



Baxter

Making a Meaningful Difference

2024 Corporate Responsibility Report

Contents

Introduction	From the Chair and Interim CEO	3
	Company Profile	4
	Hurricane Recovery and Relief	6
Corporate Responsibility at Baxter	Corporate Responsibility Commitment	7
	2030 Corporate Responsibility Goals	11
Empower Our Patients	Patient Safety and Product Quality	13
Protect Our Planet	Carbon Neutrality	15
	Water Management	18
	Waste Management	19
	Product Sustainability	19
	Sustainable Procurement	20
Champion Our People and Communities	Workplace Culture	22
	Employee Health and Safety	22
	Community Investment	23

Cross-Cutting Commitments	Ethics and Compliance	26
	Human Rights	27
	Inclusion and Diversity	27
	Privacy and Data Protection	28
Appendix	About This Report	30
	Material Topics	32
	Policies and Standards	33
	Transparency Statements	33
	Data Summary	34
	Value Chain Energy Usage and GHG Emissions	37
	Facilities with ISO 14001, ISO 45001, ISO 50001 and Green Building Certifications	38
	Additional Disclosures	39
	Apex Independent Assurance Statement	44
	GRI Content Index	45
	Sustainability Accounting Standards Board Index	47
	Task Force on Climate-related Financial Disclosures Index	50
	Endnotes	57



Apex Companies, LLC (Apex) verified Baxter’s Scope 1, 2 and 3 greenhouse gas emissions. See the related [verification statement](#). Apex also assured the following sections of this report. See the related assurance statements in [English](#) and [Spanish](#).

- [Protect Our Planet \(Introduction\)](#)
- [Carbon Neutrality](#)
- [Water Management](#)
- [Waste Management](#)
- [Product Sustainability](#)
- [Sustainable Procurement](#)
- [Employee Health and Safety](#)
- [Protecting Human Rights in Our Supply Chain subsection of Human Rights](#)
- [Related material in the Appendix: Data Summary; Value Chain Energy Usage and GHG Emissions; Facilities with ISO 14001, ISO 45001, ISO 50001 and Green Building Certifications; Additional Disclosures](#)

Select financial data included in the [Data Summary](#) is taken from the audited consolidated financial statements contained in the [Baxter International Inc. 2024 Annual Report on Form 10-K](#). These financial statements are audited by Baxter’s independent registered public accounting firm, PricewaterhouseCoopers LLP.

From the Chair and Interim CEO

As a director on the Baxter Board since 2022 and now as Chair and Interim CEO, it's an honor for me to be presenting this year's Corporate Responsibility Report on behalf of our approximately 38,000 employees across the globe.

Baxter has been evolving rapidly in recent years, redefining our business, portfolio and operating model to make an even greater impact for the patients, caregivers, communities and other stakeholders who rely on us. Among many recent accomplishments, we reached a key milestone in our transformation efforts in January 2025 when we completed the sale of our Kidney Care business.

Throughout our transformation, Baxter's Mission remains constant: Save and Sustain Lives. Another constant is our commitment to transparent reporting of our corporate responsibility and sustainability performance, which we have been doing for more than 30 years.

Our culture is defined by the exceptional colleagues who advance this commitment and our Mission through our uncompromising focus on patient safety and quality, ethics and compliance in everything we do, strength through inclusion and diversity, and responsible corporate citizenship.

In 2024, Baxter employees tapped into the strength of our shared culture in unprecedented ways—navigating dynamic market conditions around the globe and delivering on our strategic transformation initiatives as we aim to redefine healthcare delivery across the care journey.

I want to thank each and every Baxter colleague worldwide for their hard work and dedication. I am particularly proud and grateful for our rapid recovery efforts following the 2024 impact of Hurricane Helene on our North Cove facility in Marion, North Carolina.

Throughout the year, we also made substantial progress on our 2030 Corporate Responsibility Commitment and Goals. This report presents the continued evolution of that goal set, and we remain focused on creating lasting environmental, social and economic value across three pillars: Empower Our Patients, Protect Our Planet, and Champion Our People and Communities. You'll find details on our efforts within this report. Among the many highlights throughout the year:

- **Empower Our Patients:** In line with our unwavering commitment to patient safety and product quality, we maintained our emphasis on innovation and achieved our 10% year-over-year manufacturing process improvement goal.

- **Protect Our Planet:** We completed 175 energy projects across our global manufacturing operations, which are estimated to reduce greenhouse gas emissions by approximately 22,000 metric tons carbon dioxide equivalent (CO₂e) annually. This surpassed our emissions reduction of 21,100 metric tons CO₂e in 2023. Additionally, we further analyzed opportunities for water-risk reduction at Baxter facilities where water is integral to the manufacturing of products and developed a multiyear process to reduce water risk.
- **Champion Our People and Communities:** We donated approximately \$31.5 million in products and cash to underserved communities. With our 2024 contributions to health, education and community resilience initiatives, we've reached 64% of our 2030 goal of \$275 million. This includes more than \$4 million to support employees and communities affected by Hurricane Helene.

As Baxter's transformation journey continues, our entire team is thankful to have your support and enthusiasm for our work advancing our Mission, as we make a meaningful difference now and in the future.

With appreciation,



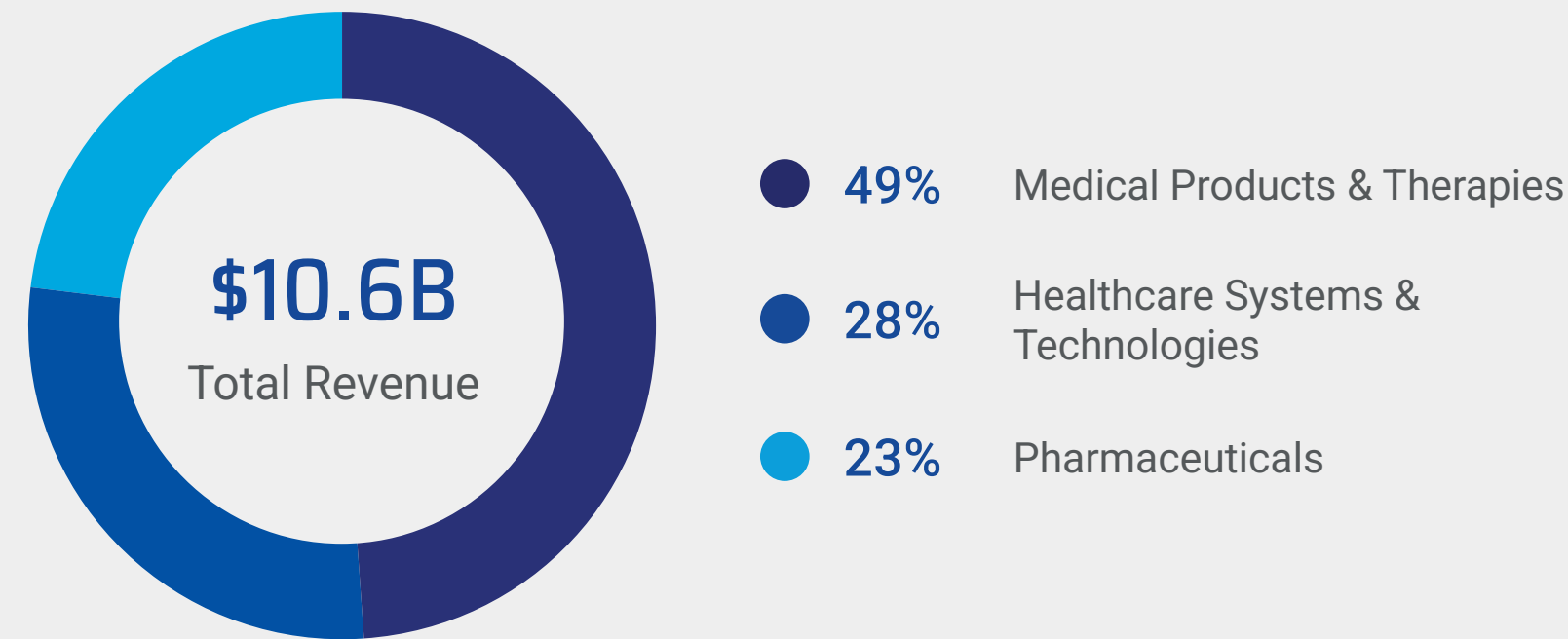
Brent Shafer
Chair and Interim Chief Executive Officer

Company Profile

At Baxter, we are everywhere healthcare happens—and everywhere it is going, with essential solutions in the hospital, physician’s office and other sites of care. For nearly a century, our customers have counted on us as a vital and trusted partner. Every day, millions of patients and healthcare providers rely on our unmatched portfolio of connected solutions, medical devices and advanced injectable technologies. Approximately 38,000 Baxter team members now live our enduring Mission: to Save and Sustain Lives. Together, we are redefining how care is delivered to make a greater impact today, tomorrow and beyond.

We are driven to meet the needs of health systems, clinicians and patients as we work to better address their diverse and critical needs. Our portfolio includes sterile IV solutions, infusion systems and devices, parenteral nutrition therapies, inhaled anesthetics, generic injectable pharmaceuticals, surgical hemostat and sealant products, advanced surgical equipment, smart bed systems, patient monitoring and diagnostic technologies, and respiratory health devices. As part of our strategic transformation initiatives, Baxter completed the sale of our Kidney Care business, which included our acute and chronic dialysis therapies businesses, in January 2025.

Revenue by Segment (Continuing Operations), 2024*



* As of Dec. 31, 2024. These amounts do not include results for the company’s Kidney Care business, which was sold in January 2025 and the results of which are reflected in the company’s discontinued operations for 2024. Total revenue includes \$0.1 billion of other revenue not presented in the graphic “Revenue by Product Category (Continuing Operations), 2024” at right.

Revenue by Product Category (Continuing Operations), 2024**



** As of Dec. 31, 2024. These amounts do not include results for the company’s Kidney Care business, which was sold in January 2025 and the results of which are reflected in the company’s discontinued operations for 2024.

Learn more about our financial performance in the [Baxter 2024 Annual Report on Form 10-K](#).

Company Overview, 2024*

Corporate headquarters: Deerfield, Illinois, United States

~38,000 employees

R&D centers in Belgium, India, Italy, Malta and the United States

1.5M+ connectable medical devices support patients globally**

~\$31.5M in charitable giving

350M+ patients reached per year

~40 manufacturing sites in 20+ countries

100+ countries where products are available

* As of Dec. 31, 2024. Other than charitable giving, the amounts and numbers set forth on this page give effect to the sale of our Kidney Care business in January 2025, the related results of which are reflected in Baxter’s discontinued operations for 2024. Information in the rest of the report (unless otherwise specified) for 2024 includes Kidney Care results and operations.

