

## Select Baxter Year-over-Year Hiring and Voluntary Exit Demographic Data

Women (Global)			Women (Global)		
Hires			Exits**		
	2023*	2024*		2023*	2024*
VP+	26%	64%	VP+	13%	22%
Director	30%	43%	Director	34%	37%
Manager	33%	39%	Manager	39%	38%
Professional	41%	46%	Professional	44%	44%
Tech/Clerical	48%	48%	Tech/Clerical	47%	48%
Executive/Senior Level Officials and Managers			First/Mid-Level Officials and Managers		
Hires			Exits**		
	2023*	2024*		2023*	2024*
Hispanic/Latino	10%	18%	Hispanic/Latino	11%	0%
White	70%	46%	White	89%	100%
Black/African American	0%	0%	Black/African American	0%	0%
Asian	20%	36%	Asian	0%	0%
Native Hawaiian/Oth Pac Island	0%	0%	Native Hawaiian/Oth Pac Island	0%	0%
American Indian/Alaska Native	0%	0%	American Indian/Alaska Native	0%	0%
Two or more Races	0%	0%	Two or more Races	0%	0%
First/Mid-Level Officials and Managers			First/Mid-Level Officials and Managers		
Hires			Exits**		
	2023*	2024*		2023*	2024*
Hispanic/Latino	12%	12%	Hispanic/Latino	8%	13%
White	63%	61%	White	75%	67%
Black/African American	7%	10%	Black/African American	6%	6%
Asian	15%	14%	Asian	10%	13%
Native Hawaiian/Oth Pac Island	0%	0%	Native Hawaiian/Oth Pac Island	0%	0%
American Indian/Alaska Native	1%	0%	American Indian/Alaska Native	0%	0%
Two or more Races	2%	3%	Two or more Races	1%	1%
Professionals			Professionals		
Hires			Exits**		
	2023*	2024*		2023*	2024*
Hispanic/Latino	12%	13%	Hispanic/Latino	13%	9%
White	62%	57%	White	63%	68%
Black/African American	8%	8%	Black/African American	7%	8%
Asian	15%	19%	Asian	14%	12%
Native Hawaiian/Oth Pac Island	0%	0%	Native Hawaiian/Oth Pac Island	0%	0%
American Indian/Alaska Native	1%	0%	American Indian/Alaska Native	0%	0%

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Two or more Races	2%	3%		Two or more Races	3%	3%
<b>Technicians</b>	<b>Hires</b>			<b>Technicians</b>	<b>Exits**</b>	
	2023*	2024*			2023*	2024*
Hispanic/Latino	18%	15%		Hispanic/Latino	17%	13%
White	37%	51%		White	50%	55%
Black/African American	28%	24%		Black/African American	22%	21%
Asian	10%	5%		Asian	5%	7%
Native Hawaiian/Oth Pac Island	1%	0%		Native Hawaiian/Oth Pac Island	1%	1%
American Indian/Alaska Native	1%	1%		American Indian/Alaska Native	1%	1%
Two or more Races	5%	4%		Two or more Races	4%	2%
<b>Sales Workers</b>	<b>Hires</b>			<b>Sales Workers</b>	<b>Exits**</b>	
	2023*	2024*			2023*	2024*
Hispanic/Latino	12%	5%		Hispanic/Latino	9%	3%
White	77%	82%		White	78%	91%
Black/African American	5%	7%		Black/African American	8%	4%
Asian	2%	2%		Asian	2%	1%
Native Hawaiian/Oth Pac Island	0%	0%		Native Hawaiian/Oth Pac Island	1%	0%
American Indian/Alaska Native	1%	1%		American Indian/Alaska Native	0%	0%
Two or more Races	3%	3%		Two or more Races	2%	1%
<b>Administrative Support Workers</b>	<b>Hires</b>			<b>Administrative Support Workers</b>	<b>Exits**</b>	
	2023*	2024*			2023*	2024*
Hispanic/Latino	13%	13%		Hispanic/Latino	14%	17%
White	54%	35%		White	66%	54%
Black/African American	20%	30%		Black/African American	13%	12%
Asian	9%	18%		Asian	4%	15%
Native Hawaiian/Oth Pac Island	0%	0%		Native Hawaiian/Oth Pac Island	0%	0%
American Indian/Alaska Native	1%	0%		American Indian/Alaska Native	0%	0%
Two or more Races	3%	4%		Two or more Races	3%	2%
<b>Craftworkers (Skilled)</b>	<b>Hires</b>				<b>Exits**</b>	
	2023*	2024*			2023*	2024*
Hispanic/Latino	21%	26%		Hispanic/Latino	15%	13%
White	46%	42%		White	63%	62%
Black/African American	25%	22%		Black/African American	9%	15%
Asian	4%	1%		Asian	6%	0%
Native Hawaiian/Oth Pac Island	0%	1%		Native Hawaiian/Oth Pac Island	0%	0%

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American Indian/Alaska Native	3%	1%		American Indian/Alaska Native	2%	0%
Two or more Races	1%	7%		Two or more Races	5%	10%
<b>Operatives (Semi-skilled)</b>	<b>Hires</b>				<b>Exits**</b>	
	2023*	2024*			2023*	2024*
Hispanic/Latino	14%	21%		Hispanic/Latino	16%	20%
White	61%	54%		White	63%	54%
Black/African American	14%	13%		Black/African American	10%	13%
Asian	7%	6%		Asian	6%	8%
Native Hawaiian/Oth Pac Island	0%	1%		Native Hawaiian/Oth Pac Island	0%	0%
American Indian/Alaska Native	2%	3%		American Indian/Alaska Native	2%	3%
Two or more Races	2%	2%		Two or more Races	3%	2%
<b>Laborers (Unskilled)</b>	<b>Hires</b>				<b>Exits**</b>	
	2023*	2024*			2023*	2024*
Hispanic/Latino	16%	13%		Hispanic/Latino	11%	15%
White	53%	47%		White	64%	58%
Black/African American	23%	31%		Black/African American	18%	18%
Asian	2%	2%		Asian	2%	4%
Native Hawaiian/Oth Pac Island	0%	0%		Native Hawaiian/Oth Pac Island	0%	0%
American Indian/Alaska Native	2%	2%		American Indian/Alaska Native	1%	1%
Two or more Races	4%	5%		Two or more Races	4%	4%
<b>Service Workers</b>	<b>Hires</b>				<b>Exits**</b>	
	2023*	2024*			2023*	2024*
Hispanic/Latino	0%	0%		Hispanic/Latino	0%	0%
White	100%	0%		White	100%	0%
Black/African American	0%	0%		Black/African American	0%	0%
Asian	0%	0%		Asian	0%	0%
Native Hawaiian/Oth Pac Island	0%	0%		Native Hawaiian/Oth Pac Island	0%	0%
American Indian/Alaska Native	0%	0%		American Indian/Alaska Native	0%	0%
Two or more Races	0%	0%		Two or more Races	0%	0%

\* Values represent year-over-year changes and exclude Vantive Health LLC and the related Kidney Care business (which was sold in January 2025)

\*\* Includes voluntary exits only

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