employee Only.*

Prescription Drug Comparison

	Standard Plan*		Premium HSA**		Basic HSA**	
	Retail (30-day supply)	Mail (90-day supply)	Retail (30-day supply)	Mail (90-day supply)	Retail (30-day supply)	Mail (90-day supply)
Generic Drugs	\$10 copay	\$25 copay	\$10 copay	\$25 copay	\$10 copay	\$25 copay
Formulary Brand	25% \$30 min \$60 max	25% \$75 min \$150 max	30%		30%	
Non-formulary Brand	30% \$60 min \$100 max	30% \$150 min \$250 max	30%		30%	
Specialty Drugs	30%*** (30-day supply)		30% (30-day supply)		30% (30-day supply)	

**Deductible does not apply; pharmacy expenses accumulate toward medical out-of-pocket maximum.*

***Deductible applies; deductible and out-of-pocket maximum combined for medical and pharmacy expenses. Deductible does not apply to certain preventive drugs. For a list of preventive drugs, visit www.caremark.com or call 1-877-252-3489.*

****Call 1-800-578-4403 for more information about your Specialty Drug costs.*

Dental Plan Comparison

	High Dental Plan	Low Dental Plan
Deductible Once three or more individuals reach the family deductible, the individual limits no longer apply	Employee: \$50 Family: \$150	Employee: \$50 Family: \$150
Preventive Care Class I	100% covered in-network	100% covered in-network
Basic Care Class II	You pay 20% after deductible	You pay 20% after deductible
Major Care Class III	You pay 50% after deductible	You pay 60% after deductible
Annual Maximum Benefit Applies to Class II and III, January 1, 2027	\$2,500	\$1,000
Orthodontia Lifetime Maximum*	50% up to \$2,500	Not covered

**The lifetime orthodontia max is separate from the annual maximum. The orthodontia benefit is only available for individuals up to the age 19.*

NEW IN 2027

Greater flexibility with two dental plan options

Vision Plan Comparison (in-network)

	Vision High Plan	Vision Low Plan
Eye Exam	\$10 copay (annual)	\$10 copay (annual)
Lenses • Single vision • Lined bifocal • Lined trifocal	\$25 copay (annual)	\$25 copay (every other year)
Frames	\$200 retail frame allowance (annual)	\$150 retail frame allowance (every other year)
Contact lenses	\$150 contacts allowance (annual)	\$150 contacts allowance (every other year)

Compare full vision coverage
and find a provider at
Bakerhughesbenefits.com

Additional health benefits

Programs included with your UHC medical plan, at no extra cost.



Virtual physical therapy



Expert medical second opinions



Prescription savings program



Fitness and wellness platform

ELIGIBILITY

You must be enrolled in a Baker Hughes UHC Medical plan to use these benefits.

See details on Bakerhughesbenefits.com in the Benefits Guide

Family Focused

Support for building and growing your family — at every stage

kindbody

A fertility and family building program offering:

- Egg, embryo and sperm freezing
- IVF and IUI
- LGBTQ+ support
- Holistic health
- Menopause care and support



The Maven Maternity program offers:

- 24/7 virtual consultations with doulas, lactation consultants, nutritionists and more
- A dedicated Maven Advocate
- Educational articles, drop-in community groups and classes

Available to Baker Hughes employees and spouses and partners enrolled in the UHC Medical Plan

Learn more at
bakerhughesbenefits.com
View the Benefits Guide for complete details.

Savings and Spending Accounts Comparison

	Health Savings Account	Health Care FSA	Dependent Care FSA
Eligibility	Must enroll in the Premium HSA or Basic HSA plan	Enroll in the Standard Plan or waive Baker Hughes Medical plan coverage	Do not have to enroll in other Baker Hughes benefits
2027 contribution limit	\$4,500 individual* \$9,000 family*	\$60 – \$3,400	\$200 – \$5,800**
Company contribution	Premium HSA only \$500 for Employee Only \$750 for Employee + Spouse/DP \$750 for Employee + Child(ren) \$1,000 for Employee + Family	N/A	N/A
Eligible expenses	Medical, dental, vision, and prescription drugs	Medical, dental, vision, and prescription drugs	Childcare for children under the age 13 or elder care expenses. It is NOT for health care expenses for your dependents.
Use it or lose it	No – account is yours to keep	Any money you do not use by the end of the year is forfeited	Any money you do not use by the end of the year is forfeited

See Bakerhughesbenefits.com for additional information about these accounts.