** Current estimate based on the company’s historical sales and service records.

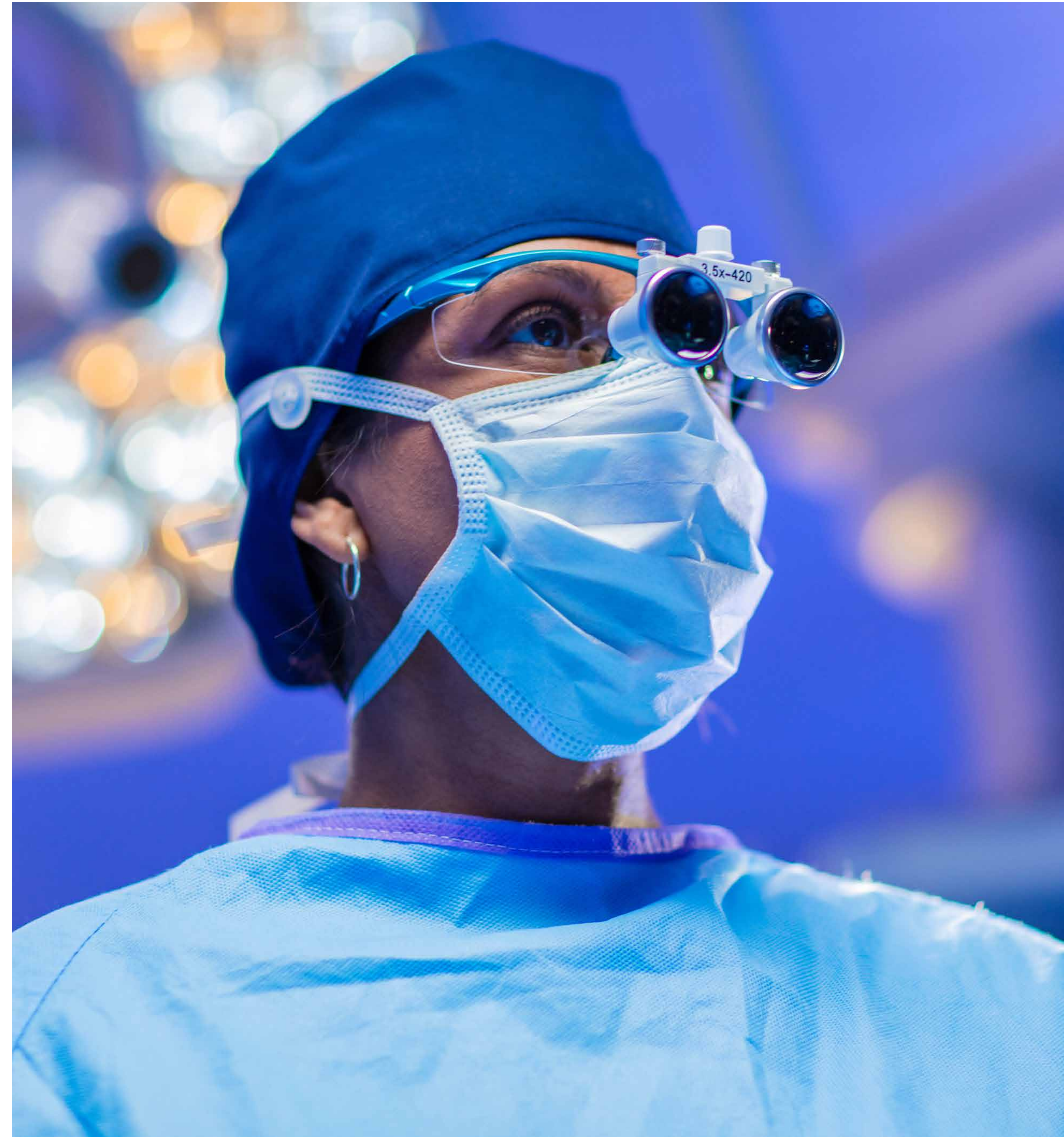
Innovation

Throughout Baxter's history, we have demonstrated a commitment to research and development (R&D), to advance innovations that are intended to improve care outcomes and address the needs of patients, caregivers and customers. This continued throughout 2024 with a range of significant product launches, from a new infusion pump platform to a next-generation airway-clearance system and 13 injectable pharmaceutical products.

In 2024, Baxter invested \$590 million in R&D.¹ Our robust product pipeline is designed to help clinicians be more efficient and effective as they treat patients across multiple care settings, including hospitals, nursing homes, rehabilitation centers, ambulatory surgery centers, physicians' offices and patients' homes under physician supervision. Within connected care, we develop devices and software that can connect, communicate and/or analyze data to help redefine healthcare delivery. Within our core therapies, we leverage our deep history and experience to design products and solutions that help address patient and provider needs.

While proposed new product launches are subject to obtaining required regulatory approvals and clearances, we continue to prepare to introduce innovations to help improve care for patients around the world. These include broadening digital health and connected care solutions—such as a secure, connected and workflow-friendly extensible platform, precision locating and hands-free communication systems, and software tools that elevate the clinical experience for our latest infusion pump platform. Other areas of innovation include surgical devices, drug-delivery offerings, complex pharmaceutical formulations and more.

Innovation is also essential to driving progress toward our 2030 Corporate Responsibility Commitment and Goals. For instance, using advanced technologies, we work to consistently enhance the safety and quality of our products. By transitioning toward a more circular approach to making and delivering products, we strive to meet rapidly evolving market demands, reduce waste and maximize materials value throughout the product life cycle. These examples and many others are included throughout this report.



Hurricane Recovery and Relief

In September 2024, Hurricane Helene brought unprecedented rain and flooding across the southeastern United States, resulting in hundreds of deaths and billions of dollars in property damage and economic loss for the region. Ahead of the storm, Baxter implemented our hurricane preparedness plan for our largest manufacturing site, North Cove, which is located in Marion, North Carolina. This included the evacuation of colleagues and movement of products to more secure locations. Effects of the storm, including flooding at the North Cove site and damage to the bridges providing access to the facility, forced us to temporarily halt production at this location.

Following the hurricane, Baxter began immediate response efforts to support our employees and the local community, while working diligently to bring the North Cove facility back online and help ensure ongoing supply to customers and patients who depend on Baxter products.

2.5M+ hours invested in recovery efforts by Baxter in 2024

Road to Recovery

Thanks to tremendous efforts across Baxter, the dedication of our employees and our close partnerships with federal and state agencies, we restarted the first manufacturing line within four weeks and brought our North Cove manufacturing site back up to prehurricane production levels within five months of Hurricane Helene. We also want to express our deep gratitude to our customers for their support and partnership as we worked to provide ongoing product supply for patient care through this unprecedented challenge.



Despite the devastating personal and community impact of Hurricane Helene, our North Cove employees played a critical role in bringing the facility back online so we could resume manufacturing and shipping products to customers to support patient care.

Employees and Community

All of North Cove's more than 2,500 employees were accounted for following the hurricane, and the team has fueled our recovery despite the personal impacts many experienced. In the aftermath of the storm, Baxter opened a temporary employee support center to help provide basic supplies, such as food, water and toiletries, as well as access to portable generators, showers, laundry machines, credit union services and laptop workstations with internet access.

The Baxter Foundation donated more than \$4 million to support employees and communities affected by the hurricane, including \$1.5 million in grants to three humanitarian partners and \$2.5 million in employee support. Employee support was provided through Baxter's Employee Disaster Relief Fund and a new Immediate Response Program designed to provide additional rapid financial assistance to impacted families.

Facilities and Infrastructure

Restoring the facility to working order required, in part, confirmation of structural soundness, construction of temporary bridges to transport equipment and goods, deep cleaning of the facility, restoration of utilities and IT infrastructure and the repair and testing of production line equipment. As product manufacturing resumed, initial batches were produced concurrent with ongoing quality activities and released in accordance with applicable regulatory requirements to help ensure product quality and safety.

In coordination with U.S. Food and Drug Administration (FDA), we resumed operations at our North Cove site in phases. As of January 2025, we had restarted all 10 manufacturing lines at the site, and we resumed production at prehurricane levels in February of 2025—a critical milestone toward replenishing product inventory levels. In total, we estimate we invested more than 2.5 million hours in recovery efforts in 2024, with work continuing in 2025.

Supply Continuity

Our North Cove site manufactures IV and peritoneal dialysis (PD) solutions and is the largest manufacturer of these solutions in the United States. To support supply continuity following the hurricane, nine of Baxter's manufacturing sites around the world helped to increase available inventory, and we worked closely with FDA to obtain temporary importation authorization for Baxter products from these sites to help support patients and customers in the United States. Approximately 200 airplanes transported product to the United States to help ensure supply continuity through the end of 2024. We also provided resources and training to customers receiving product imported to the United States.

In addition, Baxter received FDA authorization to extend the use dates of more than 50 IV and irrigation product codes, evaluated and approved hundreds of allocation exemption requests to help support neonatal and pediatric patient needs, offered support and resources to customers in their conservation efforts and worked to reach 100% allocation for the majority of critical IV product groups by the end of 2024. In May 2025, Baxter removed allocations for virtually all IV solutions product codes manufactured at North Cove.

Learn more:

- [Video: North Cove Recovery](#)
- [Overview of Baxter's and the Baxter Foundation's approach to disaster relief](#)

Corporate Responsibility Commitment

Baxter’s Mission to Save and Sustain Lives extends beyond the products, therapies and services we offer. We are driven by the possibility of making a meaningful difference in the world—not just today, but for generations to come. Our approach to corporate responsibility is grounded in creating a more sustainable and responsible business model. This commitment, which helps drive innovation and creates value for our full range of stakeholders, supports and complements our business strategy.

We remain focused on our 2030 Corporate Responsibility Commitment and strive to create comprehensive and lasting value through our three pillars: Empower Our Patients, Protect Our Planet, and Champion Our People and Communities. These pillars are bolstered by strong governance and cross-cutting commitments to responsible practices across our business.

With more than 30 years of reporting on our environmental performance, we have consistently broadened and enhanced our reporting on corporate responsibility and sustainability topics, including those that are priorities for Baxter and our stakeholders. The Appendix of this report includes indexes that address disclosures recommended by [GRI](#) (formerly known as Global Reporting Initiative), the [Sustainability Accounting Standards Board \(SASB\)](#) and the [Task Force on Climate-related Financial Disclosures \(TCFD\)](#). Disclosing a broad range of corporate responsibility metrics enables stakeholders to better assess our programs and performance.

Performance Goals

Our 2030 Corporate Responsibility Commitment features [goals for prioritized action](#), toward which we disclose progress in this report. Setting goals across a broad range of topics demonstrates our commitment, reinforces accountability and helps to drive ongoing improvement. In connection with the sale of Baxter’s Kidney Care business, we are assessing our commitment and 2030 goals. Our objectives are to reflect our new business, the topics that are most important to Baxter and our stakeholders, and our most significant opportunities for positive impact. This report presents the update of the goal set, reflecting in part the completion of that sale.

We expect to announce a refreshed commitment and goal set, either in a separate future announcement or as part of the 2025 Corporate Responsibility Report. This timing should allow for a new, permanent CEO to have the opportunity to review and contribute to our commitment and goals and to reflect recent operational and other developments (including the sale of our Kidney Care business).

