

<p>Form 5500</p> <p>Department of the Treasury Internal Revenue Service</p> <hr/> <p>Department of Labor Employee Benefits Security Administration</p> <hr/> <p>Pension Benefit Guaranty Corporation</p>	<p>Annual Return/Report of Employee Benefit Plan</p> <p>This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).</p> <p>▶ Complete all entries in accordance with the instructions to the Form 5500.</p>	<p>OMB Nos. 1210-0110 1210-0089</p> <hr/> <p style="font-size: 24pt; font-weight: bold;">2022</p> <hr/> <p>This Form is Open to Public Inspection</p>
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Part I	Annual Report Identification Information
For calendar plan year 2022 or fiscal plan year beginning <u>01/01/2022</u> and ending <u>12/31/2022</u>	
A	This return/report is for: <input type="checkbox"/> a multiemployer plan <input type="checkbox"/> a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.)
	<input checked="" type="checkbox"/> a single-employer plan <input type="checkbox"/> a DFE (specify) _____
B	This return/report is: <input type="checkbox"/> the first return/report <input checked="" type="checkbox"/> the final return/report
	<input type="checkbox"/> an amended return/report <input type="checkbox"/> a short plan year return/report (less than 12 months)
C	If the plan is a collectively-bargained plan, check here. ▶ <input type="checkbox"/>
D	Check box if filing under: <input checked="" type="checkbox"/> Form 5558 <input type="checkbox"/> automatic extension <input type="checkbox"/> the DFVC program
	<input type="checkbox"/> special extension (enter description)
E	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶ <input type="checkbox"/>

Part II	Basic Plan Information —enter all requested information
1a Name of plan <u>BRISTOL-MYERS SQUIBB RETIREMENT INCOME PLAN</u>	1b Three-digit plan number (PN) ▶ <u>001</u>
	1c Effective date of plan <u>01/01/1971</u>
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>BRISTOL-MYERS SQUIBB COMPANY</u> <u>ROUTE 206 PROVINCE LINE ROAD</u> <u>PRINCETON, NJ 08543</u>	2b Employer Identification Number (EIN) <u>22-0790350</u>
	2c Plan Sponsor's telephone number <u>800-332-2056</u>
	2d Business code (see instructions) <u>325410</u>

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	09/21/2023	R. SCOTT MATARESE
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	09/21/2023	R. SCOTT MATARESE
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE	Signature of DFE	Date	Enter name of individual signing as DFE

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Form 5500 (2022)
v. 220413

<p>3a Plan administrator's name and address <input type="checkbox"/> Same as Plan Sponsor</p> <p>BRISTOL-MYERS SQUIBB COMPANY PENSION COMMITTEE</p> <p>ROUTE 206 PROVINCE LINE ROAD PRINCETON, NJ 08543</p>	<p>3b Administrator's EIN 13-2863057</p> <p>3c Administrator's telephone number 800-332-2056</p>		
<p>4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:</p> <p>a Sponsor's name</p> <p>c Plan Name</p>	<p>4b EIN</p> <p>4d PN</p>		
<p>5 Total number of participants at the beginning of the plan year</p>	<p>5 0</p>		
<p>6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1), 6a(2), 6b, 6c, and 6d).</p> <p>a(1) Total number of active participants at the beginning of the plan year</p> <p>a(2) Total number of active participants at the end of the plan year</p> <p>b Retired or separated participants receiving benefits</p> <p>c Other retired or separated participants entitled to future benefits.....</p> <p>d Subtotal. Add lines 6a(2), 6b, and 6c.....</p> <p>e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.</p> <p>f Total. Add lines 6d and 6e</p> <p>g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item).....</p> <p>h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....</p>	<p>6a(1)</p> <p>6a(2) 0</p> <p>6b</p> <p>6c</p> <p>6d 0</p> <p>6e</p> <p>6f 0</p> <p>6g</p> <p>6h</p>		
<p>7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)</p>	<p>7</p>		
<p>8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 1A 1E 1I 3H</p> <p>b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:</p>			
<p>9a Plan funding arrangement (check all that apply)</p> <p>(1) <input type="checkbox"/> Insurance</p> <p>(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts</p> <p>(3) <input checked="" type="checkbox"/> Trust</p> <p>(4) <input type="checkbox"/> General assets of the sponsor</p>	<p>9b Plan benefit arrangement (check all that apply)</p> <p>(1) <input type="checkbox"/> Insurance</p> <p>(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts</p> <p>(3) <input checked="" type="checkbox"/> Trust</p> <p>(4) <input type="checkbox"/> General assets of the sponsor</p>		
<p>10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)</p> <table style="width:100%;"> <tr> <td style="width:50%; vertical-align: top;"> <p>a Pension Schedules</p> <p>(1) <input checked="" type="checkbox"/> R (Retirement Plan Information)</p> <p>(2) <input type="checkbox"/> MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary</p> <p>(3) <input type="checkbox"/> SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary</p> </td> <td style="width:50%; vertical-align: top;"> <p>b General Schedules</p> <p>(1) <input checked="" type="checkbox"/> H (Financial Information)</p> <p>(2) <input type="checkbox"/> I (Financial Information – Small Plan)</p> <p>(3) <input type="checkbox"/> A (Insurance Information)</p> <p>(4) <input type="checkbox"/> C (Service Provider Information)</p> <p>(5) <input checked="" type="checkbox"/> D (DFE/Participating Plan Information)</p> <p>(6) <input type="checkbox"/> G (Financial Transaction Schedules)</p> </td> </tr> </table>		<p>a Pension Schedules</p> <p>(1) <input checked="" type="checkbox"/> R (Retirement Plan Information)</p> <p>(2) <input type="checkbox"/> MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary</p> <p>(3) <input type="checkbox"/> SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary</p>	<p>b General Schedules</p> <p>(1) <input checked="" type="checkbox"/> H (Financial Information)</p> <p>(2) <input type="checkbox"/> I (Financial Information – Small Plan)</p> <p>(3) <input type="checkbox"/> A (Insurance Information)</p> <p>(4) <input type="checkbox"/> C (Service Provider Information)</p> <p>(5) <input checked="" type="checkbox"/> D (DFE/Participating Plan Information)</p> <p>(6) <input type="checkbox"/> G (Financial Transaction Schedules)</p>
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Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) Yes No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) Yes No

11c Enter the Receipt Confirmation Code for the 2022 Form M-1 annual report. If the plan was not required to file the 2022 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

**SCHEDULE D
(Form 5500)**

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2022

This Form is Open to Public Inspection.

