

Planning for your future



Important information
regarding your
BD retirement benefits

For U.S. participants in the
BD Retirement Plan



A new approach to retirement benefits

In August 2023, we announced that we are freezing the BD Retirement Plan (also called the “cash balance plan”) effective September 30, 2024. Future retirement accruals for associates who are currently participating in that plan will transition over to the BD 401(k) Plan. With this change, future retirement benefits for all U.S. associates, regardless of legacy company or when they joined BD, will be aligned under a single benefit approach, providing parity across our U.S. population.

We know retirement benefits are an important part of your financial well-being. As we transition to this new approach for earning future retirement benefits, now is a good time to re-examine your strategy for saving for a secure future. For this reason, we encourage you to:

1. Review the “**Four key things to know**” to help you learn more about how the changes will impact you; and
2. Use the available BD-provided resources to help you plan for your future.

What is the difference between the BD 401(k) Plan and the BD Retirement Plan?

The BD 401(k) Plan is a defined contribution (DC) plan, and the BD Retirement Plan is a defined benefit (DB) plan. DC and DB plans are retirement plans that are designed to provide benefits differently.

A DC plan, like the BD 401(k) Plan, is an account-based retirement plan where you and BD contribute to your plan account, and you manage the investments. The benefit is based on how much you and BD contribute and the growth of that money over time. The value can go up or down based on investment performance, so it's important for you to take an active role managing your savings and investments.

In a DB plan, like the BD Retirement Plan, your benefit is typically composed of only company contributions, and the plan provides a defined lifetime monthly benefit when you retire. The benefit is determined by a formula, based on your salary history and BD service. BD makes all contributions and manages all the investments of the plan.

Four key things to know



1

Your cash balance account will stop earning new pay credits effective September 30, 2024.

Benefit accruals under the BD Retirement Plan will freeze effective September 30, 2024. However, cash balance accounts will continue to earn interest credits until the benefit is paid out to you at retirement.



2

You will become eligible for the BD-provided annual non-elective 401(k) Plan contribution effective October 1, 2024.

Each year BD will make a contribution to your account equal to 3% of your eligible earnings, assuming that you continue to meet eligibility requirements.



3

There will be no change to the total BD-provided retirement savings contribution level you receive until after September 2025.

Although your benefit accruals in the cash balance plan will cease as of September 30, 2024, and you will become newly eligible for the annual 3% non-elective contributions into the 401(k) Plan, the amount you will actually receive as your 401(k) Plan non-elective contribution for the next 12-month period (from October 1, 2024 through September 30, 2025) will be determined using your last pay credit percentage under the cash balance plan. As a result, if your cash balance pay credit percentage is between 4% and 7%, you will not experience any change to your benefit level until after September 30, 2025. If your cash balance pay credit percentage is equal to 3%, you will not experience a change to your benefit level at all.



4

What's yours is yours.

BD Retirement Plan: You are already 100% vested in your benefit under this plan. Any pay credits you have accrued or will accrue through September 30, 2024 are yours to keep.

BD 401(k) Plan: You are 100% vested in current and future company contributions (including both matching and non-elective contributions).

Building your savings with the BD 401(k) Plan

The BD 401(k) Plan allows you to save up to 60% of your eligible pay for your retirement with pre-tax, Roth and after-tax contributions (up to IRS limits). BD provides up to a 4.5% company match on your contributions (75 cents on the dollar, up to the first 6% of pay you contribute). And, you are already 100% vested in the contributions you and BD make. Your account can grow over time with investment earnings, providing you with convenience and flexibility to create a savings strategy that works for you. You have several ways to save:

- **Pre-tax and Roth contributions.** You may save up to 60% of your eligible pay with pre-tax and/or Roth contributions up to the IRS maximum (\$23,000 for 2024). You don't pay taxes on pre-tax contributions or their earnings until you withdraw them. With Roth contributions, you pay taxes now, but qualified distributions are completely tax free.
- **Catch-up contributions.** If you're 50 or older—or will turn 50 before the end of 2024—you can make additional catch-up contributions (up to \$7,500 in 2024) beyond the pre-tax/Roth contribution limit.
- **After-tax contributions.** You may save up to 60% of your eligible pay on an after-tax basis. You pay taxes on these contributions before they go into the plan, but earnings are not taxed until you withdraw them from the plan.
- **Company matching contributions.** BD matches 75 cents on the dollar, up to the first 6% of eligible pay you contribute (pre-tax, Roth and/or after-tax contributions).
- **Non-elective contributions.** In transitioning to the 401(k) Plan, BD will make a non-elective contribution equal to your cash balance pay credit percentage for the period of October 1, 2024 through September 30, 2025. Beginning October 1, 2025, your annual non-elective contribution will equal 3% of your eligible pay.