United Nations Sustainable Development Goals

We are proud to affirm our support for the United Nations Sustainable Development Goals (UN SDGs) and 2030 Agenda—a global blueprint for achieving a more sustainable future. While our business and corporate responsibility initiatives align with select UN SDGs, we focus especially on the following:

- Goal 3: Good Health and Well-Being
- Goal 6: Clean Water and Sanitation
- Goal 12: Responsible Consumption and Production



Baxter Corporate Responsibility Pillars and Cross-Cutting Commitments



Corporate Responsibility Governance and Management

Corporate responsibility matters receive strategic guidance and oversight at the highest levels of the company. This includes:

- Chair and Chief Executive Officer (CEO)
- Chief Operating Officer (COO)
- Many direct reports of the CEO and COO
- The Board of Directors (Board)
- The Board’s Compensation and Human Capital Committee (CHC Committee); Nominating, Corporate Governance and Public Policy Committee (NCGPP Committee); and Quality and Regulatory Compliance Committee (QRC Committee)

Board of Directors Oversight

Baxter’s [Board of Directors](#) plays a critical role in corporate responsibility oversight. The full Board is updated at least annually on corporate responsibility matters, including a discussion of related goals and industry trends. The [QRC Committee](#) and [NCGPP Committee](#) share oversight for corporate-responsibility-related matters and the [CHC Committee](#) oversees certain human-capital management matters. The QRC Committee oversees issues related to environmental, health and employee safety, sustainability, and quality and regulatory compliance matters. The NCGPP Committee oversees other aspects of Baxter’s corporate responsibility, including charitable contributions, public policy, and other social and governance matters. The CHC Committee oversees succession planning for key members of management (other than the Chair and CEO), leadership development and culture initiatives.

Corporate Responsibility Steering Committee

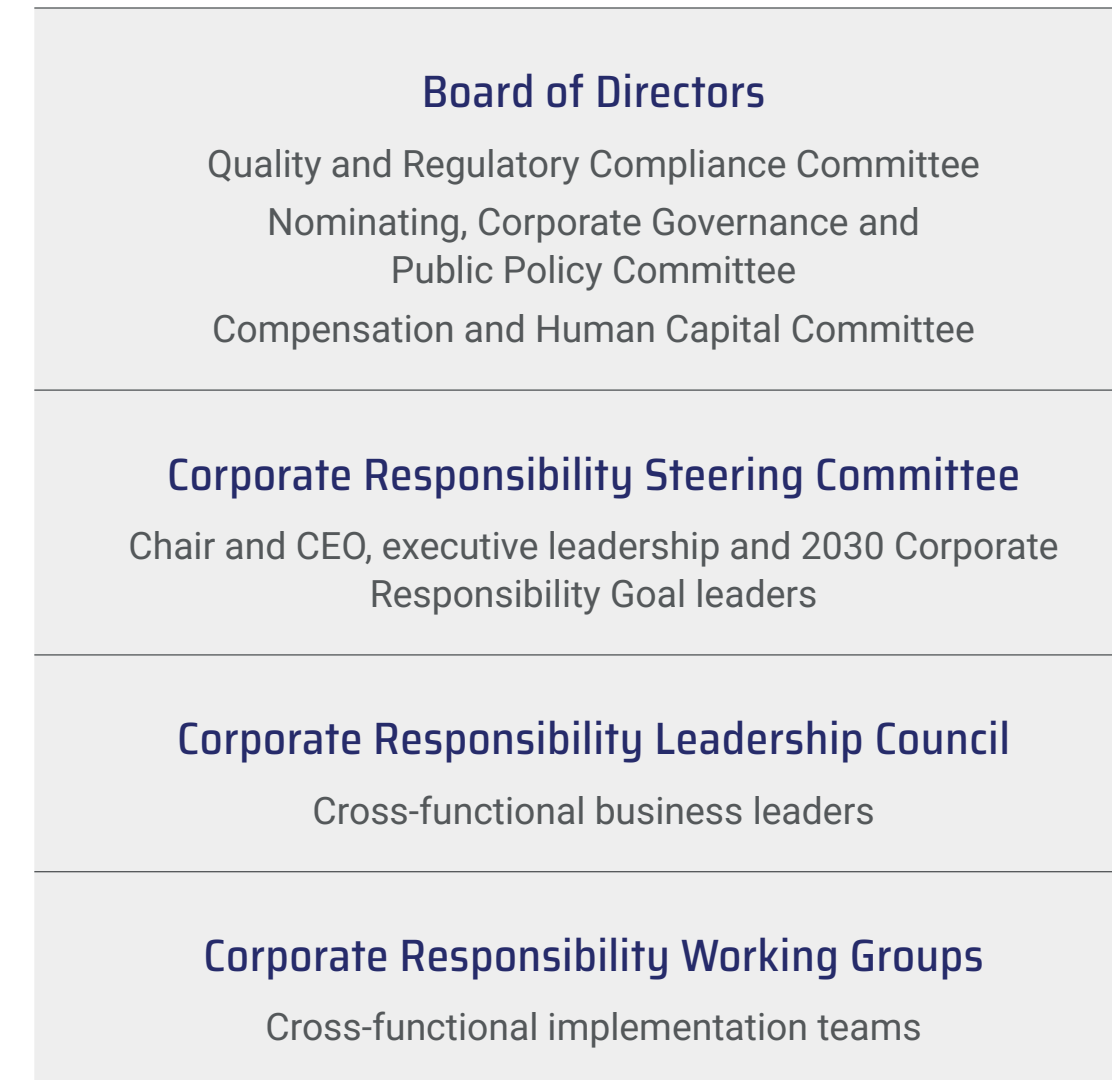
Our executive cross-functional Corporate Responsibility Steering Committee (Steering Committee) provides direction and oversight regarding our corporate responsibility initiatives and advances our corporate responsibility strategy and culture. The Steering Committee meets or receives updates quarterly to monitor policies, action plans and strategies as well as other matters of significance to the company’s reputation as a socially responsible organization, and also provides guidance to Baxter’s Corporate Responsibility Council.

Corporate Responsibility Council

Baxter’s Corporate Responsibility Council is composed of cross-functional leaders and representatives, and meets throughout the year to:

- Track progress toward our 2030 Corporate Responsibility Commitment and Goals and deliver regular updates to the Corporate Responsibility Steering Committee and an annual update to our Board of Directors—helping to promote high standards of accountability
- Solicit and review stakeholder input on Baxter’s corporate responsibility programs, priorities, goals and disclosures, as well as broader industry trends
- Periodically lead Baxter’s “[materiality assessments](#)”¹ (including our 2024 double materiality assessment) to help validate the direction and focus of our corporate responsibility programs
- Support Baxter’s reporting and compliance with sustainability-related regulations globally, including the European Union Corporate Sustainability Reporting Directive (EU CSRD)

Governance and Management of Corporate Responsibility at Baxter



Senior Leader Accountability

To drive further accountability, the individual performance assessment under the Annual Incentive Plan for our Executive Operating Committee, which includes all of the CEO’s direct reports and certain of the COO’s direct reports (among others), is based as an initial matter on Baxter’s performance against preestablished measures for certain strategic priorities, including those related to corporate responsibility. For example, the strategic priorities in 2024 included:

- Patient safety and quality, including product safety and quality systems
- Best place to work, including effective talent management
- Growth through innovation, including the company’s focus on new product development

One or more executive leaders are also assigned to each of our 2030 Corporate Responsibility Goals to help promote the accountability of cross-functional teams responsible for achieving the goals. [Learn more.](#)

Stakeholder Engagement

Baxter collaborates with a broad range of stakeholders—including communities, customers, employees, healthcare providers, industry associations, investors, nongovernmental organizations, patients and patient advocacy groups, payers, regulators/policymakers and suppliers—to understand their perspectives and inform how we address our 2030 Corporate Responsibility Commitment and Goals as well as our cross-cutting commitments. We routinely engage with our primary stakeholder groups, including through professional membership associations, to assess the corporate responsibility topics that are most relevant to our business.

Stockholder Engagement

After completion of the 2024 annual meeting and through early 2025, select directors (including the Lead Independent Director and Chair of the CHC Committee) and select members of management met with stockholders representing approximately 30% of Baxter’s outstanding shares (calculated as of Dec. 31, 2024) as part of the company’s annual outreach program, and in response to inbound inquiries. These discussions followed an outreach to top Baxter investors representing over 60% of Baxter’s outstanding shares (calculated as of the same date).

Topics discussed included:

- Baxter’s strategy and performance (including the separation of the Kidney Care business)
- Corporate governance matters (including Board composition, management succession planning and the 2024 stockholder proposal)
- The Board’s leadership structure (including the CEO search)
- Executive compensation matters (including the 2024 Say on Pay vote and related considerations)
- Corporate responsibility initiatives

Commentary from these discussions was shared with the Board and informed the company’s position on the 2024 stockholder proposal and various company disclosures.

Corporate Governance Resources

Visit Baxter’s [website](#) for information and links related to our corporate governance practices, including:

- Corporate Governance Guidelines
- Board of Directors, Committees and Committee Charters
- Articles of Incorporation and Bylaws
- Code of Conduct
- Securities Trading Policy

Our website also includes links to additional standards and policies for our employees and suppliers that help us drive a culture of integrity and ethical behavior.



Double Materiality Assessment²

To understand and prioritize topics that are important to the long-term sustainability of our business and most relevant to our stakeholders, we periodically conduct assessments that are commonly referred to as “materiality assessments.” These analyses (which may differ from those conducted for financial statement or other disclosure purposes) inform our corporate responsibility strategy, commitment and goals.

In 2024, Baxter worked with a third party to conduct a double materiality assessment (DMA). This analyzed how Baxter’s business impacts the environment and society as well as how environmental, social and governance topics impact the company’s results of operations and financial position. The objectives of this analysis were to help promote ongoing alignment with the evolving corporate responsibility and business interests of Baxter and our stakeholders.

Material Topics*

● Environmental ● Social ● Governance

Priority Topics	Potential Impact Within Baxter’s Value Chain		
	Upstream	Baxter Operations	Downstream
● Business Model Innovation and Resilience	✓	✓	✓
● Climate Change	✓	✓	✓
● Data Security, Privacy and Artificial Intelligence	✓	✓	✓
● Inclusion and Diversity	✓	✓	✓
● Patient Safety and Product Quality	✓	✓	✓
● Supply Chain Management	✓		
● Water Management		✓	

* One topic from the assessment, Biodiversity and Habitat Protection, was determined to be nonmaterial to Baxter. We recognize the importance of this topic to sustainable development and many of our stakeholders. We strive to responsibly manage Baxter’s impacts on ecosystems and biodiversity through our activities, including project development, construction and site location.

Other Material Topics	Potential Impact Within Baxter’s Value Chain		
	Upstream	Baxter Operations	Downstream
● Access and Affordability			✓
● Community Engagement and Philanthropy		✓	
● Employee Development and Retention		✓	
● Employee Health and Safety	✓	✓	
● Ethical Governance and Corporate Integrity	✓	✓	✓
● Human Rights and Labor Practices	✓	✓	
● Responsible Marketing and Product Transparency		✓	✓
● Sustainable Packaging	✓	✓	✓
● Sustainable Product Innovation	✓	✓	✓
● Waste Management	✓	✓	

Four-Phase Double Materiality Assessment Process



1. Understand: Beginning with the list of material topics defined in our 2022 materiality assessment, the DMA project team analyzed Baxter’s operations across the value chain, as well as the external landscape at that time, including sustainability trends and reporting frameworks, to refine the list of topics to assess.