For calendar plan year 2022 or fiscal plan year beginning **01/01/2022** and ending **12/31/2022**

A Name of plan BRISTOL-MYERS SQUIBB RETIREMENT INCOME PLAN	B Three-digit plan number (PN) ▶ 001
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 BRISTOL-MYERS SQUIBB COMPANY	D Employer Identification Number (EIN) 22-0790350

Part I Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)
(Complete as many entries as needed to report all interests in DFEs)

a Name of MTIA, CCT, PSA, or 103-12 IE: BRISTOL-MYERS SQUIBB MSTR RET TRUST	b Name of sponsor of entity listed in (a): BRISTOL-MYERS SQUIBB COMPANY	
c EIN-PN 13-6064033-101	d Entity code M	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0
a Name of MTIA, CCT, PSA, or 103-12 IE:	b Name of sponsor of entity listed in (a):	
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:	b Name of sponsor of entity listed in (a):	
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:	b Name of sponsor of entity listed in (a):	
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:	b Name of sponsor of entity listed in (a):	
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:	b Name of sponsor of entity listed in (a):	
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:	b Name of sponsor of entity listed in (a):	
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:	b Name of sponsor of entity listed in (a):	
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

**SCHEDULE H
(Form 5500)**

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).

► **File as an attachment to Form 5500.**

OMB No. 1210-0110

2022

This Form is Open to Public Inspection

For calendar plan year 2022 or fiscal plan year beginning **01/01/2022** and ending **12/31/2022**

A Name of plan BRISTOL-MYERS SQUIBB RETIREMENT INCOME PLAN	B Three-digit plan number (PN) ► 001
C Plan sponsor's name as shown on line 2a of Form 5500 BRISTOL-MYERS SQUIBB COMPANY	D Employer Identification Number (EIN) 22-0790350

Part I Asset and Liability Statement

1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets	(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash.....	1a	
b Receivables (less allowance for doubtful accounts):		
(1) Employer contributions.....	1b(1)	
(2) Participant contributions.....	1b(2)	
(3) Other.....	1b(3)	
c General investments:		
(1) Interest-bearing cash (include money market accounts & certificates of deposit).....	1c(1)	
(2) U.S. Government securities.....	1c(2)	
(3) Corporate debt instruments (other than employer securities):		
(A) Preferred.....	1c(3)(A)	
(B) All other.....	1c(3)(B)	
(4) Corporate stocks (other than employer securities):		
(A) Preferred.....	1c(4)(A)	
(B) Common.....	1c(4)(B)	
(5) Partnership/joint venture interests.....	1c(5)	
(6) Real estate (other than employer real property).....	1c(6)	
(7) Loans (other than to participants).....	1c(7)	
(8) Participant loans.....	1c(8)	
(9) Value of interest in common/collective trusts.....	1c(9)	
(10) Value of interest in pooled separate accounts.....	1c(10)	
(11) Value of interest in master trust investment accounts.....	1c(11)	0
(12) Value of interest in 103-12 investment entities.....	1c(12)	
(13) Value of interest in registered investment companies (e.g., mutual funds).....	1c(13)	
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	
(15) Other.....	1c(15)	

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)		
(2) Employer real property.....	1d(2)		
e Buildings and other property used in plan operation.....	1e		
f Total assets (add all amounts in lines 1a through 1e).....	1f	5956993	0

Liabilities

g Benefit claims payable.....	1g		
h Operating payables.....	1h	1173259	0
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j		
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	1173259	0

Net Assets

l Net assets (subtract line 1k from line 1f).....	1l	4783734	0
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Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income

		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers.....	2a(1)(A)		
(B) Participants.....	2a(1)(B)		
(C) Others (including rollovers).....	2a(1)(C)		
(2) Noncash contributions.....	2a(2)		
(3) Total contributions. Add lines 2a(1)(A), (B), (C), and line 2a(2).....	2a(3)		
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)		
(B) U.S. Government securities.....	2b(1)(B)		
(C) Corporate debt instruments.....	2b(1)(C)		
(D) Loans (other than to participants).....	2b(1)(D)		
(E) Participant loans.....	2b(1)(E)		
(F) Other.....	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F).....	2b(1)(G)		
(2) Dividends: (A) Preferred stock.....	2b(2)(A)		
(B) Common stock.....	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)		
(D) Total dividends. Add lines 2b(2)(A), (B), and (C).....	2b(2)(D)		
(3) Rents.....	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds.....	2b(4)(A)		
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate.....	2b(5)(A)		
(B) Other.....	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B).....	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		84133
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		1042259
d Total income. Add all income amounts in column (b) and enter total	2d		1126392
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)		
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)	734628	
(4) Total benefit payments. Add lines 2e(1) through (3).....	2e(4)		734628
f Corrective distributions (see instructions).....	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense.....	2h		
i Administrative expenses: (1) Professional fees	2i(1)		
(2) Contract administrator fees.....	2i(2)		
(3) Investment advisory and management fees	2i(3)		
(4) Other	2i(4)		
(5) Total administrative expenses. Add lines 2i(1) through (4).....	2i(5)		
j Total expenses. Add all expense amounts in column (b) and enter total	2j		734628
Net Income and Reconciliation			
k Net income (loss). Subtract line 2j from line 2d.....	2k		391764
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan.....	2l(2)		5175498

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

- (1) Unmodified (2) Qualified (3) Disclaimer (4) Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

- (1) DOL Regulation 2520.103-8 (2) DOL Regulation 2520.103-12(d) (3) neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: WITHUMSMITH+BROWN, P.C.

