

INITIAL STATEMENT OF BENEFICIAL OWNERSHIP OF  
SECURITIES

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934 or Section 30(h) of the  
Investment Company Act of 1940

1. Name and Address of Reporting Person *		2. Date of Event Requiring Statement (MM/DD/YYYY)		3. Issuer Name and Ticker or Trading Symbol						
Short Bartie Wendy		6/1/2025		BRISTOL MYERS SQUIBB CO [BMY]						
(Last) (First) (Middle)		4. Relationship of Reporting Person(s) to Issuer (Check all applicable)								
BRISTOL-MYERS SQUIBB COMPANY, ROUTE 206 & PROVINCE LINE ROAD		<input type="checkbox"/> Director <input type="checkbox"/> 10% Owner <input checked="" type="checkbox"/> Officer (give title below) <input type="checkbox"/> Other (specify below) EVP, Corporate Affairs /								
(Street)		5. If Amendment, Date Original Filed(MM/DD/YYYY)		6. Individual or Joint/Group Filing(Check Applicable Line)						
PRINCETON, NJ 08543				<input checked="" type="checkbox"/> Form filed by One Reporting Person <input type="checkbox"/> Form filed by More than One Reporting Person						
(City) (State) (Zip)										
Table I - Non-Derivative Securities Beneficially Owned										
1.Title of Security (Instr. 4)		2. Amount of Securities Beneficially Owned (Instr. 4)		3. Ownership Form: Direct (D) or Indirect (I) (Instr. 5)		4. Nature of Indirect Beneficial Ownership (Instr. 5)				
Table II - Derivative Securities Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)										
1. Title of Derivate Security (Instr. 4)		2. Date Exercisable and Expiration Date (MM/DD/YYYY)		3. Title and Amount of Securities Underlying Derivative Security (Instr. 4)		4. Conversion or Exercise Price of Derivative Security		5. Ownership Form of Derivative Security: Direct (D) or Indirect (I) (Instr. 5)		6. Nature of Indirect Beneficial Ownership (Instr. 5)
		Date Exercisable	Expiration Date	Title	Amount or Number of Shares					
Restricted Stock Units		(1)	8/2/2025	Common Stock, \$0.10 par value	738	(2)		D		
Restricted Stock Units		(3)	9/1/2026	Common Stock, \$0.10 par value	2,471	(2)		D		
Restricted Stock Units		(4)	6/3/2027	Common Stock, \$0.10 par value	24,120	(2)		D		
Restricted Stock Units		(5)	3/10/2028	Common Stock, \$0.10 par value	8,612	(2)		D		
Market Share Units		(6)	3/10/2026	Common Stock, \$0.10 par value	639	(7)		D		
Market Share Units		(8)	3/10/2027	Common Stock, \$0.10 par value	1,499	(7)		D		
Market Share Units		(9)	3/10/2027	Common Stock, \$0.10 par value	6,197	(10)		D		
Market Share Units		(9)	3/10/2028	Common Stock, \$0.10 par value	5,741	(10)		D		
Performance Shares		(11)	3/10/2026	Common Stock, \$0.10 par value	4,495	(11)		D		
Performance Shares		(12)	3/10/2027	Common Stock, \$0.10 par value	9,295	(12)		D		

Explanation of Responses:

- (1) These restricted stock units will vest on August 2, 2025.
- (2) Each restricted stock unit converts into one share of common stock upon vesting.

