

Information submitted via Top Hat Plan Statement Online Filing System to U. S.
Department of Labor under 29 CFR 2520.104-23

Date Completed: 6/24/2025 5:20 PM EST

Confirmation Number: 15052

Amended Confirmation Number:

Employer Information

Name: Bristol-Myers Squibb Company
Address: 3551 Lawrenceville Road
City: Lawrenceville
State: NJ
Zip Code: 08540

Plan Administrator Information

Name: Compensation Management & Development Committee of the Board of Directors of
Bristol-Myers Squibb
Address: 3551 Lawrenceville Road
City: Lawrenceville
State: NJ
Zip Code: 08540
Phone: 8003322056
Email: severanceplanadmin@bms.com

Plan Information

Employer maintains the plan or plans below primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

ID:1	Plan Name:	Bristol-Myers Squibb Company Severance Benefits Plan (Appendix B)	Number of Employees: 83
ID:2	Plan Name:	Bristol-Myers Squibb Company Benefit Equalization Plan — Savings and Investment Program	Number of Employees: 1384
ID:3	Plan Name:	Bristol-Myers Squibb Company Benefit Equalization Plan — Retirement Income Plan	Number of Employees: 75
ID:4	Plan Name:	Squibb Incentive Compensation Plan	Number of Employees: 0

Additional Information:

The plans above are maintained for certain employees of Bristol-Myers Squibb Company and its direct and indirect subsidiaries. The plan administrator of the Bristol-Myers Squibb Company Benefit Equalization Plan - Savings and Investment Program is the Bristol-Myers Squibb Company Savings Plan Committee. The plan administrator of the Bristol-Myers Squibb Company Benefit Equalization Plan - Retirement Income Plan is the Bristol-Myers Squibb Company Pension Committee. The Squibb Incentive Compensation Plan covers certain former employees (or their beneficiaries) who are still receiving benefits.



U. S. Department of Labor
Employee Benefits Security Administration
Washington, DC 20210

This message confirms that the Department of Labor's (DOL's) Employee Benefits Security Administration (EBSA) has received the filing of your Top Hat Plan Statement. The confirmation code for your filing is 15052. When correcting errors to your filing, please use this code in your amended statement. This communication does not mean that DOL has made a determination that you are eligible to file under DOL regulation 29 CFR 2520.104-23.