



FOR IMMEDIATE RELEASE

Media Contact

Bess Featherstone, (224) 948-5353
media@baxter.com

Investor Contact

Clare Trachtman, (224) 948-3020

**BAXTER RECOGNIZED WITH HIGHEST ACHIEVEMENT ON
2019 DIVERSITY BEST PRACTICES INCLUSION INDEX**

One of 14 organizations to qualify as a Top 10 Percent Inclusion Index Company

DEERFIELD, Ill., JULY 30, 2019 – Baxter International Inc. (NYSE:BAX), a leading global medical products company, today announced it has been named a [2019 Top 10 Percent Inclusion Index Company](#), the highest-scoring category of Diversity Best Practices' (DBP) annual Inclusion Index. Of the 148 companies that participated this year, Baxter is one of just 14 recognized for superior achievement in creating an inclusive workplace.

"Initiating new—and enhancing existing—practices that foster a diverse and inclusive culture is an important part of our ongoing business transformation," said José (Joe) E. Almeida, chairman and chief executive officer. "I'm proud to see Baxter recognized as a top-tier company for our inclusive workplace and am committed to our continued progress in this space to ensure all employees have the opportunity to grow and thrive with us."

Now in its third year, the DBP Inclusion Index measures U.S. companies on the recruitment, retention and advancement of people from underrepresented groups—women, racial and ethnic minorities, people with disabilities, and the LGBTQ community; company culture, including leadership accountability; and transparency and improvement in year-to-year demographic diversity.

Baxter's diversity and inclusion (D&I) strategy is comprehensive, with robust initiatives that target recruitment and hiring practices, education and training, leadership development opportunities and more. For example, nearly 200 executives have completed an ongoing Gender IQ education program since 2017; approximately 80 percent of Baxter's global leadership team are engaged in sponsorship relationships with top talent women and minority employees; and eight



employee-led Business Resource Groups (the Asian Leadership Network, Baxter Black Alliance, Baxter EnAbles, Baxter Equality Network, Baxter Women Leaders, BaxVets, Early Career Professionals and Latinos@Baxter) provide a forum for employees to enhance personal growth and multicultural understanding while strengthening relationships.

“Creating a culture where every employee feels valued, respected and safe to be their authentic self is what drives our D&I work,” said Jeanne Mason, senior vice president, Human Resources. “With commitment and active engagement from the highest levels of leadership at Baxter, we are steadfast in our efforts to make our company a great place to pursue a meaningful career for people of all backgrounds.”

Baxter has been recognized by multiple organizations for its D&I practices. Most recently, the company was named a 2019 ‘Best Company for Multicultural Women’ by *Working Mother* magazine and a ‘Top Company for Executive Women’ by the National Association for Female Executives. The company continues to be featured on *Forbes*’ ‘America’s Best Employers for Diversity’ and ‘America’s Best Employers’ lists, with an additional 2019 ranking on the ‘America’s Best Employers for Women’ list. Additionally, Baxter has consistently received a top score of 100 percent on the Human Rights Campaign Foundation’s Corporate Equality Index and in 2018, was named to *Working Mother*’s ‘100 Best Companies’ list. The company has also received numerous regional and country-specific recognitions across the globe.

More information on Baxter’s global D&I work can be found [here](#).

About Baxter

Every day, millions of patients and caregivers rely on Baxter’s leading portfolio of critical care, nutrition, renal, hospital and surgical products. For more than 85 years, we’ve been operating at the critical intersection where innovations that save and sustain lives meet the healthcare providers that make it happen. With products, technologies and therapies available in more than 100 countries, Baxter’s employees worldwide are now building upon the company’s rich heritage of medical breakthroughs to advance the next generation of transformative healthcare innovations. To learn more, visit www.baxter.com and follow us on [Twitter](#), [LinkedIn](#) and [Facebook](#).

Baxter is a registered trademark of Baxter International Inc.

###