(2) EIN: 22-2027092

d The opinion of an independent qualified public accountant is **not attached** because:

- (1) This form is filed for a CCT, PSA, or MTIA. (2) It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l.

During the plan year:

a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)

	Yes	No	Amount
4a		X	

		Yes	No	Amount
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.).....	4b		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	4c		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.).....	4d		X	
e Was this plan covered by a fidelity bond?.....	4e	X		25000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?.....	4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.).....	4i		X	
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.).....	4j		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	4k	X		
l Has the plan failed to provide any benefit when due under the plan?	4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	4m		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	4n			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year?..... Yes No
 If "Yes," enter the amount of any plan assets that reverted to the employer this year 0.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)
BRISTOL MYERS SQUIBB SAVINGS & INVESTMENT PROGRAM	22-0790350	002

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) Yes No Not determined
 If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____.

SCHEDULE R (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2022 This Form is Open to Public Inspection.
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For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

A Name of plan <u>BRISTOL-MYERS SQUIBB RETIREMENT INCOME PLAN</u>	B Three-digit plan number (PN) ▶	<u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>BRISTOL-MYERS SQUIBB COMPANY</u>	D Employer Identification Number (EIN) <u>22-0790350</u>	

Part I	Distributions
---------------	----------------------

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....

1	
---	--

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):
EIN(s): 04-3275867 36-3046063

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year.....

3	0
---	---

Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)
----------------	---

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? Yes No N/A
If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____
If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived).....	6a	0
b Enter the amount contributed by the employer to the plan for this plan year.....	6b	0
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....	6c	

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline? Yes No N/A

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? Yes No N/A

Part III	Amendments
-----------------	-------------------

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box..... Increase Decrease Both No

Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.
----------------	---

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?..... Yes No

11 a Does the ESOP hold any preferred stock?..... Yes No

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.)..... Yes No

12 Does the ESOP hold any stock that is not readily tradable on an established securities market?..... Yes No

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. Complete as many entries as needed to report all applicable employers.

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: <input type="checkbox"/> last contributing employer <input type="checkbox"/> alternative <input type="checkbox"/> reasonable approximation (see instructions for required attachment).....	14a	
b The plan year immediately preceding the current plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	14b	
c The second preceding plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	14c	

15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year.....	15a	
b The corresponding number for the second preceding plan year.....	15b	

16 Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year	16a	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....	16b	0

17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment

19 If the total number of participants is 1,000 or more, complete lines (a) through (c)

a Enter the percentage of plan assets held as:
 Stock: _____% Investment-Grade Debt: _____% High-Yield Debt: _____% Real Estate: _____% Other: _____%

b Provide the average duration of the combined investment-grade and high-yield debt:
 0-3 years 3-6 years 6-9 years 9-12 years 12-15 years 15-18 years 18-21 years 21 years or more

c What duration measure was used to calculate line 19(b)?
 Effective duration Macaulay duration Modified duration Other (specify):

20 PBGC missed contribution reporting requirements. If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? Yes No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

Yes.

No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

No. Other. Provide explanation _____

BRISTOL-MYERS SQUIBB COMPANY RETIREMENT INCOME PLAN
FINANCIAL STATEMENTS
AS OF AND FOR THE YEARS ENDED
DECEMBER 31, 2022 (LIQUIDATED) AND 2021 (IN LIQUIDATION)
AND INDEPENDENT AUDITOR'S REPORT

**BRISTOL-MYERS SQUIBB COMPANY RETIREMENT INCOME PLAN
INDEX TO FINANCIAL STATEMENTS**

	<u>Page</u>
INDEPENDENT AUDITOR'S REPORT	1-2
FINANCIAL STATEMENTS:	
Statements of Net Assets Available for Benefits as of December 31, 2022 (Liquidated) and 2021(in Liquidation)	3
Statements of Changes in Net Assets Available for Benefits for the Years Ended December 31, 2022 (Liquidated) and 2021 (in Liquidation)	4
Notes to Financial Statements (Liquidated)	5-13

SUPPLEMENTAL SCHEDULES*

- * Certain schedules are included with Form 5500 of the Bristol-Myers Squibb Company Master Retirement Trust (Annual Return/ Report of Employee Benefit Plan) filed with the Department of Labor for the Plan's year ended December 31, 2022 and are not required to be disclosed for this Plan.

INDEPENDENT AUDITOR'S REPORT

To the Pension Committee of Bristol-Myers Squibb Company and the Participants in the Bristol-Myers Squibb Company Retirement Income Plan:

Opinion

We have audited the financial statements of Bristol-Myers Squibb Company Retirement Income Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974, which comprise the statements of net assets available for benefits as of December 31, 2022 (liquidated) and 2021 (in liquidation), and the related statements of changes in net assets available for benefits for the years then ended (liquidated), and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, information regarding the net assets available for benefits as of December 31, 2022 (liquidated) and 2021 (in liquidation), and the changes in net assets available for benefits for the years then ended December 31, 2022 (liquidated) and 2021 (in liquidation), in accordance with accounting principles generally accepted in the United States of America, applied on the basis described in the Emphasis of Matter - Plan Termination and Liquidation Basis of Accounting paragraph.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America ("U.S. GAAS"). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Bristol-Myers Squibb Company Retirement Income Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Emphasis of Matter - Plan Termination and Liquidation Basis of Accounting