2. Engage: The team then interviewed more than 15 internal stakeholders (representing a range of leaders across functions, businesses and geographies) and over 15 external stakeholders (representing customers, suppliers and logistics providers, investors, nongovernmental organizations, industry and trade associations, and patient groups) to better understand the impacts, risks and opportunities (IROs) related to each topic.






3. Assess: Topics and related IROs were discussed with Baxter subject matter experts and assessed against double-materiality thresholds and Baxter’s enterprise risk management system to determine whether any adjustments were needed.



4. Validate: Results were presented to a cross-functional group of Baxter’s management team and validated. Following this review, the list of material corporate responsibility topics was finalized.

2030 Corporate Responsibility Goals

The base year for these goals is 2020 and the target achievement year is 2030, unless stated otherwise. Data presented in this report includes Baxter’s Kidney Care business, which was sold in January 2025, unless otherwise noted. See [About This Report](#) for details on the scope of data included in this report and the continuing evolution of our goals.

Pillars	Goals	Performance
 <p>Empower Our Patients</p>	<p>Consistently Improve Manufacturing Capabilities</p> <p>Achieve a 10% year-over-year improvement in manufacturing process capability for prioritized products.*</p> <p><small>*As measured by the year-over-year decrease in defect rate until each product’s process capability goal is met.</small></p>	<p>In 2024, we evaluated several manufacturing defect categories, including leaks, particulate matter, printing and packaging. We achieved a 10.6% improvement** in the defect rate across these categories compared with 2023.</p> <p><small>**Based on the 37 sites fully active in the program during the reporting period.</small></p>
 <p>Protect Our Planet</p>	<p>Achieve Carbon Neutrality for Direct Operations by 2040</p> <p>Achieve carbon neutrality for our direct operations by 2040 and reduce absolute Scope 1 and 2 greenhouse gas (GHG) emissions 25% by 2030, aligned with a well-below 2° Celsius science-based target.</p>	<p>In 2024, we reduced absolute Scope 1 and 2 GHG emissions by 13.5% compared with 2023 and 18.8% compared with our base year 2020. We estimate that the energy projects we completed during the year as part of our Climate Action Roadmap will reduce GHG emissions by approximately 22,000 metric tons carbon dioxide equivalent (CO₂e).</p>
	<p>Implement Strategic Water Management Plans</p> <p>Implement strategic water management plans at prioritized manufacturing locations.*</p> <p><small>*Identify prioritized locations using a risk-based approach by the end of 2023.</small></p>	<p>In 2024, Baxter further analyzed opportunities for water-risk reduction across sites previously identified for strategic water management, as well as at other Baxter facilities where water is integral to the manufacture of products. Of the action items identified through this process, we addressed 28% by the end of 2024.</p>
	<p>Implement Strategic Materials and Waste Management Plans</p> <p>Implement prioritized waste mitigation opportunities* in Baxter’s integrated supply chain, from procurement to distribution.</p> <p><small>*Identify prioritized waste generation sources by the end of 2024.</small></p>	<p>In 2024, we completed comprehensive waste assessments at four manufacturing sites, for a total of seven sites over two years, and met our milestone of identifying prioritized waste generation sources to address in coming years. We also completed a circular economy** pilot at two sites and continued to mitigate waste through process efficiency, waste reduction at the source, reuse, recovery, recycling and landfill diversion.</p> <p><small>**Circular economy is a model of keeping materials in circulation and avoiding waste.</small></p>
	<p>Advance Sustainable Procurement</p> <p>Integrate Baxter’s sustainable procurement strategy across 90% of our supplier spend.*</p> <p><small>*As measured by supplier commitment to Baxter’s Ethics & Compliance Standards and Baxter’s completion of corporate responsibility audits within our supply base.</small></p>	<p>In 2024, 56% of our suppliers, by spend, committed to Baxter’s Ethics & Compliance Standards (through affirmations made in underlying supplier contracts).** We continue to advance the maturity of our processes and capacity to conduct supplier corporate responsibility audits in the future.</p> <p><small>**The balance of supplier spend is governed by Baxter’s purchase order terms and conditions, which help ensure suppliers comply with our guidelines and all applicable laws.</small></p>
 <p>Champion Our People and Communities</p>	<p>Achieve Top Quartile Workplace Safety Performance</p> <p>Achieve top quartile workplace safety performance annually in total recordable incident rate.*</p> <p><small>*Among organizations in all industries, including state and local government, with 1,000 or more employees, as reported by the U.S. Bureau of Labor Statistics.</small></p>	<p>In 2024, Baxter’s total recordable incident rate ranked in the top quartile, achieving our goal for the year.**</p> <p><small>**Compared with 2023 top quartile data, which was the most recent data available from the U.S. Bureau of Labor Statistics on Jan. 1, 2024 (the beginning of the reporting period).</small></p>
	<p>Invest In Underserved Communities Globally</p> <p>Invest \$275 million in underserved communities through strategic partnerships and product donations from Baxter and the Baxter Foundation (the Foundation).</p>	<p>In 2024, Baxter and the Foundation invested approximately \$31.5 million in underserved communities through strategic partnerships and product donations. Since the beginning of 2021, we have invested approximately \$175 million.</p>



Empower Our Patients

Invest in innovative initiatives, products and therapies that tackle barriers to safe and quality healthcare

Empower Our Patients

We believe every patient deserves care that will give them the best chance of a longer and healthier life. We've committed to empowering our patients by investing in innovative initiatives, products and therapies.

Patient Safety and Product Quality

2030 Goal

Consistently improve manufacturing capabilities

[View all current 2030 Corporate Responsibility Goals](#)

Baxter is committed to patient safety and strives to deliver high-quality, defect-free products. Our goal to improve manufacturing process capability has led to innovation and process improvements that help Baxter deliver high-quality products for the benefit of patients globally. In 2024, we achieved a 10.6% reduction in defects such as leaks, particulate matter, printing and packaging compared with 2023.¹ Patient safety and product quality are paramount and depend on many factors, including but not limited to manufacturing capability. As we work to focus on the many areas that impact patient safety and product quality, 2024 will be the last year we report against this specific goal.

We remain committed to our vision to improve patient outcomes by delivering the highest-quality products and innovating for the future. The following focus areas showcase some examples of our work.

Strengthening our foundation: Excellence in execution and complying with regulatory requirements are foundational to the quality of our products.

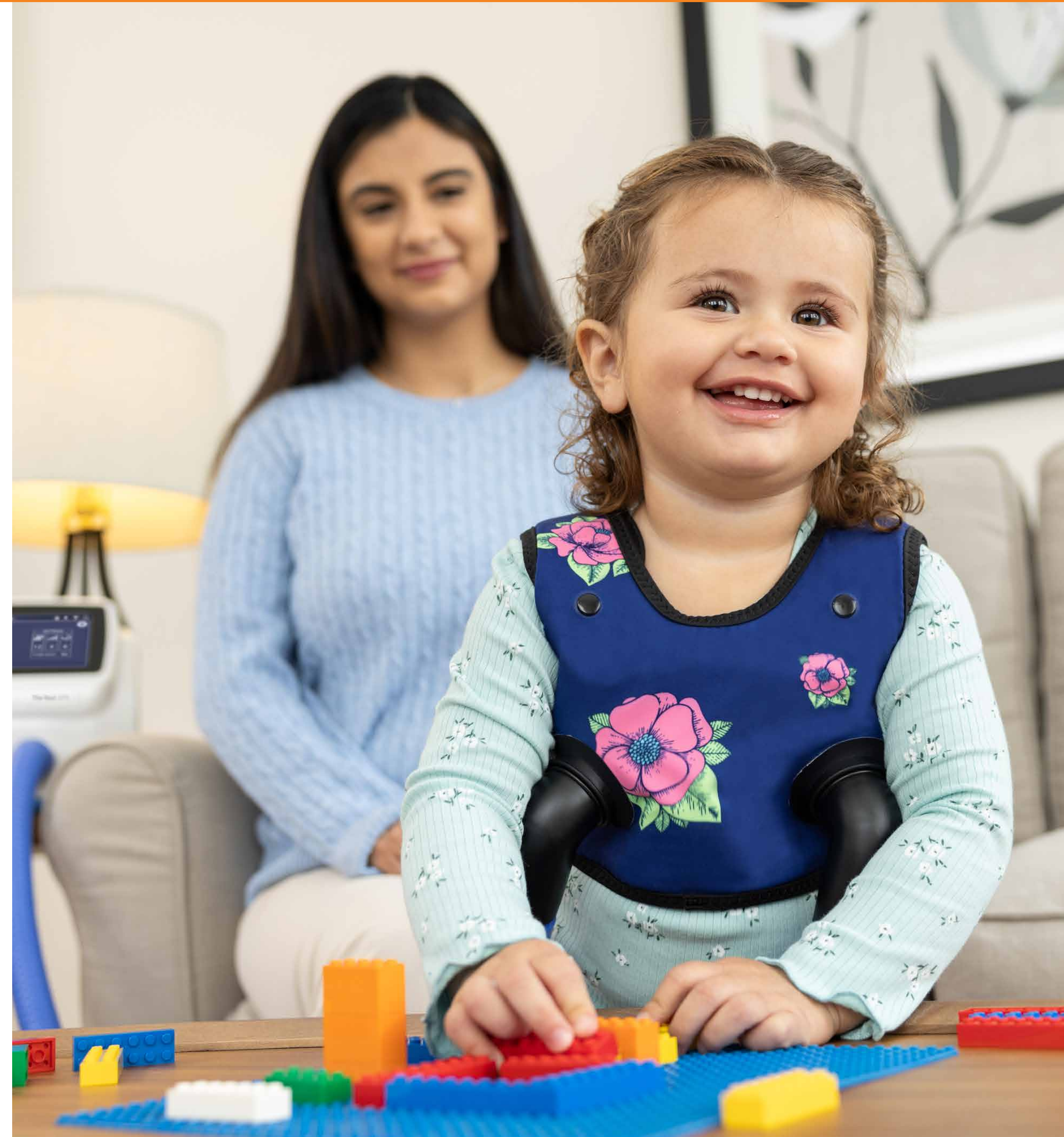
In 2024, in the face of natural disasters globally, Baxter worked tirelessly to address supply continuity challenges. For example, following Hurricane Helene, which significantly impacted our Marion, North Carolina, (North Cove) manufacturing facility, we worked in coordination with U.S. Food and Drug Administration to resume operations in accordance with applicable regulatory requirements and to help support supply continuity for critical, life-saving products. [Learn more.](#)

Also during the year, we expanded parametric release to additional products and sites. Parametric release relies on process control to demonstrate that our sterile products maintain high quality standards throughout the entire manufacturing process and includes a robust data exchange between Baxter and regulatory agencies. As a result of this process, we are able to deliver products to patients faster while helping to assure the highest quality.

Innovating for the future: Baxter uses digital solutions to help improve select products and processes and has implemented systems to help detect and remove defects.