* If you are over age 55, you can contribute an additional \$1,000

**\$5,800 for single taxpayers and for married taxpayers filing a joint return \$2,900 for married taxpayers filing separate returns

Baker Hughes protection benefits

Coverage provided at no cost to you, administered by our partners.



Basic Life
Basic AD&D
Long-Term Disability



Leave Management and Short-Term Disability



Business Travel Accident

Additional details on
Bakerhughesbenefits.com
in the Benefits Guide

Optional protection plans

Elect and pay for these plans through payroll deductions.



**Supplemental Life
Voluntary AD&D
LTD Buy-Up**



**Accident Protection
Critical Illness
Hospital Indemnity**



Legal Plan



Pet Insurance

For additional details visit
Bakerhughesbenefits.com
in the Benefits Guide

401(k) and ESPP

Baker Hughes Company 401(k) Plan

Consider saving at least 5%

Up to 5%

Dollar-for-dollar employer match each paycheck (Not on catch-up)

Automatic 4%

Automatic employer base contribution each paycheck

\$24,500

2026 IRS limit for before-tax and Roth combined

Plan Features	
Eligible Pay	Base salary, bonuses, overtime and field pay
Before-tax (including catch-up)	Up to 50% of combined contributions 2026 IRS limits – combined before-tax and Roth: \$24,500 – *catch-up for ages 50–59 and 64+: \$8,000 – *catch-up for ages 60–63: \$11,250
Roth (including catch-up)	
After-tax	
Vesting	Immediate vesting for match 3 years for base

*Certain employees age 50+ can only make catch-up contributions on a Roth basis

Employee Stock Purchase Plan (ESPP)

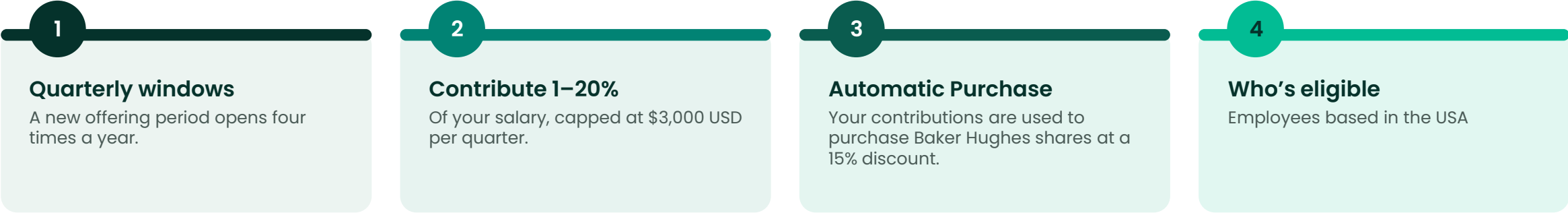
Buy Baker Hughes shares at a 15% discount

The Employee Stock Purchase Plan lets you set aside part of your pay each quarter to buy Baker Hughes stock at a discount, so you share directly in the company’s success.

15%

discount on Baker Hughes stock

HOW IT WORKS



How to enroll: Log in to Fidelity NetBenefits to enroll or manage your account at any time.

Questions? Contact Fidelity
US: 1-800-544-9354 | Outside the US: [Fidelity.com/globalcall](https://www.fidelity.com/globalcall) | Web: nb.fidelity.com

Wellbeing

Living Well is Everyone's Responsibility

Baker Hughes supports employees to be their best under **five key elements** that contribute to wellbeing



Employee Assistance Program (EAP)

Confidential Support for Everyday Life



24/7

Available every day



5 sessions

Per issue, in person or virtual

EAP can help with the following (and more):



Parenting and Family counseling



Legal and financial matters



Marital, Relationship issues



Depression, anxiety, stress



Time management



Grief and loss



Child or eldercare support



Career counseling, work conflicts

Guaranteed appointments: Virtual within 2 days • In person within 5 days

If you or members of your household need assistance,
call **1-855-409-7074**
to speak to an EAP counselor



<https://supportfinder.optum.com/en-US/bakerhughes>
(Code: Bakerhughes)

Calm stress management app



Six ways to feel better, every day

Free for Baker Hughes employees and dependents



Guided meditation



Breathing exercises



Bedtime stories



**Relaxing
soundscapes**



Wellness classes



Mindfulness skills

Calm is the
#1 mental health app
designed to help you
manage stress, sleep
better, and live a
happier, healthier life.