As discussed in Note 1 to the financial statements, in November of 2018, management announced intentions to terminate the Bristol-Myers Squibb Company Retirement Income Plan and, since then, have initiated programs and executed agreements and transactions to fund or settle defined benefits to participants. Management has completed the liquidation of assets at December 31, 2022. In accordance with accounting principles generally accepted in the United States of America, the accompanying financial statements have been prepared using the liquidation basis of accounting. Our opinion is not modified with respect to this matter.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Bristol-Myers Squibb Company Retirement Income Plan's ability to continue as a going concern for one year after the date that the financial statements are issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the plan, and determining that the plan's transactions that are presented and disclosed in the financial statements are in conformity with the plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with U.S. GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with U.S. GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Bristol-Myers Squibb Company Retirement Income Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Bristol-Myers Squibb Company Retirement Income Plan's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Withum Smith & Brown, PC

September 18, 2023

**BRISTOL-MYERS SQUIBB COMPANY RETIREMENT INCOME PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
AS OF DECEMBER 31, 2022 (LIQUIDATED) AND 2021 (IN LIQUIDATION)**

(Dollars in Thousands)	<u>2022</u>	<u>2021</u>
Assets:		
Plan's interest in Pension Trust, at fair value	\$ —	\$ 5,447
Net assets held in 401(h) account	—	511
Total assets	<u>—</u>	<u>5,958</u>
Liabilities:		
Accrued administrative expenses	—	26
Accrued expenses expected to be incurred in liquidation	—	1,147
Amounts related to obligation of 401(h) account	—	511
Total liabilities	<u>—</u>	<u>1,684</u>
Net assets available for benefits	<u>\$ —</u>	<u>\$ 4,274</u>

The accompanying notes are an integral part of these financial statements.

**BRISTOL-MYERS SQUIBB COMPANY RETIREMENT INCOME PLAN
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
FOR THE YEARS ENDED DECEMBER 31, 2022 (LIQUIDATED) AND 2021 (IN LIQUIDATION)**

(Dollars in Thousands)	<u>2022</u>	<u>2021</u>
Additions:		
Plan's share of net investment income in Pension Trust	\$ 82	\$ —
Total additions	<u>82</u>	<u>—</u>
Deductions:		
Plan's share of net investment loss in Pension Trust	—	143
Transfer out of Plan- Group Annuity Contract	222	—
Total deductions	<u>222</u>	<u>143</u>
Adjustment to liquidation basis resulting from Plan termination, principally administrative expenses	(1,042)	(330)
Net increase in net assets before transfer	902	187
Transfer out of Plan - excess asset transfer (Note 7)	(5,176)	—
Net (decrease)/increase in net assets	(4,274)	187
Net assets available for benefits - Beginning of year	4,274	4,087
Net assets available for benefits - End of year	<u>\$ —</u>	<u>\$ 4,274</u>

The accompanying notes are an integral part of these financial statements.

**BRISTOL-MYERS SQUIBB COMPANY RETIREMENT INCOME PLAN
NOTES TO FINANCIAL STATEMENTS (LIQUIDATED)**

NOTE 1. DESCRIPTION OF THE PLAN

The Bristol-Myers Squibb Company Retirement Income Plan (the Plan) was a qualified defined benefit, noncontributory, trustee pension plan sponsored by Bristol-Myers Squibb Company (the Company or BMS) and administered by a pension committee (the Pension Committee) appointed by the Company's Compensation and Management Development Committee of the Board of Directors. The Pension Committee is the named fiduciary for both Plan administration and investment management of assets.

The Plan was subject to the provisions of The Employee Retirement Income Security Act of 1974 (ERISA), as amended, including the Pension Protection Act of 2006 and section 401(a) of the Internal Revenue Code of 1986 (IRC), as amended. The following brief description of the Plan is provided for general information purposes only. Reference should be made to the Plan document for a complete description of these benefits.

Plan Termination

In November 2018, the Company, as Plan Sponsor, announced intentions to fully terminate the Plan in a standard termination, effective February 1, 2019.

The obligations related to the Plan were distributed through a combination of lump sum payments to eligible Plan participants who elected such payments and through the purchase of group annuity contracts from wholly-owned insurance subsidiaries of Athene Holding Ltd. (Athene). In 2019, \$1.3 billion was distributed to Plan participants who elected lump sum payments during the election window, and group annuity contracts were purchased from Athene for \$2.6 billion for the remaining Plan participants for whom Athene irrevocably assumed the pension obligations. The final group annuity contract purchase price true up was approved in January 2020 upon which Athene transferred back to the Plan \$35 million.

With the full distribution of Plan assets in satisfaction of all benefit liabilities as noted herein, the guarantee provided by the Pension Benefit Guaranty Corporation (PBGC) for employer sponsored plans ceased, as state guaranty provisions will govern the transferred liabilities in accordance with applicable state insurance laws.

Plan Benefits

Plan benefits were provided to eligible employees employed by the Company and any subsidiaries or affiliated subsidiaries which had adopted the Plan, excluding those employees participating in the Bristol-Myers Squibb Puerto Rico, Inc. Retirement Income Plan. Employees hired on or after January 1, 2010 were not eligible to participate in the Plan. Benefits under the Plan were disbursed in accordance with the terms of the Plan and ERISA and were payable, in general, as follows:

Benefit accrual and vesting credit began when an employee attained age 18. Five years of service were required for an individual to become vested under the Plan (active employees who reached age 65 automatically became 100% vested). Benefits were paid at the rate of 2% of average pay for the 5 consecutive calendar years of highest compensation during the last 10 years of employment, multiplied by the number of years of credited service, up to 40 years of service, less certain adjustments for Social Security benefits. Only service accrued under the Plan as of December 31, 2009 was used to calculate a retirement benefit; service with the Company on or after January 1, 2010 was not taken into account for service accrual. For eligible participants, years of service with the Company on or after January 1, 2010 continued to be taken into account for the following purposes: (1) becoming vested in the Plan, (2) achieving eligibility for early retirement and the more favorable adjustment factors used to calculate a pension benefit upon reaching the early retirement date, and (3) achieving eligibility for "Rule of 70" pension benefits in the case of involuntary separation not for cause and if the sum of the employee's age and respective service (at least 10 years of service) was equal to or greater than 70 and the employee signed and executed a timely Letter Agreement containing a General Release of the Company under the Severance Plan. Compensation, as defined in the Plan documents, earned for each year an employee remained employed through December 31, 2014 was recognized in calculating the pension benefit. Compensation on or after January 1, 2015 was not taken into account in the calculation. Employees elected to receive benefits under several payment options including lifetime annuity and lump sum, which were subject to possible limitations.