In 2024, we continued to test new advanced analytical techniques to connect data across sources and processes to help drive improved performance insights and actions. To maximize the impact of these tools we continue cultivating the digital fluency of our employees and tap into their creativity to generate innovative ideas for how we can responsibly expand our use of artificial intelligence to improve and reimagine our workflows and processes in a manner compliant with our legal and regulatory obligations.

For more information about patient safety and product quality, see the [Sustainability Accounting Standards Board \(SASB\) Index](#) and the [Data Summary](#) in this report.





Protect Our Planet

Prioritize operational excellence and environmental stewardship across our value chain

Protect Our Planet



Baxter seeks to minimize the environmental impact of our operations and products and to advance sustainable, responsible practices within our supply chain. This includes robust standards and practices to help curb carbon emissions, reduce energy and water use, and effectively manage materials and waste as we work to responsibly manufacture and deliver the safe, high-quality products that our customers and patients depend on. We also collaborate to offer programs that help customers responsibly recycle products that have reached the end of their useful life.

Our Environmental, Health, Safety & Sustainability (EHS&S) Policy outlines Baxter’s commitment within our operations and across the value chain to prioritize compliance, promote health and safety and protect the planet. We follow a management systems approach guided by our global EHS&S requirements. We apply the ISO 14001 standard to manage our environmental aspects and the ISO 45001 standard to manage our health and safety hazards and risks. Baxter’s EHS&S assurance program helps ensure that our facilities have programs that satisfy applicable regulatory requirements and are consistent with our EHS&S requirements, objectives and goals.

Carbon Neutrality in Costa Rica

Our facility in Cartago, Costa Rica, demonstrated it achieved carbon neutrality for the year 2023 under the INTE B5: 2021 standard—a comprehensive framework for managing GHG emissions. In connection with this achievement, the site received a carbon neutrality certificate from the Ministry of the Environment and Energy of Costa Rica for the year 2023 (valid through 2024) and obtained third-party certification for adherence to ISO 14064-1:2019, which provides guidance for quantifying and reporting GHG emissions and removals.

Carbon Neutrality



2030 Goal

Achieve carbon neutrality for direct operations by 2040 and reduce absolute Scope 1 and 2 GHG emissions 25% by 2030

[View all current 2030 Corporate Responsibility Goals](#)

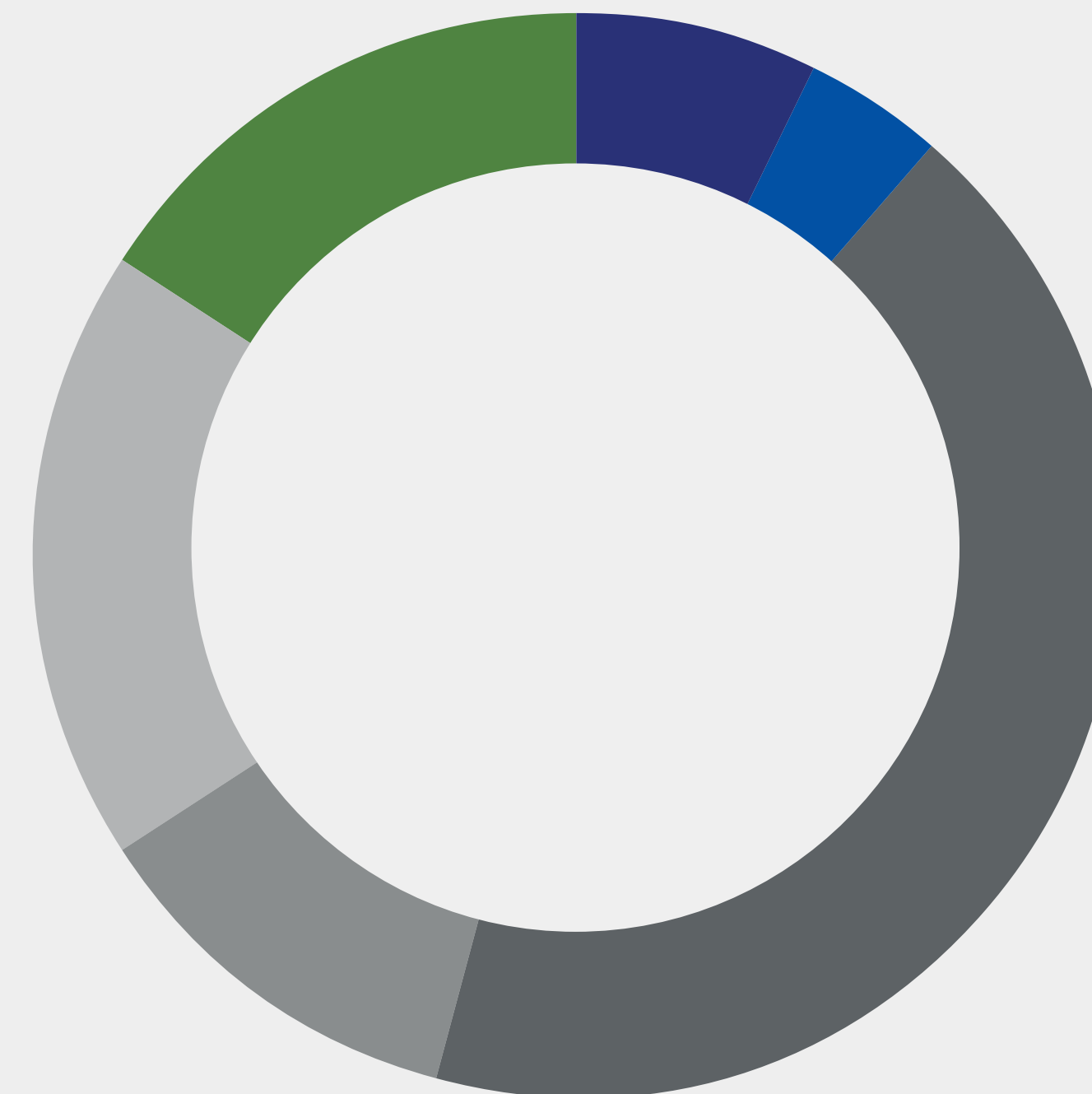
Baxter has a long-standing commitment to reducing greenhouse gas (GHG) emissions, conserving resources and limiting our impact on the environment. In 2024, we reduced absolute Scope 1 and 2 GHG emissions by 13.5% compared with 2023 and 18.8% compared with 2020 (our base year) in pursuit of our goal to achieve carbon neutrality for our direct operations by 2040 and reduce absolute Scope 1 and 2 GHG emissions 25% by 2030. This goal is aligned with a well-below 2° Celsius science-based target.

Our Climate Action Roadmap outlines our plans to achieve carbon neutrality for our direct operations. Further, we report against the framework established by the Task Force on Climate-related Financial Disclosures (TCFD), which outlines our approach to governance and management of climate-related opportunities and risks.

Scope 1 and 2 emissions: In 2024, Baxter’s total Scope 1 and 2 emissions¹ from operations equaled 501,000 metric tons carbon dioxide equivalent (CO₂e), an 18.8% decrease in absolute emissions compared with 2020. During the year, in addition to energy-efficiency initiatives, we worked to decrease our GHG emissions through fuel switching, cogeneration, alternative energy systems, on-site renewable energy systems and renewable electricity procurement.

Baxter Global GHG Emissions Footprint, 2024*

We estimate our 2024 GHG emissions footprint (Scope 1, 2 and 3) at 4.355 million metric tons CO₂e, up 6.8% from 2023. The largest factor contributing to this increase was an increase in GHG emissions from purchased goods and services.



- 7.5% Scope 1 Direct Emissions from Baxter-Owned or -Controlled Sources (such as on-site fuel combustion)
- 4.1% Scope 2 Indirect Emissions from Purchased Electricity, Steam and Heating/Cooling
- 43.2% Scope 3 Purchased Goods and Services
- 11.7% Scope 3 Upstream Transportation and Distribution
- 18.0% Scope 3 Use of Sold Products
- 15.6% Scope 3 Other

* See [Value Chain Energy Usage and GHG Emissions](#) for additional detail.

Energy: Energy is one of our most significant manufacturing costs and accounts for 99% of Baxter’s GHG emissions from operations in 2024. During the year, we used 2.7 million megawatt hours (MWh) of energy,² 9.4% less than in 2023 in absolute terms. Through our [Lean Energy Program](#), all of Baxter’s manufacturing facilities can pursue advancement through four levels (Prerequisite, Bronze, Silver, Gold) by meeting criteria for program and technical requirements and standards of operational excellence. In addition, our Global Energy Program, certified to [ISO 50001](#), applies this standard to many of the company’s facility-level energy management systems (some of which are also certified individually).

Site-specific energy assessments help us identify opportunities to conserve energy, such as implementing new technologies or adopting best practices, where appropriate. In 2024, we invested approximately \$12 million to complete 175 energy projects across our manufacturing sites. We estimate these projects will save approximately 74 gigawatt hours of energy and \$5.1 million in energy-related costs and will reduce GHG emissions by approximately 22,000 metric tons CO₂e annually.³ Additionally, there was a significant reduction in our use of natural gas overall in 2024 compared with 2023, due to changing emission-control technologies at one of our facilities.

By the end of 2024, 36% of our energy use for operations was derived from [renewable sources](#), amounting to 964,000 MWh annually.⁴ We completed four on-site solar installations in 2024 that are expected to produce approximately 3,900 MWh and reduce GHG emissions by approximately 2,200 metric tons CO₂e annually.⁵ We also installed a biomass-fired steam generator at our site in Ahmedabad, India, which helps us avoid approximately 3,500 metric tons of nonbiogenic CO₂e annually compared with the oil-fired boiler previously used.⁶ In 2024, we purchased 540,000 MWh of electricity generated from 100% certified renewable power.

Scope 3 emissions: While our carbon neutrality goal focuses on Scope 1 and 2 emissions, Baxter continues to calculate and focus on Scope 3 emissions⁷ across our value chain, including through [supplier engagement](#) and our efforts to reduce emissions from product transport. For example, in 2024, we began using biofuel (hydrotreated vegetable oil) for 15% of our fully loaded trucks in Europe. We estimate that this will reduce GHG emissions by approximately 1,300 metric tons CO₂e annually.⁸

In addition, our Global Supplier Standards Manual, published in 2024, outlines our expectations for suppliers to operate in an environmentally responsible and efficient manner. This includes calculating and disclosing GHG emissions for their operations, as well as the portion of GHG emissions attributed to Baxter’s business.

For additional performance details see the [Appendix](#) of this report.

