

# Your Total Rewards

Building a bright future.



BD's commitment to Advancing the World of Health starts with our associates. It's your dedication to our mission and values that drives our organization to achieve excellence. While we each make a difference individually, the impact we have when we work together – aligned around one purpose – is even greater.



At BD, we are strongly committed to investing in our associates—their well-being, development, rewards and recognition opportunities. One way we demonstrate this commitment is by offering a valuable, competitive package of compensation and benefits programs—collectively referred to as BD’s Total Rewards program.

We offer a comprehensive Total Rewards program aimed at the varying needs of our diverse and global associates. The sum of our programs and policies, which includes pay, benefits, recognition, life balance, career and community components, is one of the many reasons people choose to work at BD.

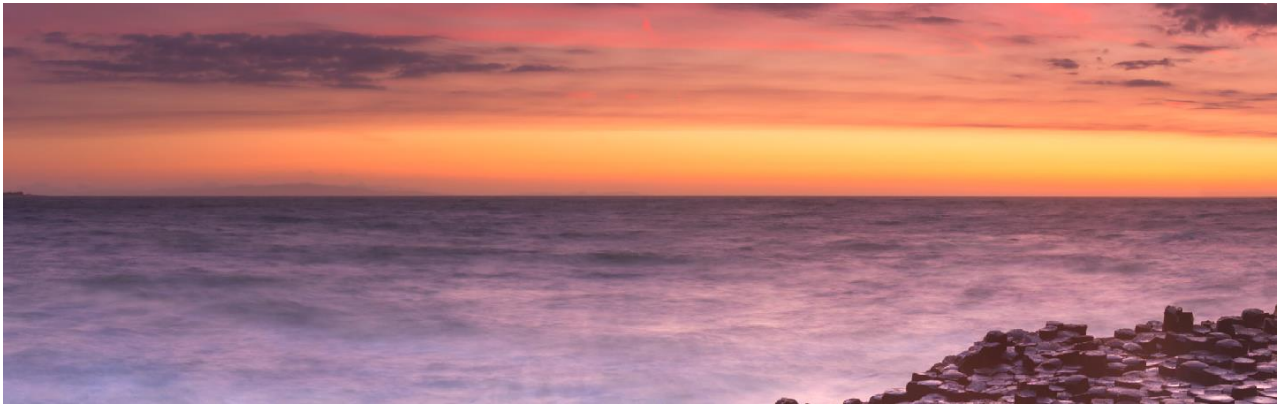
We regularly benchmark against other companies in our industry to ensure our Total Rewards package is competitive, associate-centric, and flexible. We are proud to offer you rewards that can make a difference for you at work, at home and in your future, while driving BD’s overall success.

*"BD is a global organization that celebrates the diversity of our associates and their distinct perspectives, skills, cultures and needs. Our Total Rewards programs are intended to support the diversity of our workforce."*

*– Nadia Owens,  
Sr. VP Worldwide Total Rewards*

BD offers plans and programs that provide you with the security, motivation, opportunity, tools and resources to reach your full potential, and make a difference for our customers and the people we serve.





## PAY

BD's approach to pay is built on paying competitively, fairly and for performance. It's how we motivate and reward you when you achieve and exceed individual, team and business goals.

- **Paying competitively.** To ensure we attract and keep the best people, BD offers competitive compensation packages that are regularly reviewed against those at peer companies in our industry.
- **Paying fairly.** We believe in paying associates in similar roles fairly, aligned to their unique skills and other factors while also allowing for local adaptation to meet local demand and market practices.
- **Paying for performance.** You are rewarded for your individual efforts to help the company succeed in achieving our business priorities, and you have the opportunity to earn more when you go above and beyond in your role.

## BENEFITS

BD helps to make health a priority for our customers, and we do the same for our associates and their families. Overall, our benefits provide more than health care. We offer programs and resources that support physical wellness, emotional well-being and financial security to meet your current and future needs.

## RECOGNITION

At BD, we recognize and celebrate our diverse workforce and the uniqueness of each individual contributing to BD's success through a variety of recognition programs. These programs are designed to recognize extraordinary individual and team contributions that have a significant and positive impact on the organization and society.

## LIFE BALANCE

BD recognizes that life involves a careful balance between your personal and work responsibilities. And, we help make that balance achievable by offering programs, resources and support to help you manage day-to-day and long-term needs.

## CAREER

BD gives you the resources you need to define your own success and is proud to offer career development opportunities for all associates, no matter your role or long-term goals. Through programs like BD University and the BD Center for Leadership, you can strengthen your knowledge, learn new skills and support your career goals. Additional professional development opportunities may be available to you by working in other BD locations around the world and we offer a global mobility policy to support those opportunities.

## COMMUNITY

At BD, social responsibility is embedded in our company values – we care about the communities in which we all live and work, and we aim to be part of something bigger each day. We support opportunities to give back to those who need it most, to foster the chance to meet new people and learn new ways of life, and to embrace cultures and beliefs from around the world.



A full-page background image of a sunset over the ocean. The sky is filled with warm, orange and yellow hues, with the sun low on the horizon, creating a bright reflection on the water's surface. The text 'OUR COMMITMENT TO YOU' is overlaid in a clean, white, sans-serif font on the left side of the image.

# OUR COMMITMENT TO YOU

Every day, BD makes a real difference in the lives of customers, caregivers and patients across the globe. And it is with that same dedication that we continue our commitment to rewarding, supporting and developing the associates who make it possible to deliver on our purpose.

We encourage each of you to make the most of your Total Rewards program throughout your career at BD – to enrich your work and personal life, and to reach your full potential.



Some of the material contained in this brochure discusses certain of BD's benefit plans and other policies and programs that are offered or made available to certain associates and is based on the plans' official documents and the applicable policies, which are available upon request. Participating in any of these plans or under any of these policies or programs does not give an associate the right to remain employed with BD or CareFusion. BD reserves the right to amend or terminate its benefit plans, policies or programs at any time. If a plan policy, or programs is amended or terminated, your existing rights will be protected as required by law. The terms of all benefits are contained in the official plan documents and the applicable policies, which govern the operation of the plans and policies in all respects. In the event of any inconsistency between this presentation and the official plan documents or written policies, the official plan documents and written policies will control.

No one is authorized to provide you with information that differs from the terms of the official plan documents or BD policies or programs. Should you receive incorrect information, whether orally or in writing, about your benefits, such information is not binding on BD or any benefit plan and will not be given effect even if you have relied on such incorrect information. BD reserves the right to make any appropriate retroactive adjustments to your compensation or benefits in the event it determines that compensation or benefits were determined incorrectly for any reason.

This brochure does not constitute an offer of employment or an employment contract, nor does it provide a guarantee of future employment or rights to any of the benefits described herein.