The normal retirement age as defined by the Plan is 65. Employees who attained age 55 and completed 10 years of service could retire on an Early Retirement Date. Such employees who retired on an Early Retirement Date could commence pension payments without reduction at age 60, or prior to age 60 with a reduction of 4% for each year payments began before age 60.

BRISTOL-MYERS SQUIBB COMPANY RETIREMENT INCOME PLAN
NOTES TO FINANCIAL STATEMENTS (LIQUIDATED)

Employees who terminated for reasons other than retirement or death and who completed five years of service were eligible to receive a retirement benefit at age 65. Vested terminated participants could elect to receive their benefit before age 65 on an actuarially reduced basis in a lump sum form of payment or other available payment option.

A legally married, vested employee was automatically covered by a pre-retirement death benefit. An employee's spouse or eligible domestic partner could receive a pension for the remainder of the spouse or domestic partner's life if the employee died before retirement, in accordance with the joint and survivor provisions of the Plan.

Pension Trust

The Company, as Plan Sponsor, established a master pension trust (Pension Trust) held and administered by The Northern Trust Company (Northern Trust or Trustee) under the terms of a Trust Agreement, to fund Plan liabilities, along with those of the Squibb Hourly Pension Plan, which was terminated effective on November 1, 2016, and the Bristol-Myers Squibb Puerto Rico, Inc. Retirement Income Plan.

A Retirement Income Plan IRC Section 401(h) sub-account was established as a separate account within the Pension Trust. The assets of the sub-account were only available to be used by the Company to fund the payment of retiree medical benefits. In conjunction with the Plan termination, all of the assets held under the sub-account reverted back to the Company.

The Trustee received, held and administered funds in accordance with the Trust Agreement and applicable Plan provisions. Contributions to the Plan, when required, were paid to the Trustee. Fidelity Workplace Investing, LLC was the disbursement agent for Plan distributions. Amounts were transferred from the Trustee to the disbursement agent to fund Plan distributions. Investment managers were selected by the Pension Committee and, pursuant to their agreements, managed the Plan's assets.

Exempt Party-In-Interest Transactions

The Pension Trust held investments in units of commingled funds established by the various investment managers and a short-term investment fund managed by the Trustee. These transactions qualified as exempt party-in-interest transactions that were allowable under ERISA. A portion of the fees incurred by the Plan for investment management services were included as a reduction of the return (or an increase in the loss) of each investment.

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The accompanying financial statements have been prepared in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP). As a result of the Plan termination approved in 2018, the liquidation basis of accounting has been used in the preparation of the accompanying financial statements as of and for the years ended December 31, 2022 and 2021.

Under the liquidation basis of accounting, the Plan accrued administrative costs expected to be incurred through the end of its liquidation. There was no other income, loss or costs expected to be realized or incurred prospectively. The remaining assets of the Plan were fully liquidated in December 2022.

Use of Estimates

The preparation of financial statements in conformity with the liquidation basis of accounting requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, disclosures of contingent assets and liabilities at the date of the financial statements, the reported amounts of additions and deductions to the net assets available for benefits during the reporting periods. The statement of net assets available for benefits as of December 31, 2021 (in liquidation) included estimated liabilities for expenses expected to be incurred through the liquidation date. The statement of changes in net assets available for benefits for the year end December 31, 2022 (liquidated) includes changes in these estimated liabilities through the liquidation date. Actual results differed from those initial estimates.

Risks and Uncertainties

Prior to December 31, 2022, the Pension Trust held various investment instruments, which were exposed to various risks, such as interest rate, market and credit risk, as well as overall market volatility.

BRISTOL-MYERS SQUIBB COMPANY RETIREMENT INCOME PLAN
NOTES TO FINANCIAL STATEMENTS (LIQUIDATED)

Income, Expenses and Realized and Unrealized Gains and Losses on Securities

The Plan held an undivided interest in the Pension Trust. Investment gains and losses were determined by each plan's ownership of each respective asset pool and the investment performance of that pool for the period. Plan expenses were allocated on a plan-specific or pro-rata basis according to the Plan's ownership of the pool to which the expense related.

Interest was accrued as earned and dividends were recorded on the ex-dividend date. Purchases and sales of securities were recorded on a trade date basis. Realized gains and losses for securities sold were determined using the average cost method. Realized and unrealized gains and losses were included in the Plan's share of net investment income in the Pension Trust in the accompanying statements of changes in net assets available for benefits.

Valuation of Investments

The Plan's investment in the Pension Trust was completely liquidated in December 2022. Previously, the investments were presented at fair value, which was determined based on the fair value of the underlying investments of the Pension Trust. See "Note 6. Financial Instruments" for a discussion of derivative financial instruments that are presented at fair value.

Administrative Expenses

Administrative expenses charged directly to the Plan included reasonable and necessary fees and expenses incurred to administer the Plan, such as Trustee and investment fees, PBGC insurance premiums, benefit disbursement fees, certain actuarial fees and professional fees (including certain administration costs related to the Plan termination) and certain transaction costs (reflected in the cost of securities). Other administrative expenses were paid by the Company. Certain investment-related expenses were recorded as a reduction of net investment income (or an increase in the loss) and are not readily determinable.