2024 Energy Projects at Baxter Manufacturing Sites



175 energy projects completed



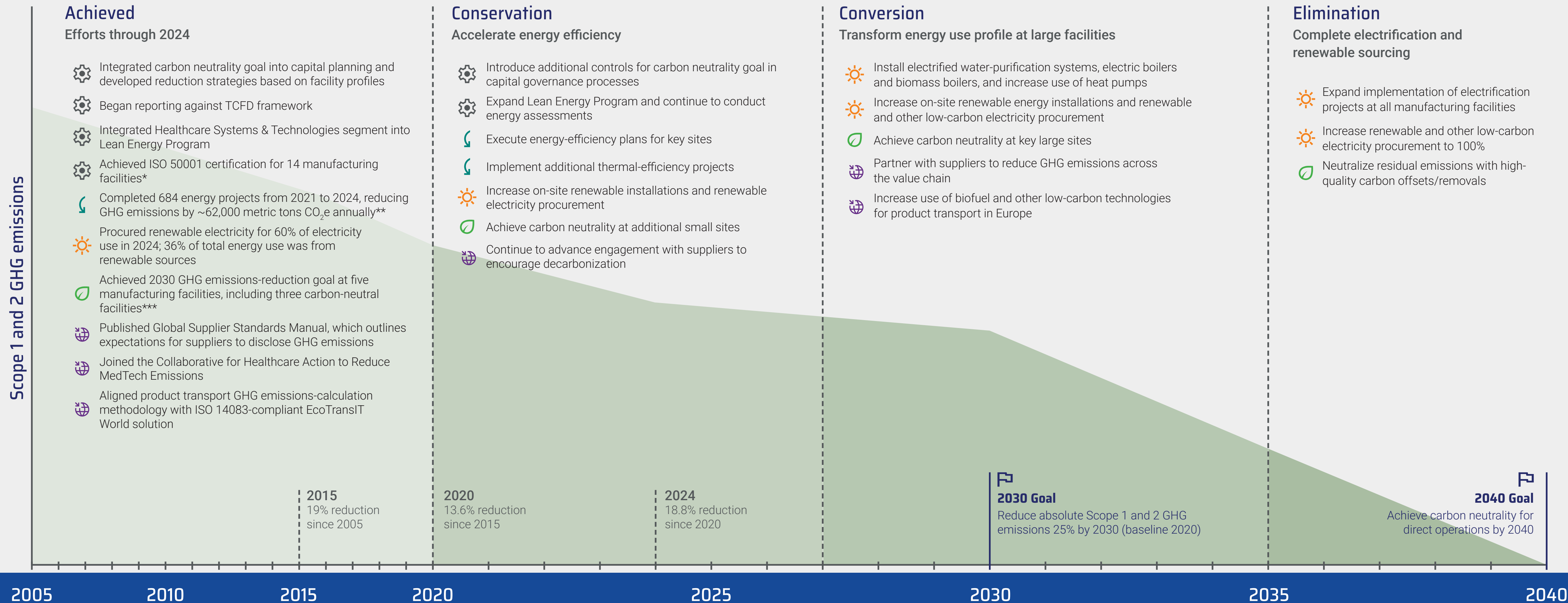
Saving an estimated 22,000 metric tons CO₂e annually⁹



Baxter Climate Action Roadmap

⚙️ Programs and systems
🌿 Conservation
☀️ Technology and renewables
🌱 Carbon neutrality
🌐 Scope 3

This roadmap represents Baxter’s plans as of June 2025 and may change over time.



For additional performance details, see [Value Chain Energy Usage and GHG Emissions](#).
View all current [2030 Corporate Responsibility Goals](#).

* As of June 2024. Excludes Baxter’s Kidney Care business, which was sold in January 2025.
** Estimated energy and financial savings and GHG emissions reduction are calculated for the 12 months following project implementation. GHG emissions reduction is calculated using the location-based approach.
*** Site carbon neutrality at a minimum comprises Scope 1 and Scope 2 emissions from the site, excluding energy consumption associated with emergency equipment and mobile sources.

Water Management



2030 Goal

Implement strategic water management plans

[View all current 2030 Corporate Responsibility Goals](#)

Water is a vital resource for our products and the communities where we operate.

Strategic water management: As part of our 2030 water management goal, we undertook a comprehensive multiyear review of our manufacturing sites to understand the local conditions and considerations of each. This included a facility survey completed by all manufacturing sites and water risk and resilience assessments for 21 sites representing approximately 77% of Baxter's total water use, and resulted in a preliminary list of 14 priority sites which we identified for strategic water management efforts.

In 2024, we further analyzed opportunities for water-risk reduction at Baxter facilities where water is integral to the manufacture of products, in addition to the preliminary list of 14 priority sites. We then created site-specific implementation plans and determined timeframes for the execution of improvement plans. These plans cover a total of 16 sites and address action items related to water efficiency, water security, water quality, wastewater management, reduction of water stress impacts and protecting and replenishing watersheds.

By the end of 2024, we had addressed 28% of the action items we identified, and we are prioritizing addressing the remaining items in the coming years. Examples of water-risk-reduction actions we implemented at sites around the world in 2024 include:

- Well and water system protection
- Equipment monitoring and inspection
- Inventory of water-related chemical supplies
- Wastewater treatment feasibility study

- Aquifer study related to contamination potential, competition, yield and sustainability
- Development of emergency response plans
- Monitoring and sampling of wells
- Recording of well draw down and aquifer replenishment

This process is ongoing. Baxter intends to reassess the sites on a regular basis to evaluate progress toward risk reduction and to determine whether new risks have surfaced. We are also considering additional sites to evaluate through our water-risk assessment and review process.

Water usage: In 2024, we used approximately 14.7 million cubic meters¹⁰ of water in total, a 1.7% decrease compared with 2023. This decrease was due primarily to a 20% reduction in water use during the year at our North Cove facility in Marion, North Carolina, resulting from a temporary shutdown of the facility following the [impact of Hurricane Helene](#).

We consistently focus on implementing conservation and efficiency projects at many of our manufacturing facilities, with an emphasis on sites located in water-stressed areas. For example, in 2024, we implemented improvement projects at our facility in Shanghai, China, that automate and optimize water use for cleaning, sanitizing and disinfecting equipment. We expect these changes to save about 5,400 cubic meters of water on an annual basis.¹¹ Additional reduction efforts and improvement projects at the site, including a project to centralize the hot water supply in shower rooms, led to a total reduction of 32,000 cubic meters of water in 2024 compared with 2023.

In 2023, our St. Paul, Minnesota, manufacturing facility implemented a multiyear project to change the packaging of our **Tissue Guard** products from a jar containing chemical sterilization solution to a double-pouch system, where the patch is terminally sterilized, eliminating the need for solution. The new packaging reduces materials use, as well as related electricity use and water consumption in the manufacturing process. This

contributed to the site's total water use reduction of 29% (more than 2,000 cubic meters) in 2024 compared with 2023.

We use the [World Resources Institute Aqueduct Water Risk Atlas version 4.0](#) to map and analyze current and future risks associated with water stress at our manufacturing sites with the most significant water use.¹² Those 57 manufacturing sites represented 95% of our total water use in 2024. Of these sites, 31 are in medium-high, high and extremely high water-stress areas. [See detail](#).

Water quality: Our strategic water assessment included an evaluation of current water quality related to the monitoring of wells and drinking-water standards among other aspects. We also considered future-state water quality to identify potential risks at the sites, such as those associated with aquifer pollution, the yield of wells and historical contamination, among others. We have provided risk mitigation recommendations to those sites based on assessment results.

Wastewater compliance: We manage wastewater discharged from our operations through a comprehensive compliance program aimed at ensuring effluent water quality aligns with discharge standards. We take a proactive, systematic approach to identifying, evaluating and managing wastewater considerations, to minimize environmental impacts and maintain regulatory compliance. In 2024, these activities included performing compliance assurance assessments at some sites, reviewing permits to understand compliance measures and engaging external consultants to perform evaluations of wastewater-treatment operations at key facilities to identify improvement opportunities.

During the year, we also implemented improvement projects for certain sites, resulting in a 91% reduction of exceedances for those facilities compared with 2023.

Community water projects: Learn about some of our partnerships to provide communities access to clean water in Colombia ([Water for All](#), [UNICEF](#)) and Egypt ([UNICEF](#)).



Photo credit: UNICEF Colombia/La Guajira/Sánchez/2024

Waste Management



2030 Goal

Implement strategic materials and waste management plans

[View all current 2030 Corporate Responsibility Goals](#)

Our approach to reducing waste is broad, ranging from product design and materials use to manufacturing and distribution. At Baxter, we strive to gain a comprehensive understanding of waste-related impacts across our value chain to encourage a more circular approach that maximizes materials value throughout the product life cycle.

In 2024, to support this work and make progress toward our 2030 Corporate Responsibility Goal, we conducted waste assessments at four manufacturing sites, for a total of seven site-specific waste assessments since the beginning of 2023. As of the end of 2024, we have identified key opportunities, and the anticipated financial benefits where applicable, as well as essential activities to drive improvements. Each overarching opportunity is organized according to a circular economy¹³ strategy framework that includes a scale to help clarify and prioritize opportunities based on the potential for increased circularity. This includes categories related to useful application of materials, extending the lifespan of products and parts, and smarter product use and manufacturing.

Waste reduction: In 2024, Baxter produced 79,700 metric tons of total waste (down 0.2% from 2023), 72,800 metric tons of nonhazardous waste (down 0.3% from 2023) and 7,000 metric tons of regulated waste (up 1.2% from 2023).¹⁴ In 2024, 70.5% of our total waste was diverted from landfill, including 63.1% recycled and 7.4% incinerated with energy recovery.

In 2024, our manufacturing facility in Ahmedabad, India, replaced its oil-fired boiler with a biomass-fired steam generator. Baxter worked with a third party to recycle the ash produced by the new biomass generator into bricks. In 2024, 330 metric tons of ash were recycled. In addition, our manufacturing site in Marsa, Malta, avoided generating approximately 23 metric tons of waste in 2024 by reusing plastic bags and returning glass chemical bottles, plastic boxes and inner rolls from used plastic sheeting to suppliers for reuse.

Applying Circular Economy Principles to Manufacturing Processes

In 2024, we completed a circular economy pilot at our Cali, Colombia, and Cuernavaca, Mexico,¹⁵ facilities. The pilot, which included employee education and an exploration of how circularity principles can be applied to our manufacturing processes, is helping to inform our materials and waste management plans. As part of this pilot, we also developed guidelines to help Baxter move toward circularity across our value chain.

We work to reuse plastic by-products from our molding and extrusion processes to create new products. For example, for several years, our San Vittore, Switzerland, site has collected plastic by-product from manufacturing and reprocessed it to produce small granules of plastic resin that it then sells externally as raw material for other plastic products. In 2024, about 919 metric tons of plastic were reprocessed and sold through this process.

Product Sustainability



In addition to minimizing waste associated with our manufacturing processes, Baxter works to reduce the environmental impacts of our products related to materials use, transport and product end-of-life recovery and recycling.

Materials of concern: Baxter has global strategies and a chemical governance program to help us meet materials-of-concern restrictions. We use leading third-party software to digitize, manage, track and monitor our use of materials and chemicals through our quality system and related change-management procedures for applicable regulations.

Materials disclosure: Materials-related disclosures are communicated through reporting mechanisms defined by applicable regulation. Types of disclosures include our commercial website for customer inquiries, Safety Data Sheets, Declarations of Conformity and Certificates of Compliance. We also leverage third-party testing and supplier outreach to gather a comprehensive view of the materials in our products. Baxter is a member of several industry groups where we collaborate to advance progress in this area and support compliance and consistent interpretation of regulations.