Get started: supportfinder.optum.com/en-US/bakerhughes

(Code: Bakerhughes)



Support for working families

Easing the challenges of caregiving, education, and household responsibilities



Child Care Solutions

Back-up and full-time care options



Tutoring & Academic Support

Help for every grade level



Caregiver Search Tools

Find vetted sitters and nannies



Elder Care Resources

Guidance for aging loved ones

Register anytime: clients.brighthouse.com/bakerhughes

Bright Horizons helps you balance work and family life with confidence, offering flexible, high-quality solutions tailored to your needs.

And there's more....



**Adoption
assistance**



**BrightPlan
Financial Wellness**



**Fitness
reimbursement**



Time away



Leaves of absence



YourCause

See details on
Bakerhughesbenefits.com
in the Benefits Guide

Helpful resources

Benefits Resources & Support

Everything you need to explore your 2027 benefits — and real people to help.



Explore online

bakerhughesbenefits.com

What's Changing for 2027

FAQs

Online Benefits Guide

Benefits videos



Baker Hughes Benefits Center

Access support at bakerhughes.ehr.com via chat or email.

Mon–Fri 7 a.m. – 7 p.m. CST



401(k) support

Mon–Fri 7 a.m. – 9 p.m. CST

Sat 8 a.m. – 4:30 p.m. CST

Baker Hughes Benefits Center

1-866-244-3539



Bakerhughesbenefits.com



Before you finish enrolling



Review your elections

Check every benefit to make sure you have the coverage you need for 2027.



Check your contact details

Confirm your address and phone number and update them in Workday if needed.



Update your beneficiaries

Covers your 401(k), life insurance and AD&D – make sure they reflect your wishes.



Update spending accounts and Review Dental Plan enrollment

You must elect your spending accounts for 2027 and ensure you have enrolled in your preferred Dental plan

Wrap up and Reminders

October 5 – 16, 2026

Five things to remember before the enrollment window closes.



1. Review your enrollment confirmation

Check every election before the window closes.



2. Dependent Verification

Submit required documentation by the deadline if you added a new dependent.



3. Submit your Evidence of Insurability (EOI)

Complete the EOI questionnaire if you enrolled in or increased supplemental/dependent life insurance.



4. Check your first pay statement in January

Confirm your new deductions are correct.



5. Premium HSA employer contribution

Funded after the 2nd paycheck of 2027.

Watch for follow-up
communications

Questions?
Call 1-866-244-3539

Mobile apps

Download mobile applications for quick access to your benefits.