Payment of Benefits and Plan Transfers

Benefit payments to participants and transfers under the Athene group annuity contracts in 2020 were recorded upon distribution.

Funding Policy

The Company's annual contribution was actuarially determined based on the benefits expected to become payable through the use of the unit credit method. The Company's policy was to contribute at least the minimum amount required by ERISA, however, discretionary contributions could be made at any time by the Company. With the aforementioned termination, there were no required minimum contributions for 2022 and 2021.

Income Taxes and Tax Status

As described in Note 1, the Plan was terminated effective February 1, 2019. On August 28, 2019, the Internal Revenue Service (IRS) issued a favorable determination letter in connection with the Plan's termination. The Company and the Pension Committee believe that the Plan was qualified as of its termination and the related Pension Trust was tax-exempt as of December 31, 2022 and 2021, and no provision for income taxes has been included in the Plan's financial statements for those years.

U.S. GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a related tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. Plan management has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2022 and 2021, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions. There have been no tax related interest or penalties incurred for periods presented in these financial statements.

NOTE 3. ACCUMULATED PLAN BENEFITS

Due to the Plan termination, effective February 1, 2019, the requirement to present the actuarial present value of accumulated Plan benefits was eliminated when the Company completed its purchase of group annuity contracts from wholly-owned insurance subsidiaries of Athene Holding Ltd. (Athene) with an effective date of August 2, 2019. All remaining obligations were irrevocably

**BRISTOL-MYERS SQUIBB COMPANY RETIREMENT INCOME PLAN
NOTES TO FINANCIAL STATEMENTS (LIQUIDATED)**

transferred.

NOTE 4. FAIR VALUE MEASUREMENT

Fair value is based on the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. In determining fair value, the Plan utilized valuation techniques that maximized the use of observable inputs and minimized the use of unobservable inputs to the extent possible, as well as considered counterparty credit risk. Assets and liabilities were classified in their entirety based on the lowest level of input that is significant to the fair value measurement. Valuation of investments in the Plan represented the Plan's allocable portion of the Pension Trust's investments. The Pension Trust's investment valuation policies for each investment held were classified into the following fair value hierarchy levels:

- Level 1: Quoted prices (unadjusted) in active markets accessible at the measurement date for identical assets or liabilities. The fair value hierarchy gives the highest priority to Level 1 inputs.
- Level 2: Observable prices for similar instruments, quoted prices for identical or similar instruments in non-active markets, or other observable inputs that can be corroborated by market data for substantially the full term of the assets or liabilities.
- Level 3: Unobservable inputs are used when little or no market data is available.

Corporate Debt Securities

Certain securities classified as Level 2 were either valued at quoted market prices from observable pricing sources at the reporting date or valued based upon comparable securities with similar yields and credit ratings.

U.S. Treasury and Agency Securities

Securities classified as Level 2 were valued at the quoted market price from broker or dealer quotations from transparent pricing sources at the reporting date.

Equity Funds

Securities classified as Level 1 included publicly traded equity funds traded on a national securities exchange which were valued at their last reported sales price at the reporting date, and if there was not a sale that day, the last reported bid price. Securities classified as Level 2 were valued at the net asset value (NAV) of the shares held by the Plan at year end, which represented fair value. Securities for which fair value was measured using the NAV per share (or its equivalent) as a practical expedient were not categorized within the fair value hierarchy.

Equity Securities

Securities classified as Level 1 included publicly traded equity funds traded on a national securities exchange which were valued at their last reported sales price at the reporting date, and if there was not a sale that day, the last reported bid price. Publicly traded equities traded in the over-the-counter market were valued at the last reported bid price at the reporting date.

State and Municipal Bonds

Securities classified as Level 2 were valued at the quoted market price from broker or dealer quotations from transparent pricing sources at the reporting date.

BRISTOL-MYERS SQUIBB COMPANY RETIREMENT INCOME PLAN
NOTES TO FINANCIAL STATEMENTS (LIQUIDATED)

Derivative Liabilities

Securities classified as Level 2 were valued using quoted market prices from broker or dealer quotations from transparent pricing sources at the reporting date.

Venture Capital and Limited Partnerships

Venture capital and limited partnerships were generally measured using the NAV per share (or its equivalent) as a practical expedient and were not categorized within the fair value hierarchy.

Other Matters

Venture capital and limited partnership investments were typically only redeemable through distributions upon liquidation of the underlying assets. There were no significant unfunded commitments for these investments at December 31, 2022; all investments were liquidated in 2022.

Pension Trust investments were diversified across domestic and international markets in numerous sectors. Investments were only entered into with corporate and financial institutions that met acceptable credit quality standards.

The valuation methods as described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Plan believed its valuation methods were appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

For information on the fair value hierarchy, by level described above, of the Plan's Pension Trust investments measured at fair value, see "Note 5. Interest in Pension Trust."

BRISTOL-MYERS SQUIBB COMPANY RETIREMENT INCOME PLAN
NOTES TO FINANCIAL STATEMENTS (LIQUIDATED)

NOTE 5. INTEREST IN PENSION TRUST

The Plan's investment assets were held in a trust account at the Trustee and consisted of a divided interest in an investment account of the Pension Trust. Use of the Pension Trust permitted the commingling of trust assets with the assets of other qualified Company benefit plans for investment and administrative purposes. Although assets of these plans were commingled in the Pension Trust, the Trustee maintained supporting records for the purpose of allocating the net gain or loss of the investment account to the participating plans. The net investment income/(loss) of the investment assets was allocated by the Trustee to each participating plan as described in "Note 2. Summary of Significant Accounting Policies." The Plan's share of the Pension Trust net assets was based upon the Plan's specific activities (e.g., contributions, benefit payments, PBGC fees and benefit payment fees) plus the impact of allocated income or losses, realized and unrealized gains or losses and certain expenses.