- (3)

One-half of these restricted stock units will vest on each of September 1, 2025 and September 1, 2026.
- (4)

One-third of these restricted stock units will vest on each of June 3, 2025, June 3, 2026, and June 3, 2027.
- (5)

These restricted stock units will cliff vest on the third anniversary of the grant date on March 10, 2028.
- (6)

These market share units will vest on March 10, 2026.
- (7)

Each market share unit converts into the number of shares of common stock determined by applying a payout factor to the target number of shares vesting on a given date. The payout factor is a ratio of the average of the closing price on the measurement date plus the nine prior trading days divided by the average stock price on the grant date (also a 10-day average). The minimum payout factor that must be achieved to earn a payout is 80% and the maximum payout factor is 225%.
- (8)

One-half of these market share units will vest on each of March 10, 2026 and March 10, 2027.
- (9)

These market share units cliff vest on the third anniversary of the grant date, subject to certification of performance results by the Board.
- (10)

Each market share unit converts into the number of shares of common stock determined by applying a payout factor to the target number of shares vesting on a given date. The payout factor is the greater of Total Return and relative total shareholder return (rTSR) Floor. Total Return is a ratio of the 10-day average closing stock price on the measurement date, plus the value of accumulated dividends, divided by the average stock price on the grant date (also a 10-day average). The minimum payout factor for Total Return performance that must be achieved to earn a payout is 80% and the maximum is 225%. The rTSR Floor feature provides a minimum level of payout if BMS stock price declines from the grant date but outperforms our peers based on their TSR percentile rank. A TSR percentile rank (i) below the 50th percentile yields a 0% payout, (ii) between the 50th and 74.99th percentiles yields a 50% payout, and (iii) at or above the 75th percentile yields a 100% payout.
- (11)

Each performance share converted into one share of common stock upon distribution in the first quarter of 2026 in accordance with the terms of the award and certification of performance results by the Board.
- (12)

Each performance share converted into one share of common stock upon distribution in the first quarter of 2027 in accordance with the terms of the award and certification of performance results by the Board.

Remarks:  
EXHIBIT LIST: EX-24 Exhibit 24 - Wendy Short Bartie, GRAPHIC Exhibit 24 - Wendy Short Bartie

Reporting Owners

Reporting Owner Name / Address	Relationships			
	Director	10% Owner	Officer	Other
Short Bartie Wendy BRISTOL-MYERS SQUIBB COMPANY ROUTE 206 & PROVINCE LINE ROAD PRINCETON, NJ 08543			EVP, Corporate Affairs	

Signatures

/s/ Sophie M. Bail, attorney-in-fact for Wendy Short Bartie

6/4/2025

Signature of Reporting Person

Date

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

\* If the form is filed by more than one reporting person, *see* Instruction 5(b)(v).

\*\* Intentional misstatements or omissions of facts constitute Federal Criminal Violations. *See* 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, *see* Instruction 6 for procedure.

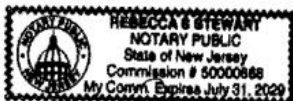
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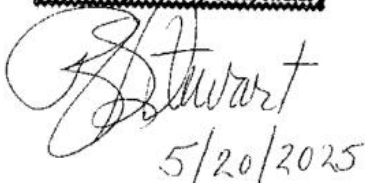
## POWER OF ATTORNEY

I, Wendy Short Bartie, Executive Vice President, Corporate Affairs, of Bristol-Myers Squibb Company (the "Company"), a corporation duly organized and existing under the laws of the State of Delaware, in the United States of America, and having its principal place of business at Route 206 & Province Line Road, Princeton, New Jersey, do hereby constitute and appoint each of Cari A. Gallman, Amy Fallone, Lisa A. Atkins, Alex Dzioba and Sophie M. Bail, individually, as my lawful attorney-in-fact and in my name, place and stead to execute and deliver any and all documents relating to insider reporting requirements under Section 16 of the Securities Exchange Act of 1934 with respect to securities issued by the Company, including, without limitation, the execution and filing of all Forms 3, 4 and 5, and to take such other action, as such attorney considers necessary or appropriate, to effectuate such transactions. This Power of Attorney shall remain in full force and effect until I am no longer required to file Forms 3, 4, and 5 with respect to securities issued by the Company, unless earlier revoked.

IN WITNESS WHEREOF, I have executed this Power of Attorney on this 20<sup>th</sup> day of MAY, 2025.

  
Wendy Short Bartie



  
5/20/2025



