

UNITED STATES
SECURITIES AND EXCHANGE COMMISSION
Washington, D.C. 20549

FORM 8-K

CURRENT REPORT
Pursuant to Section 13 or 15(d) of
The Securities Exchange Act of 1934

Date of Report (Date of earliest event reported): May 1, 2023

BAKER HUGHES COMPANY

BAKER HUGHES HOLDINGS LLC

(Exact name of registrant as specified in its charter)

Delaware	1-38143	81-4403168	Delaware	1-09397	76-0207995
(State of Incorporation)	(Commission File No.)	(I.R.S. Employer Identification No.)	(State of Incorporation)	(Commission File No.)	(I.R.S. Employer Identification No.)

17021 Aldine Westfield Road
Houston, Texas 77073

Registrant's telephone number, including area code: (713) 439-8600
(former name or former address, if changed since last report)

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions:

- ☐ Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
- ☐ Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
- ☐ Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
- ☐ Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

Securities registered pursuant to Section 12(b) of the Act: Title of each class Trading Name of each exchange on which registered

Title of each class	Trading Symbol(s)	Name of each exchange on which registered
Class A Common Stock, par value \$0.0001 per share	BKR	The Nasdaq Stock Market LLC
5.125% Senior Notes due 2040	-	The Nasdaq Stock Market LLC

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (§230.405 of this chapter) or Rule 12b-2 of the Securities Exchange Act of 1934 (§240.12b-2 of this chapter).

Emerging growth company ☐

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act. ☐

Item 5.02. Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers

(e) As previously disclosed by Baker Hughes Company (the "Company"), effective January 16, 2023, Rod Christie transitioned out of his role as EVP, Industrial & Energy Technology and into an advisor role until his departure from the Company. In connection with Mr. Christie's departure, the Company has entered into a Separation Agreement & Release (the "Separation Agreement"), effective May 1, 2023, with Mr. Christie, which sets forth the terms of Mr. Christie's departure. Mr. Christie departed from the Company effective May 1, 2023.

The Separation Agreement provides that Mr. Christie will receive, subject to his execution of a general release of claims against the Company, a severance payment that is consistent with the benefits provided pursuant to the Company's Executive Severance Program, with the benefits to be provided in a manner consistent with an involuntary termination as compensation for loss of employment. In addition to these benefits, Mr. Christie will be entitled to a \$15,000 payment as compensation for loss of benefits, a pro-rata bonus under the Company's Executive Officer Short Term Incentive Compensation Plan based on actual 2023 performance results (to be paid at the same time as 2023 bonuses are paid to other participants), the vesting of the unvested restricted stock units and performance stock units that were granted to him in January of 2022 by the Human Capital and Compensation Committee, and the standard relocation package.

Pursuant to the Separation Agreement, Mr. Christie affirmed certain contractual obligations he has to the Company, including non-disparagement, non-solicitation, cooperation and assistance and confidentiality obligations, which will remain in effect for specified periods following his employment.

The foregoing description of the Separation Agreement does not purport to be complete and is qualified in its entirety by reference to the full text of the Separation Agreement. A copy of the Separation Agreement is expected to be filed as an exhibit to the Company's Quarterly Report on the Form 10-Q for the period ending June 30, 2023.

SIGNATURES

Pursuant to the requirements of the Securities Exchange Act of 1934, the Registrant has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

BAKER HUGHES COMPANY

Date: May 5, 2023

By: /s/ Fernando Contreras
Name: Fernando Contreras
Title: Vice President, Legal Governance & Corporate Secretary

BAKER HUGHES HOLDINGS LLC

Date: May 5, 2023

By: /s/ Fernando Contreras
Name: Fernando Contreras
Title: Vice President, Legal Governance & Corporate Secretary
