

BD Recognized as a Best Employer for Women in New Ranking from Forbes

Reflects Commitment to Gender Equality and Progress in Advancing ESG Strategy

FRANKLIN LAKES, N.J. (July 25, 2023) – BD (Becton, Dickinson and Company) (NYSE: BDX), a leading global medical technology company, today announced that it has been named to [Forbes' 2023 list of "The Best Employers for Women."](#)

The awarded companies were identified through an independent survey from a vast sample of more than 60,000 U.S. employees working for companies employing at least 1,000 people within the U.S. The sample included more than 40,000 women. This award is presented by *Forbes* and Statista Inc., a statistics portal and industry ranking provider.

"This recognition reflects our progress and commitment to building a diverse workforce where women are empowered to lead and advance in their careers," said Nicole Thompson, vice president of Inclusion, Diversity, Equity and Engagement for BD. "It's inspiring to see the purposeful actions we're taking to further gender equality by creating an inclusive workplace that supports current and future female leaders' personal well-being, and professional growth and development."

The evaluation was based on four different criteria:

- **Direct recommendations (general work topics):** The employees were asked to give their opinion regarding their employer on a series of statements surrounding atmosphere and development, image, working conditions, salary and wage, workplace and diversity.
- **Direct recommendations (topics relevant to women):** To focus on topics that are generally more relevant to them, women were asked to rate their employers regarding parental leave, family support, flexibility, discrimination, representation and career, and pay equity.
- **Indirect recommendations:** Participants were given the chance to evaluate other employers in their respective industries that stand out either positively or negatively concerning diversity. Only the recommendations of women were considered.
- **Diversity among top executives/board:** Based on extensive research, an index was built based on the share of women in executive management or board positions. Statista researched this data for each company using publicly available company information.

This year BD was also included in the [2023 Bloomberg Gender-Equality Index](#), named a "Noteworthy Company" in [DiversityInc's annual ranking](#) of the top U.S. companies for diversity and earned a perfect score as a [best place to work for disability inclusion](#).

These recognitions reflect the company's efforts in advancing its [environmental, social and governance \(ESG\) strategy](#) 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 and well-being, and also contributes to community and company health.

To learn more about the inclusion, diversity and equity systems, processes and tools that drive action and accountability at BD, visit the [inclusion, diversity and equity pages on BD.com](#), and read the [2022 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 77,000 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](https://twitter.com/BDandCo).

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