BD Earns Recognition as a Best Place to Work for Disability Inclusion

Top Score on Disability Equality Index Demonstrates Progress in Removing Barriers and Creating Employment Opportunities for People with Disabilities

FRANKLIN LAKES, N.J., July 20, 2022 /PRNewswire/ -- BD (Becton, Dickinson and Company) (NYSE: BDX), a leading global medical technology company, today was recognized as a Best Place to Work for Disability Inclusion for the fourth consecutive year.

BD earned a perfect score on the 2022 Disability Equality Index (DEI), which is known as the world's most comprehensive benchmarking tool to measure disability workplace inclusion. The DEI was launched in 2015 by Disability:IN and The American Association of People with Disabilities (AAPD), and was created by the DEI Advisory Committee, a diverse group of business leaders, policy experts and disability advocates. Now in its eighth year, the DEI recognized 415 corporations for their disability inclusion efforts based on measures including: culture and leadership, enterprise-wide access and employment practices, with 240 companies receiving a score of 100, including BD.

"Achieving our Purpose of *advancing the world of health™,* requires diversity of thought, various abilities and unique strengths," said Nicole Thompson, vice president of HR – Inclusion, Diversity, Equity and Engagement at BD. "We welcome and empower people with differing perspectives and approaches to innovation and problem-solving and create an environment that allows them to speak up, contribute fully and be equitably rewarded for their contributions. Our collaboration with Disability:IN is critical in helping us accomplish our goals. We are honored to receive this award as a reflection of the work we have done to increase our score from 90 to 100, and the progress we continue to make in creating a healthy and impact-driven company powered by associates with diverse abilities."

One of the ways that BD drives disability inclusion is through its Limitless Associate Resource Group. Supported by BD Leadership Team members, it helps foster an environment of belonging that drives innovative thinking, eliminates obstacles, and implements inclusive workplace measures and resources that enables associates with disabilities to bring their full selves to work, participate meaningfully and have equal opportunities to advance their careers. In addition, BD Chairman, CEO and President Tom Polen further demonstrated our commitment to workplace inclusion by signing the"Are You In?" pledge created by Disability:IN.

"Disability inclusion is a rapidly expanding aspect of corporate culture, and it's gratifying to partner with 415 companies on the 2022 Disability Equality Index," said Jill Houghton, president and CEO of Disability:IN. "These top-scoring companies not only excel in disability inclusion, many are also adopting emerging trends and pioneering measures that can move the disability agenda from accommodation to inclusion and ultimately, genuine belonging."

This recognition demonstrates the company's ongoing progress in advancing itsenvironmental, social and governance (ESG) strategy – *Together We Advance* – and efforts to achieve its 2030+ goals for promoting a healthy workforce and communities. These goals encompass maintaining a healthy and thriving workforce that cultivates the company's culture of inclusion, safety, well-being, and contributes to community and company health. In addition to this accolade, BD recently celebrated the following recognitions:

- Named a Noteworthy Company by DiversityInc for the third consecutive year.
- Named to Forbes 2022 List of Best Employers for Diversity.
- Included in the2022 Bloomberg Gender-Equality Index (GEI) for the third straight year.
- Named a Best Place to Work for LGBTQ+ Equality by The Human Rights Campaign Foundation. after receiving a perfect score (100%) on the organization's Corporate Equality Index for the fifth consecutive year.
- Ranked first in its industry in theForbes America's Best Large Employers List.

To learn more about the inclusion, diversity and equity systems, processes and tools that drive action and accountability at BD, read the 2021 Global ID&E Report.

About BD
BD is one of the largest global medical technology companies in the world and is advancing the world of health by improving medical discovery, diagnostics and the delivery of care. The company supports the heroes on the frontlines of health care by developing innovative technology, services and solutions that help advance both clinical therapy for patients and clinical process for health care providers. BD and its 75,000 employees have a passion and commitment to help enhance the safety and efficiency of clinicians' care delivery process, enable laboratory scientists to accurately detect disease and advance researchers' capabilities to develop the next generation of diagnostics and therapeutics. BD has a presence in virtually every

country and partners with organizations around the world to address some of the most challenging global health issues. By working in close collaboration with customers, BD can help enhance outcomes, lower costs, increase efficiencies, improve safety and expand access to health care. For more information on BD, please visit bd.com or connect with us on LinkedIn at www.linkedin.com/company/bd1/ and Twitter @BDandCo.

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