

**BAKER
HUGHES**
a GE company



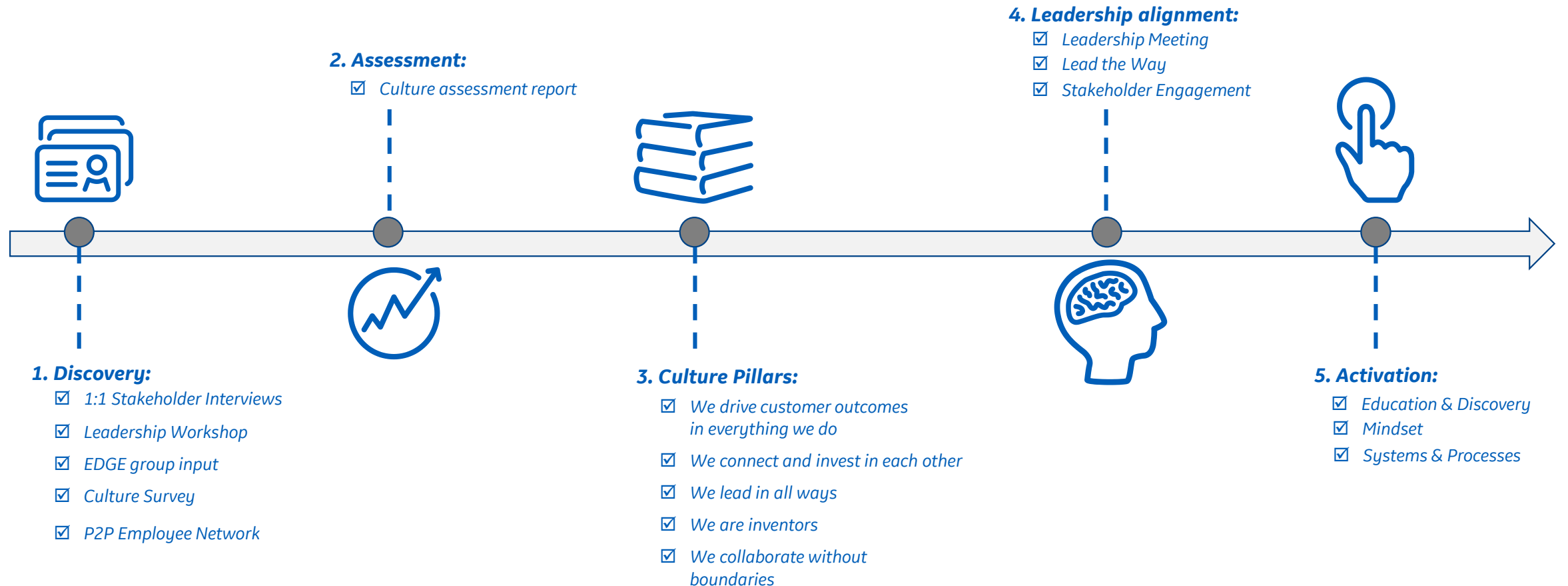
BHGE Culture Journey

May 15, 2018

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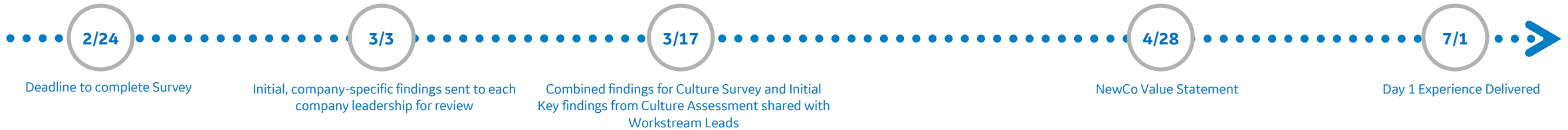
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Culture development path



3 Key Inputs for Culture Assessment

Identifying the Culture for BHGE will be accomplished by collecting information via these key inputs:



Culture Survey

- Quantitative survey sent to 20,000 employees in GE OG and Baker Hughes
- Questions on cultural traits
- Questions on engagement

End date: February 24

- GEOG and Baker Hughes leadership team reviews their company information separately
- The combined results are shared in March

Culture Assessment

Deep dive assessment of both Company's culture and where it impacts for success and where the differences are

- Senior leaders, Integration leaders, Edge Group, key influencers and gatekeepers in the organization
- Face to face, group sessions
- Customer interviews

Initial Key findings mid March

- BHGE aspirational culture statement

Peer-to-Peer Sessions

~30 "focus group" sessions with ~600 GE & Baker Hughes participants in multiple countries

- Professional regional
- Integration teams
- Functional (HR, Legal, EHS)
- Special interest groups (GE and BH Women's Network, Volunteers)

Cultural Development journey

Survey



~6,000 Employees
Current culture baseline

Workshop



Small influencer group
Develop culture aspiration

P2P



Validate aspiration
Employee engagement

P2P Highlights

~**650** global participants

22 Countries

2 way feedback on change

27 sessions

20 employees per session

6 Global Regions

10 BHI & 10 GE

Sessions focused on :

- ✓ Cultural similarities & differences
- ✓ Forming a connection
- ✓ Getting to know each other
- ✓ Traits to keep, gain, & leave behind

P2P Overview

- ✓ Global, cross-functional network of change agents validated survey & workshop output
- ✓ Participants felt benefit of meeting counterparts – eliminate negative preconceptions
- ✓ Observed excitement over merger can be leveraged to support necessary changes
- ✓ Group identification of areas of improvement creates an environment to welcome change



WE DRIVE CUSTOMER OUTCOMES IN EVERYTHING WE DO

A trusted partner to our customers, we look for ways to improve our journey together. We take pride in getting the job done well, while taking care of people and the environment. Doing the right thing always comes first.

WE CONNECT AND INVEST IN EACH OTHER

We recognize what matters most — our people. We bring out the best in each other, building trust and celebrating failure and success as opportunities to grow. Our people set us apart.

WE LEAD IN ALL WAYS

Working together, we pursue every challenge with courage and a winning mindset. We are each responsible for how we shape our shared future.

WE ARE INVENTORS

We put our entrepreneurial spirit to work toward new ideas and better performance. Our original thinking and practical know-how drive our advantage.

WE COLLABORATE WITHOUT BOUNDARIES

We build effective teams that collaborate to share resources and knowledge seamlessly. We learn from those who have different perspectives to offer, expanding our expertise.

HOW WE DO IT

LOOK FOR THE LEARNING

Challenge the status quo | Be open to change | Don't be afraid to fail

FOCUS ON THE SOLUTION

Prioritize outcomes over outputs | Work across boundaries | Fail fast

MAKE IT HAPPEN

Be accountable | Deliver on promises | Value speed and quality of execution

TAKE CARE

Be team orientated | Acknowledge effort and learning | Do the right thing