Materials use in products and packaging: Because materials use is a key driver of Baxter's environmental footprint, we work to reduce materials use in products without affecting efficacy. We also reduce materials use in packaging and explore opportunities to substitute with environmentally preferable alternatives, when possible.

For example, our **HR 900** hospital beds, manufactured in Pluvigner, France, are made from 36.7% recycled materials and many components are recyclable. The plastic packaging for the beds is also recyclable. This product is NF Environnement Ameublement certified, indicating the manufacturer has been deemed to adhere to strict environmental and quality standards throughout the entire life cycle of its products, including raw materials, production, distribution and recycling.

In addition, to reduce the impact of product packaging, our facility in Lille, France, uses reusable plastic boxes to ship total parenteral nutrition products to one of our large, local customers, avoiding the use of cardboard.

Product distribution: Baxter aims to conserve natural resources and reduce waste during product distribution. For example, of the pallets we shipped to European customers in 2024, we recovered 32% for our own reuse and sold another 12% to our carriers for reuse. Of the total pallets we purchased in the Europe, Middle East and Africa region, 22% were previously used.

Product end-of-life: While Baxter's 2030 waste goal focuses on our integrated supply chain, product end-of-life remains a priority for our company. We have programs to facilitate recycling of disposable products in [select locations](#). We also have technical service centers around the world to take back many of our electromechanical devices, which we then recondition and deploy for reuse. In some cases, devices are completely rebuilt or created from previously used parts, which are then sold at a reduced price.

Sustainable Procurement



2030 Goal

Advance sustainable procurement

[View all current 2030 Corporate Responsibility Goals](#)

Baxter drives sustainable practices in our global supply chain and seeks to partner with high-performing, innovative suppliers to deliver quality products to our customers and value for our stakeholders. We prioritize high standards in the areas of environment, labor and human rights, ethics, and sustainable procurement, alongside factors of cost, quality and delivery.

Our Chief Procurement Officer and leaders from our Supplier Quality, Finance and EHS&S teams oversee our efforts in this area.

In 2024, to support our goal of integrating Baxter’s sustainable procurement strategy across 90% of our supplier spend, we continued developing our supplier auditing capabilities and securing commitment to our Ethics & Compliance Standards from new suppliers.

Managing procurement risks: We are continuing to integrate our supplier corporate responsibility strategy into our overall supplier management processes and we conduct periodic assessments of key suppliers to evaluate cost, delivery, quality and risk.

Our [supplier corporate responsibility risk profile](#) includes in-depth risk mapping for applicable Baxter suppliers¹⁶ based on location, performance, and goods and services provided. In addition to providing Baxter with aggregate data about risk across multiple dimensions of corporate responsibility (such as GHG emissions and human rights risks among others), the profile also gives us visibility to individual supplier reporting in each of these areas. This risk profile helps us identify and prioritize suppliers with the greatest corporate-responsibility-related risks for additional due diligence, corrective action plans and/or on-site audits.



Supplier corporate responsibility audits: In 2024, we continued developing our ability to audit suppliers’ corporate responsibility management systems and performance. Our [Global Supplier Standards Manual](#) is a foundational part of this ongoing work to develop a supplier audit practice and includes a centralized set of standards, against which we will measure performance.

Supplier corporate responsibility survey: Baxter collaborates with **EcoVadis**, a globally recognized assessment platform that rates businesses’ sustainability practices, to conduct an [annual survey](#) of the corporate responsibility programs and performance of participating Baxter suppliers on the **EcoVadis** platform, including in the areas of environment, labor and human rights, ethics, and

sustainable procurement. Through this program, Baxter and participating suppliers can access detailed scorecards with information about strengths, benchmark comparisons and improvement areas. We also leverage the **EcoVadis** system to create corrective action plans for suppliers falling below our performance standards and to determine when on-site audits will be necessary.

The data **EcoVadis** provides helps suppliers manage risk in their operations. It is also an important tool in our work to track and mitigate risk within our supply chain and

86% of participating Baxter suppliers on the **EcoVadis** platform in 2024 earned either Moderate or Advanced scores in the Labor and Human Rights category of our supplier corporate responsibility survey.

will contribute to our future risk-based supplier audits. To advance progress, we continue to encourage Baxter suppliers that are not already part of the **EcoVadis** platform to join.

Engaging with small businesses: Our efforts to select the most qualified suppliers include engagement with many small businesses. A third-party review estimates that our 2024 spending of \$554 million with small business suppliers directly supported \$109 million in employee income and more than 1,600 jobs. For additional data on Baxter’s work with small business suppliers, visit [our website](#).



Champion Our People and Communities

Create a best place to work for our employees
and make a meaningful difference in communities
around the world



Champion Our People and Communities

Our culture is grounded in supporting our employees and communities. From prioritizing employee engagement and manager effectiveness to creating a safe work environment, promoting employee well-being and giving back to the communities where we live and work, we champion our people and communities through a variety of programs, partnerships and initiatives.

Workplace Culture

At Baxter, we have an intentional focus on engagement and manager effectiveness through our development programs, talent processes and culture initiatives. We assess and develop all of our employees, including our managers, through our annual Talent Review & Planning process, which includes understanding the performance and potential of our employees and creating succession plans, as well as addressing gaps, identifying risks and developing mitigation plans. Additionally, in 2024, we launched the Manager Fundamentals program, which targets new and first-time people managers and focuses on the critical skills needed to lead and engage teams.

We deploy a targeted listening strategy to understand where we have strengths and opportunities and to keep a pulse on employee sentiment and engagement. In addition, our Transformation Champions Network, comprising 100+ influencers representing all areas of our business, engages our employees on local and enterprise transformation initiatives. These champions gather and share feedback to address challenges and act as role models and champions for Baxter's culture attributes in an effort to improve the employee experience and help us deliver on our strategy, achieve our vision and embody our life-sustaining mission.

One critical aspect of our culture is our commitment to [inclusion and diversity](#).

Employee Health and Safety



2030 Goal

Achieve top quartile workplace safety performance

[View all current 2030 Corporate Responsibility Goals](#)

Baxter follows a management systems approach guided by our global Environmental, Health, Safety and Sustainability (EHS&S) requirements. We define EHS&S-related responsibilities and communicate progress against our goals to senior leadership through regular touchpoints that cover safety performance, trends and actions. We also regularly engage cross-functional teams to analyze incidents and trends and to formulate mitigation strategies, which are shared broadly across the organization.

Injuries and illnesses: In alignment with our 2030 Corporate Responsibility Goal, we continue to rank in the top quartile for our total recordable incident rate,¹ which was 0.38 in 2024. We classified 21 workplace injuries as severe² during the year, compared with 11 in 2023. This increase in severe injuries is as a result of multiple factors, including slips/trips/falls. To reduce severe injuries, we prioritized updates to high-risk procedures and enhanced our employee hazard-identification program to provide greater visibility to incident precursors. Hazards, trends and lessons learned are captured and disseminated through our EHS Alert process, which drives adoption of applicable corrective actions network-wide.

Culture of safety and wellness: Baxter engages employees across the organization in a culture of safety and wellness in pursuit of a zero-harm workplace. We prioritize injury risk reduction and drive consistent improvement through ongoing initiatives, including digital analytics and our hazard-identification program, through which we engage employees and supervisors to identify and implement improvement opportunities. As a result of our engagement efforts in 2024, employees submitted more than double the number of reports of potential hazards compared with the prior year. Baxter evaluates and takes action as needed to address identified hazards and tracks those items to resolution.

In 2024, we intensified collaboration with our operational workforce to further improve our programs and enhance operational controls to continue reducing injury potential. In particular, we focused on high-risk areas such as powered industrial truck operations and machine safety, including administrative controls such as training, best practice sharing and traffic management plans, as well as engineering controls and equipment-related investments. These efforts are bolstered by our Start When Certain safety culture initiative, which prioritizes employee empowerment and reinforces safe work practices and controls.

Through our **BeWell@Baxter** program, we promote healthy lifestyles for our employees globally. In 2024, our Wellness Days featured topics such as family well-being, resilience, healthy eating and behavioral health. In addition, 62% of

facilities participated in the Exercise Challenge, and 81% of facilities took part in Healthy Eating Month—annual campaigns focused on making informed food choices and promoting the importance of a balanced diet and exercise.

In 2024, we recognized 57 Baxter facilities with healthy workplace awards, with our Guadalajara, Mexico, site earning our top-tier Wellness Executive Award. In addition to participating in our Healthy Eating Month and Exercise Challenge programs during the year, facilities that earn a healthy workplace award demonstrate commitment to health and wellness through local activities and events.

See the [Data Summary](#) for health and wellness metrics, as well as workplace safety data by region.

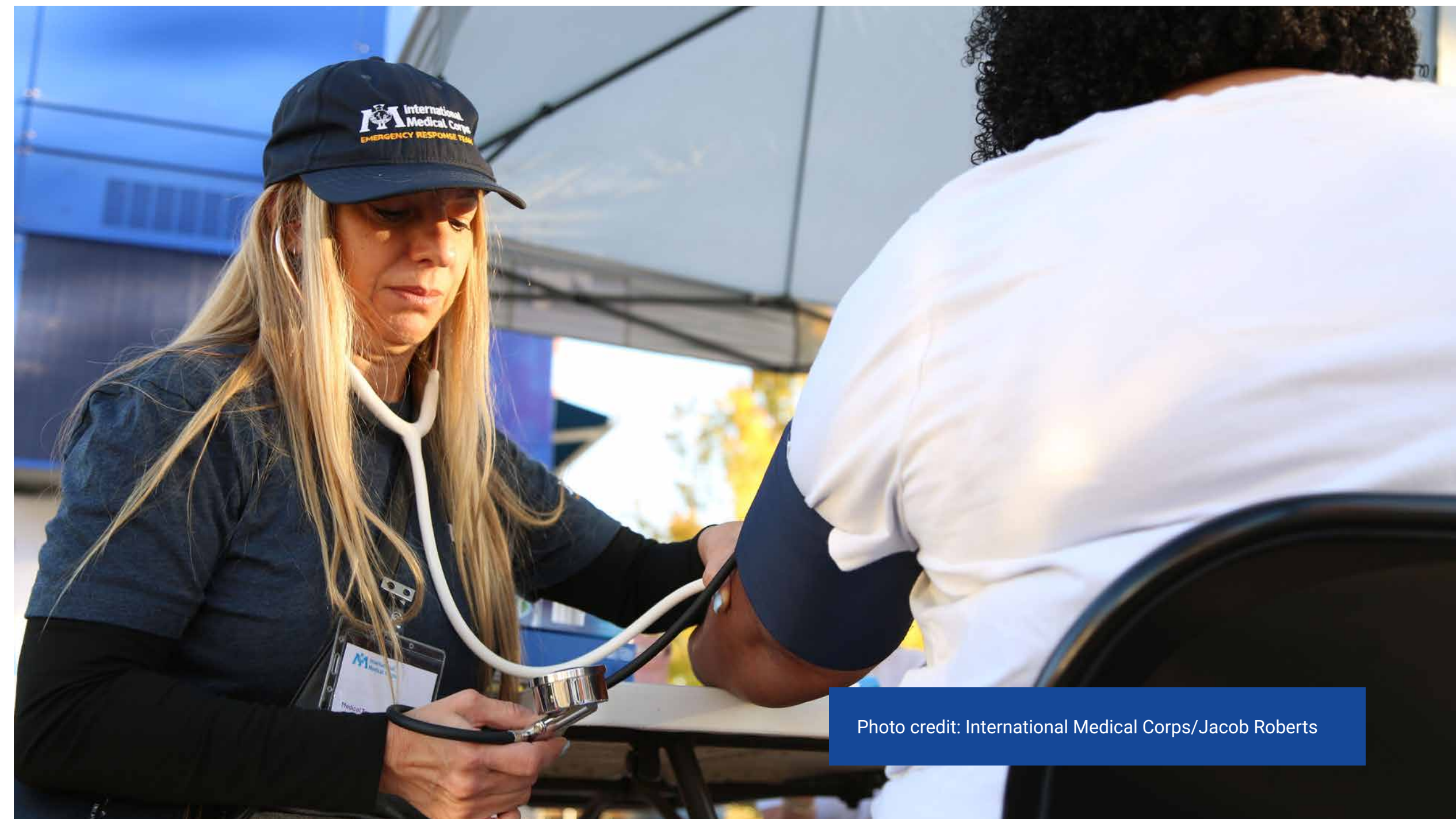


Photo credit: International Medical Corps/Jacob Roberts

Community Investment

2030 Goal

Invest in underserved communities globally

[View all current 2030 Corporate Responsibility Goals](#)

