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BAXTER RANKS IN TOP 10% ON 2020 DISABILITY EQUALITY INDEX

- *Company scored 90% based on its inclusive policies and workplace culture*
- *Index recognized Baxter as a “Best Place to Work for Disability Inclusion”*

DEERFIELD, Ill., JULY 15, 2020 – Baxter International Inc. (NYSE:BAX), a leading global medical products company, announced today it has been named a top-scoring company on the 2020 Disability Equality Index® (DEI) by Disability:IN, the leading nonprofit resource for business disability inclusion worldwide. The company’s 90% score places it in the top 10% of all companies in the index and earns the “Best Place to Work for Disability Inclusion” recognition. The DEI ranks companies across six categories: culture and leadership, enterprise-wide access, employment practices, community engagement, supplier diversity and non-U.S. operations.

"We are honored to receive this recognition - it's a testament to our concerted effort to ensure we are a Best Place to Work for people with all abilities," said José (Joe) E. Almeida, chairman and chief executive officer. "At Baxter, everyone is welcomed and encouraged to bring their authentic selves to work, whether working virtually or in a Baxter facility."

Baxter’s ongoing commitment to inclusion includes recruitment efforts specifically geared toward hiring individuals with disabilities. Through Baxter’s philanthropic arm, the Baxter International Foundation, the company also provides ongoing support to disability-related organizations.

"We will continue to bring together diverse employees who are either personally living with a disability, caring for a person with a disability, or leading individuals with disabilities," said Jackie Kunzler, senior vice president, chief quality officer, and executive sponsor of Baxter EnAbles, the



company's business resource group for employees with various abilities. "Working with Baxter EnAbles, we will further build our programs and processes to ensure we create and progress an accessible, inclusive workplace."

Baxter has been recognized by multiple organizations for its diversity and inclusion (D&I) practices. The company continues to be featured on Forbes' 'America's Best Employers for Diversity' and 'America's Best Employers' lists, with an additional ranking on the 'America's Best Employers for Women' list. We are also proud to be featured as a Working Mother 100 Best Company, and a Best Company for Dads, as well as named a Military Friendly Company. Baxter has consistently received a top score of 100 percent on the Human Rights Campaign Foundation's Corporate Equality Index and has secured a top 10% spot on the Diversity Best Practices Inclusion Index. Additionally, the company has received numerous regional and country-specific recognitions across the globe. More information on Baxter's global D&I work can be found [here](#).

About the Disability Equality Index®

The [Disability Equality Index](#) (DEI) is a national, transparent benchmarking tool that offers businesses an opportunity to self-report their disability inclusion policies and practices. It was developed by two national leaders, American Association of People with Disabilities (AAPD) and Disability:IN, in consultation with the appointed DEI Advisory Committee, a diverse group of experts in business, policy, and disability advocacy. Learn more at: <https://disabilityin.org/what-we-do/disability-equality-index/>.

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](#).

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