The major categories of investments within the net assets of the Pension Trust as of December 31, 2022 were as follows:

(Dollars in Thousands)	Level 1	Level 2	Level 3	Total	Plan's Interest
Corporate debt securities	\$ —	\$ 98,185	\$ —	\$ 98,185	\$ —
U.S. Treasury and Agency securities	—	35,954	—	35,954	—
Equity funds	—	16,881	—	16,881	—
Equity securities	134	—	—	134	—
State and municipal bonds	—	3,015	—	3,015	—
Derivative liabilities	—	(8)	—	(8)	—
Assets subject to leveling, net	<u>\$ 134</u>	<u>\$ 154,027</u>	<u>\$ —</u>	<u>154,161</u>	<u>—</u>
Assets measured at NAV as a practical expedient:					
Venture capital and limited partnerships				1	—
Total assets measured at NAV as a practical expedient ^(a)				<u>1</u>	<u>—</u>
Add: Cash and cash equivalents				6,360	—
Add: Receivable for securities sold				905	—
Add: Interest and dividend receivables				1,859	—
Less: Payable for securities purchased				(1,331)	—
Net assets of the Pension Trust				<u>\$ 161,955</u>	<u>\$ —</u>
Plan's interest and 401(h) account interest in the net assets of the Pension Trust as a percentage of the total					<u>— %</u>

(a) In accordance with Subtopic 820-10, certain investments that were measured at NAV per share (or its equivalent) as a practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit a reconciliation of the fair value hierarchy to the line items presented in the statement of net assets available for benefits.

BRISTOL-MYERS SQUIBB COMPANY RETIREMENT INCOME PLAN
NOTES TO FINANCIAL STATEMENTS (LIQUIDATED)

The major categories of investments within the net assets of the Pension Trust as of December 31, 2021 were as follows:

(Dollars in Thousands)	Level 1	Level 2	Level 3	Total	Plan's Interest
Corporate debt securities	\$ —	\$ 101,213	\$ —	\$ 101,213	\$ —
U.S. Treasury and Agency securities	—	26,858	—	26,858	—
Equity funds	136	48,526	—	48,662	—
Equity securities	41,264	—	—	41,264	1
State and municipal bonds	—	520	—	520	—
Derivative liabilities	—	(26)	—	(26)	—
Assets subject to leveling	<u>\$ 41,400</u>	<u>\$ 177,091</u>	<u>\$ —</u>	<u>218,491</u>	<u>1</u>

Assets measured at NAV as a practical expedient:

Venture capital and limited partnerships	786	771
Total assets measured at NAV as a practical expedient ^(a)	<u>786</u>	<u>771</u>

Add: Cash and cash equivalents	11,050	5,186
Add: Receivable for securities sold	518	—
Add: Interest and dividend receivables	1,597	—
Less: Payable for securities purchased	(577)	—
Net assets of the Pension Trust	<u>\$ 231,865</u>	<u>\$ 5,958</u>

Plan's interest and 401(h) account interest in the net assets of the Pension Trust as a percentage of the total 3 %

- (a) In accordance with Subtopic 820-10, certain investments that were measured at NAV per share (or its equivalent) as a practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit a reconciliation of the fair value hierarchy to the line items presented in the statement of net assets available for benefits.

The net investment (loss)/income of the Pension Trust for the years ended December 31, 2022 and 2021 was as follows:

(Dollars in Thousands)	2022	2021
Net (depreciation)/appreciation in fair value of investments	\$ (56,365)	\$ 8,194
Interest	4,677	4,138
Dividends	245	1,184
Other	577	(383)
Net investment (loss) income of the Pension Trust	<u>\$ (50,866)</u>	<u>\$ 13,133</u>
Plan's share of net investment income (loss) in the Pension Trust	\$ 82	\$ (143)
Amounts allocated to 401(h) account	6	(18)
Plan's share of net investment income (loss) allocated to the Pension Trust and 401(h) account	<u>\$ 88</u>	<u>\$ (161)</u>
Plan's percentage interest in net investment (loss) income of the Pension Trust and amounts allocated to 401(h) account as a percentage of the total	<u>— %</u>	<u>(1)%</u>

**BRISTOL-MYERS SQUIBB COMPANY RETIREMENT INCOME PLAN
NOTES TO FINANCIAL STATEMENTS (LIQUIDATED)**

NOTE 6. FINANCIAL INSTRUMENTS

Derivative financial instruments were used by the Pension Trust's investment managers. The global macro hedge fund manager used futures contracts to replicate the Russell 1000 index. The fixed income managers used various instruments, primarily options, futures and swap contracts, in order to manage their portfolios more efficiently by adjusting portfolio duration, adjusting exposure along the yield curve or by optimizing the trade off between portfolio convexity and yield. Upon entering into a derivatives contract, the Pension Trust was required to deposit cash or securities as collateral. Subsequent payments were then made or received by the Pension Trust, depending on the daily fluctuation in the value of the underlying contracts. Posted financial collateral included in the investments of the Pension Trust were \$110 thousand and \$109 thousand at December 31, 2022 and 2021, respectively.

