

FOR IMMEDIATE RELEASE

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**BAXTER RECEIVES PERFECT SCORE FROM  
HUMAN RIGHTS CAMPAIGN FOUNDATION FOR  
BEST PLACE TO WORK FOR LGBTQ EQUALITY**

*Third Consecutive Year Earning 100 Percent Score and  
Sixteenth Year in a Row on the Corporate Equality Index*

DEERFIELD, Ill., November 9, 2017 – Baxter International Inc. (NYSE: BAX) announced today that it has earned a top score of 100 percent on the Human Rights Campaign Foundation’s 2018 Corporate Equality Index (CEI). Baxter is proud to achieve a perfect score for the third consecutive year and has been recognized on the CEI index for 16 consecutive years. The CEI is a national benchmarking survey and report on corporate policies and practices related to lesbian, gay, bisexual, transgender and queer (LGBTQ) equality in the workplace.

“We are honored to be recognized for our commitment to advancing an inclusive and diverse culture where every employee feels valued and respected, and is able to contribute to making Baxter a great place to work,” said José (Joe) E. Almeida, Baxter chairman and chief executive officer. “We believe a diverse and inclusive workforce is critical to driving innovation and delivering on our mission to save and sustain lives.”

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The 2018 CEI evaluates LGBTQ-related policies and practices, including non-discrimination in the workplace, domestic partner benefits, transgender-inclusive healthcare benefits, diversity programs and public engagement with the LGBTQ community.

### **Baxter's Commitment to Inclusion and Diversity**

At Baxter, inclusion and diversity is about building diverse, high-performing teams that are engaged and innovative, and advancing company culture so that every employee feels valued, respected and safe to be their authentic self. A diverse workforce drives innovation, creates trusted partnerships with customers, suppliers and community partners, and ultimately contributes to the success and sustainability of the business.

The culture of inclusion and engagement extends beyond Baxter's workforce to the many communities globally in which the company operates. Baxter has a long history of leadership in corporate responsibility, including workplace practices, philanthropy and environmental stewardship. Baxter has been recognized annually by the Dow Jones Sustainability Index since its inception 18 years ago; Corporate Responsibility magazine as one of the 100 Best Corporate Citizens for 16 of the past 18 years; the Civic 50 List for Commitment to Community for four straight years; and Forbes as one of America's Best Employers for three consecutive years. The company also has been recognized by Thomson Reuters as a Top 100 company for outstanding practices in diversity and inclusion on its first two Diversity & Inclusion Indices; by Equal Opportunity Publications

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as a Top 50 Employer of STEM Workforce Diversity; and is included on the 2020 Women on Boards list.

### **About Baxter**

Baxter provides a broad portfolio of essential renal and hospital products, including home, acute and in-center dialysis; sterile IV solutions; infusion systems and devices; parenteral nutrition; surgery products and anesthetics; and pharmacy automation, software and services. The company's global footprint and the critical nature of its products and services play a key role in expanding access to healthcare in emerging and developed countries. Baxter's employees worldwide are building upon the company's rich heritage of medical breakthroughs to advance the next generation of healthcare innovations that enable patient care.

### **About Human Rights Campaign Foundation**

The Human Rights Campaign Foundation is the educational arm of America's largest civil rights organization working to achieve equality for lesbian, gay, bisexual transgender and queer people. HRC envisions a world where LGBTQ people are embraced as full members of society at home, at work and in every community.

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