Access ID card

Find providers

Balances

Key phone numbers

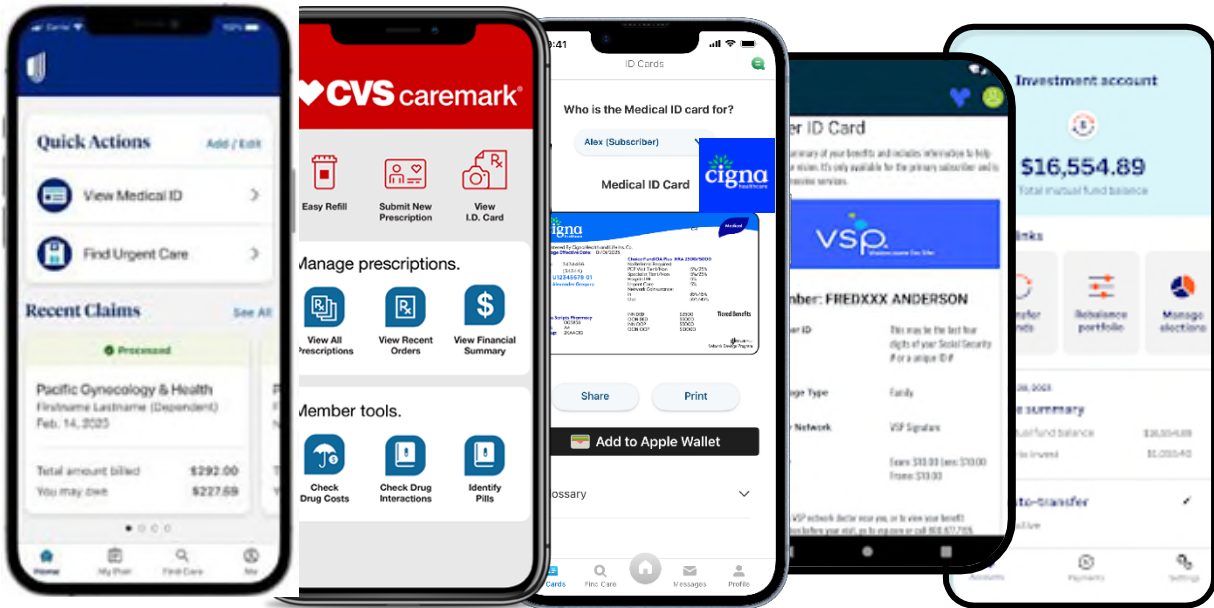
United Healthcare
Medical

CVS Caremark
Prescriptions

Cigna
Dental

VSP
Vision

Optum Bank
HSA Accounts



Benefit Center Representatives

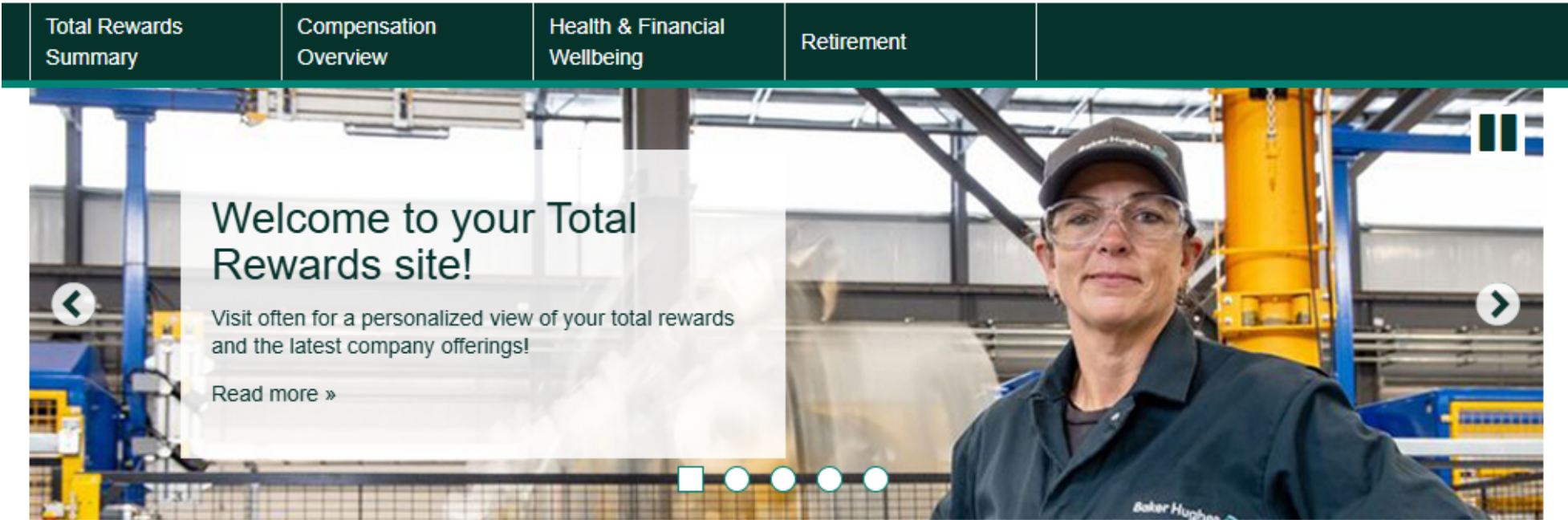
Phone Call
1-866-244-3539
Monday – Friday 7:00 a.m. to 7:00 p.m. CST

Chat
Go to bakerhughes.ehr.com
Monday – Friday 7:00 a.m. to 7:00 p.m. CST

Email
Send an email 24/7 through
bakerhughes.ehr.com

Total Rewards Portal

Go to the Total Rewards Portal to view your **Total Rewards Statement** – you can access it from **Bakerhughesbenefits.com**



Thank you for attending

We appreciate your time and participation.



Any questions?

Enroll by Friday, October 16 at Bakerhughesbenefits.com