The Plan's estimated share of the derivative financial instruments was included within the Plan's interest in the Pension Trust in the statements of net assets available for benefits in Derivative Liabilities, net. The fair values of the Pension Trust's derivative financial instruments outstanding as of December 31, 2022 and 2021 were as follows:

(Dollars in Thousands)	Net Liabilities of the Pension Trust Location	Fair Value	
		2022	2021
<i>Derivatives Not Designated as Hedges:</i>			
Swaps	Derivative Liabilities	\$ (8)	\$ (26)
Forwards	Derivative Liabilities	—	—
Total		<u>\$ (8)</u>	<u>\$ (26)</u>

The Plan's estimated share of recognized gains and losses attributable to derivative financial instruments was included in the Plan's share of net investment (loss) income in the Pension Trust within the accompanying statements of changes in net assets available for benefits. The net loss recognized on the Pension Trust's derivative financial instruments for the years ended December 31, 2022 and 2021 were as follows:

(Dollars in Thousands)	Gain/(Loss) Location	Amount of Gain/(Loss) Recognized	
		2022	2021
<i>Derivatives Not Designated as Hedges:</i>			
Futures	Net Investment (Loss)/Income of the Pension Trust	\$ (525)	\$ (100)
Swaps	Net Investment (Loss)/Income of the Pension Trust	(11)	(5)
Forwards	Net Investment (Loss)/Income of the Pension Trust	—	(2)
Total		<u>\$ (536)</u>	<u>\$ (107)</u>

As of December 31, 2022 and 2021, the Pension Trust's total notional amount for outstanding futures was \$5 million and \$7 million, respectively. The total notional amount of outstanding swaps was \$1 million at both December 31, 2022 and 2021.

NOTE 7. ASSET TRANSFER

As a result of the Plan termination, excess Plan assets in the amount of \$5.2 million were transferred into the Bristol-Myers Squibb Company Savings and Investment Program (the Program) in December 2022 as a qualified replacement plan. The assets are retained in the Savings Plan Master Trust in a separate account and allocated to the Program specifically to fund future annual discretionary Company contributions.

NOTE 8. RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

In 2021, the net assets of the 401(h) account included in the Form 5500 were not available to pay pension benefits nor to fund the aforementioned Plan transfer to Athene, but could only be used to pay retiree health benefits. Therefore, the financial statements reflect an offsetting obligation for the assets of the 401(h) account, which is not reported in Form 5500. The Form 5500 requires the Pension Trust to file a separate 5500 as a direct filing entity, which includes the total Pension Trust administrative expenses per Schedule C *Service Provider Information*. As such, the Plan does not report administrative expenses attributable to the Pension Trust on the Plan's Form 5500 filing.

BRISTOL-MYERS SQUIBB COMPANY RETIREMENT INCOME PLAN
NOTES TO FINANCIAL STATEMENTS (LIQUIDATED)

The following is a reconciliation of net assets available for benefits per the financial statements to Form 5500:

(Dollars in Thousands)	2022	2021
Net assets available for benefits per the financial statements	\$ —	\$ 4,274
Add: Net assets held in 401(h) account not included as assets in the financial statements	—	511
Net assets per Form 5500	<u>\$ —</u>	<u>\$ 4,785</u>

The following is a reconciliation of the changes in net assets per the financial statements to Form 5500:

(Dollars in Thousands)	2022			
	Amounts per the Financial Statements	401(h) Account	Total Administrative Expenses	Amounts per the Form 5500
Plan's share of net investment income in the Pension Trust	\$ 82	\$ 6	\$ (4)	\$ 84
Administrative expenses	—	(4)	(4)	—
(Dollars in Thousands)	2021			
	Amounts per the Financial Statements	401(h) Account	Total Administrative Expenses	Amounts per the Form 5500
Plan's share of net investment loss in the Pension Trust	\$ (143)	\$ (18)	\$ (7)	\$ (168)
Administrative expenses	—	(7)	(7)	—

The following is a reconciliation of the Net increase in net assets per the financial statements to Form 5500:

(Dollars in Thousands)	2022	2021
Net increase in net assets before transfer per the financial statements	\$ 902	\$ 187
Add: Plan's share of the net investment income (loss) in the 401(h) account not included in financial statements	6	(18)
Less: Administrative expenses of the 401(h) account not included in the financial statements	(4)	(7)
Less: Reversion of the 401(h) assets not included in the financial statements	(512)	—
Net income per the Form 5500	<u>\$ 392</u>	<u>\$ 162</u>

NOTE 9. SUBSEQUENT EVENTS

The Plan has evaluated subsequent events occurring after the date of the financial statements through September 18, 2023, which is the date the financial statements were available to be issued. Based upon that evaluation, the Plan has determined that no subsequent events have occurred which require adjustment to, or disclosure in, the financial statements.

Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security
Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

▶ **Complete all entries in accordance with the instructions to the Form 5500.**

OMB Nos. 1210-0110
1210-0089

2022

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

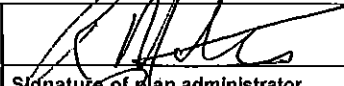
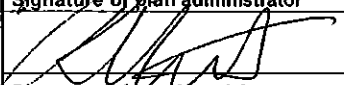
- A** This return/report is for: a multiemployer plan a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.)
- B** This return/report is: a single-employer plan a DFE (specify) _____
- the first return/report the final return/report
- an amended return/report a short plan year return/report (less than 12 months)
- C** If the plan is a collectively-bargained plan, check here
- D** Check box if filing under: Form 5558 automatic extension the DFVC program
- special extension (enter description)
- E** If this is a retroactively adopted plan permitted by SECURE Act section 201, check here

Part II Basic Plan Information - enter all requested information

1a Name of plan BRISTOL-MYERS SQUIBB RETIREMENT INCOME PLAN		1b Three-digit plan number (PN) ▶	001
		1c Effective date of plan	01/01/1971
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) BRISTOL-MYERS SQUIBB COMPANY ROUTE 206 & PROVINCE LINE ROAD PRINCETON, NJ 08543		2b Employer Identification Number (EIN)	22-0790350
		2c Plan Sponsor's telephone number	800-332-2056
		2d Business code (see instructions)	325410

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE		9/20/23	R. SCOTT MATARESE
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE		9/20/23	R. SCOTT MATARESE
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Form 5500 (2022)
v. 220413

REFER TO THE ACCOMPANYING STATEMENTS OF
NET ASSETS AVAILABLE FOR BENEFITS