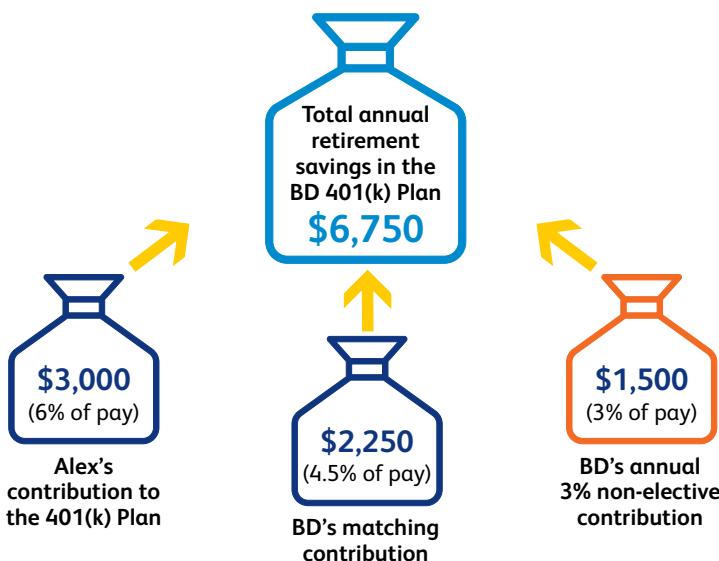
Note: Per IRS rules, the combined total employee and employer contributions in 2024 cannot exceed \$69,000.



How BD's contributions help build your savings in the 401(k) Plan: an example

Alex knows FREE MONEY is a good deal. Earning a salary of \$50,000, Alex decides to contribute 6% of it to the 401(k) Plan. Based on this contribution, BD adds a matching contribution of 4.5%.

Alex currently receives cash balance pay credits equal to 3% of eligible pay. Starting October 1, 2024, Alex will stop receiving pay credits under the cash balance account and will instead receive a 3% annual non-elective 401(k) contribution, making Alex's 401(k) account grow even faster.



In addition to the annual, automatic 3% non-elective contribution from BD, Alex will also receive the maximum company matching contribution because he contributes 6% to the plan. Together the BD contributions add another \$3,750 to his nest egg, for a total savings of \$6,750, which is like getting an immediate 125% return on Alex's contributions.



What's coming

Now

Visit Fidelity at netbenefits.com to check or change your 401(k) contribution rate and/or investment funds and to model how your savings can grow at different 401(k) contribution rates.

Contact Ayco to set up an appointment with a financial counselor (details below).

Spring 2024

Look for your personalized Total Retirement Income Statement to be mailed to your home address, showing you how much you can expect to receive from all your BD retirement benefits.

Attend a series of retirement education and financial planning webinars to learn about BD's retirement benefits and planning for retirement.



Get help from the experts

For overall support with retirement planning, take advantage of financial planning services through Ayco—provided by BD at no cost to you. Set up an appointment with a financial counselor by calling 800.334.0823 or visiting ayco.com/login/bd.

You can also get retirement information from these resources:

- BD Retirement Plan (and Restoration Plan, if applicable): contact Benefits Direct at 800.234.9855 or bd.com/benefits.
- 401(k) (and DCP, if eligible): contact Fidelity NetBenefits at 866.715.2068 or netbenefits.com.

For more information about your retirement benefits transition, visit bd.benefitwebinars.com.



This communication is meant to provide a brief overview of some of the benefits available to eligible employees of Becton, Dickinson and its affiliates ("BD"), as well as certain changes that BD intends to make to the plans. The changes described in this communication will not be final until a formal plan amendment has been adopted and may be revised prior to such adoption. If there is a conflict between the plan document and this communication, the plan document will govern (as construed and interpreted by the plan administrator). BD reserves the right to amend, modify, suspend or terminate these plans, in whole or in part, at any time and for any reason by action of BD to the extent permitted by applicable law and the plan. This communication and the benefits described within do not imply any guaranty and are not an employment contract.

Your retirement benefits at a glance

With retirement benefits from BD, as well as your Social Security benefits and personal savings, you have some important building blocks you need to prepare for retirement.

BD 401(k) Plan

BD contributes, and you can too. BD matches 75% of your first 6% of contributions. Starting October 1, 2024, BD will also provide non-elective contributions to your account—even if you don't contribute.

Social Security

You and the company contribute equally to your Social Security benefits.

BD Retirement Plan

Your BD cash balance account will continue to grow with the addition of pay credits through September 30, 2024. After that, your cash balance account will grow with interest credits until you leave the company and request a distribution or turn 65 (whichever comes first).

Health Savings Account (HSA)

You may have made contributions to the HSA (and received contributions from BD, if applicable) to save for eligible healthcare expenses in retirement.

You keep any HSA funds you have accrued, even when you switch medical plans or jobs.



Other personal savings

Your personal savings and investments, as well as retirement benefits from past employers, can add to your retirement income.

If you have retirement benefits from the legacy Bard pension plan or the legacy BD final average pay (FAP) plan, these benefits are reflected in your BD Retirement Plan benefit and remain available to you until you retire and become eligible to receive them.





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