Giving back is central to who we are and furthers Baxter’s Mission to Save and Sustain Lives. Through product donations and charitable financial investments from Baxter and the Baxter Foundation (the Foundation), we aim to develop partnerships that make a meaningful difference in the communities where our employees live, work and give. In support of our community investment goal, in 2024, we

donated approximately \$31.5 million to underserved communities through strategic partnerships and product donations, for a total of approximately \$175 million since 2021.

Baxter Foundation financial contributions: The Foundation partners with nonprofit organizations worldwide to increase access to healthcare for the underserved; bolster science, technology, engineering and math (STEM) education; and promote community resilience, primarily through initiatives around disaster relief and health equity. The Foundation makes long-term investments in these areas through its Signature Partnerships worldwide.

The Foundation also supports Baxter employees’ volunteer efforts, and amplifies their giving through its [Matching Gift program](#). In addition, it awards merit-based scholarships to our employees’ children. In 2024, the Foundation’s total charitable contributions equaled more than \$13.7 million, which are included in Baxter’s total giving figures.

Baxter Foundation Signature Partnerships

Partner Organization	Grant Program	Location	Duration
American Diabetes Association	Address health disparities in diabetes care and prevention (Learn more)	United States	2021–2024
Direct Relief	Improve nutrition and diabetes care in underserved communities (Learn more)	United States	2019–2026
Northwestern University Baxter Center for Science Education	Provide STEM support for educators and K-12 students (Learn more)	United States	2009–2025
Operation Smile	Advance access to safe surgery with a community-based approach (Learn more)	India	2019–2025
Partners In Health	Expand access to surgical care for women (Learn more)	Mexico	2022–2025
Thurgood Marshall College Fund	Support students in STEM at Historically Black Colleges and Universities (HBCUs) (Learn more)	United States	2022–2025
UNICEF	Improve water, sanitation and hygiene (WASH) services (Learn more)	Colombia	2021–2027
	Improve climate-smart WASH services (Learn more)	Egypt	2023–2025



Photo credit: UNICEF/Ahmed Emad/2024

Baxter Signature Partner: UNICEF

In 2020, Baxter and UNICEF joined forces to respond to the COVID-19 crisis. Since then, Baxter has partnered with UNICEF on funding for programs that improve access to water, sanitation and hygiene (WASH) services for families and children in Colombia and Egypt. Baxter also supports UNICEF’s Every Child Fund to enable organizational resilience and preparedness in responding to humanitarian crises. [Learn more.](#)

Partner since 2020

More than \$7 million donated 2020–2024

2 million+ potential beneficiaries reached

Focus areas: WASH services, climate resilience, disaster relief

Product donations: Baxter takes a strategic, proactive approach to product donations. In 2024, we donated products valued at \$15.6 million.³ Examples of our ongoing work include:

- Manufacturing products twice a year explicitly for donation to our trusted humanitarian partners, [Americares](#) and [Direct Relief](#), so they can rely on having Baxter's critically needed, long-dated products year-round
- Making chemotherapy drugs available through our U.S. Patient Assistance Program for cancer patients who have financial barriers and/or lack insurance or prescription drug coverage
- Supporting our humanitarian partners through the distribution of products for disaster relief and access to healthcare efforts (74 countries in 2024)

Supporting Medical Outreach

Baxter supports U.S. volunteer healthcare professionals providing charitable care to underserved populations through product donations to the [Americares Medical Outreach program](#).

In 2024, Baxter supported:



118 trips to



40 countries

Disaster relief: We invest in disaster preparedness, immediate response efforts and long-term recovery plans. The pre-positioning of product donations enables our disaster relief partners to respond quickly to communities in need. In 2024, we continued our global partnerships with [Americares](#), [International Health Partners](#), [International Medical Corps](#) and the [UNICEF USA Every Child Fund](#), and we expanded our partnership with the [American Red Cross](#) by becoming a member of its Annual Disaster Giving Program. During the year, Baxter provided partners with support in response to hurricanes Beryl, [Helene](#) and Milton and for flooding in Brazil and Spain.

Through our Employee Disaster Relief Fund (EDRF), administered by the Foundation and funded in part by Baxter employee donations, we provide support to colleagues facing financial hardship from property damage following a natural disaster. In 2024, Baxter colleagues across the southeastern United States who were impacted by Hurricane Helene and colleagues in Spain affected by flooding in Valencia received support from the EDRF.

Corporate financial contributions:⁴ Our strategic corporate giving includes financial donations to increase access to patient care through education and advocacy support. We also support cultural institutions in the United States to create meaningful engagement opportunities for local employees and enhance business interests through professional membership associations.

See the [Data Summary](#) for full philanthropic giving data and view a list of [Baxter Foundation disaster relief partners](#). Learn more about how [Baxter Gives Back](#) to communities worldwide.



Photo credit: Anera

Cross-Cutting Commitments

Our 2030 Corporate Responsibility Commitment and Goals are bolstered by our approach to good governance and responsible business practices



Cross-Cutting Commitments

Through responsible business practices, we prioritize ethics and compliance, human rights, inclusion and diversity, and privacy and data protection. These cross-cutting commitments support all three pillars of our 2030 Corporate Responsibility Commitment and are integral to our efforts to empower patients, protect our planet and champion our people and communities.

Ethics and Compliance

Baxter drives a culture of the highest ethical behavior, emphasizing personal accountability and integrity. We prioritize following legal requirements, being honest and fair, encouraging questions and valuing discussion. We update our policies and procedures periodically to adhere to evolving laws, regulations and sanctions globally.

Companywide accountability: Ethics and Compliance activities are reviewed and overseen by our Board of Directors and its committees (as applicable). Our Code of Conduct and related policies¹ define the core principles that govern employee behavior and how we conduct business. These standards apply to Baxter's Board of Directors and all of our employees, including the company's Chief Executive Officer (CEO) and other senior management.

At the management level, our Supervisory Ethics and Compliance Board, chaired by the Chief Compliance & Trust Officer, meets periodically with members of Baxter's senior leadership and our CEO to discuss the status of various ethics and compliance matters.

In addition, Baxter has compliance committees for select global functions and each country or cluster of countries where we operate. We hold mandatory meetings at least quarterly to facilitate discussion among local leadership about key issues, challenges and risks.

Training: In 2024, 97% of employees completed Code of Conduct training. In addition, we required training for relevant employees, including new hires, on our Conflicts of Interest Policy, Global Interactions Policy and Global Third Party Anticorruption Policy.

Baxter's strict prohibition of off-label promotion is included in our annual training to the Sales organization (which also covers other topics). In addition, we provide training to applicable third parties that undergo our due diligence process.

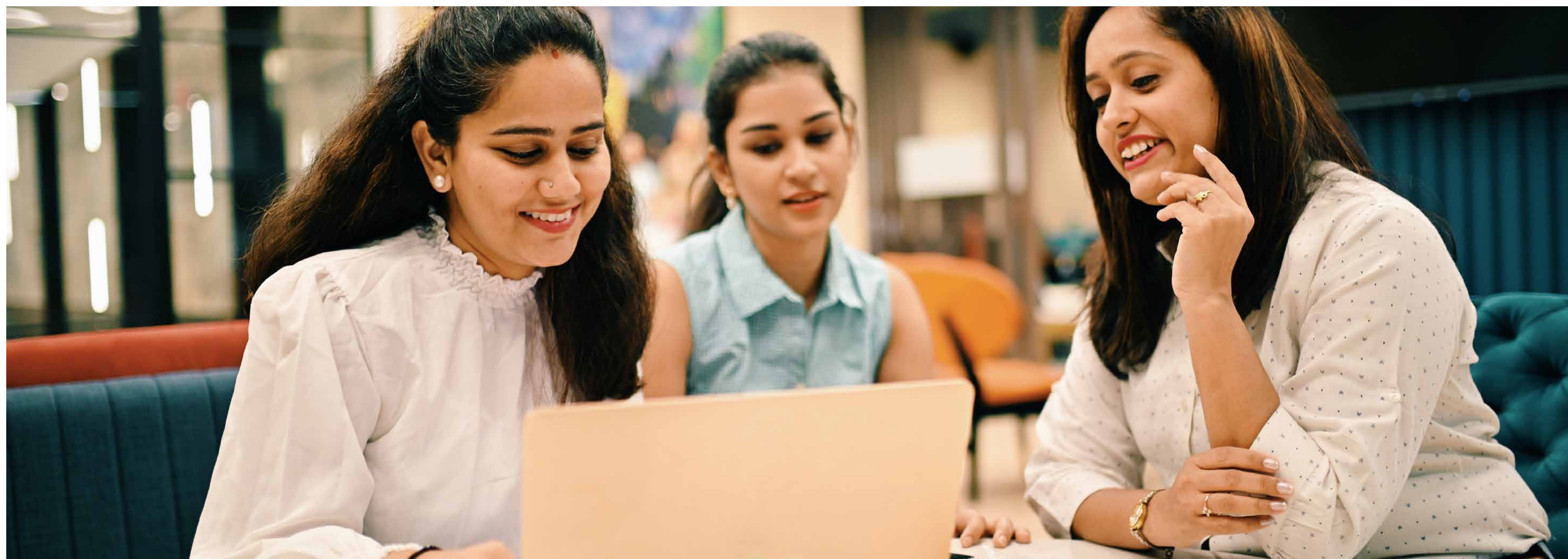
Third Party Program: Our Third Party Program outlines the standards and processes used to review, retain and monitor certain new and existing third parties for compliance with our anticorruption expectations. We regularly update the program to enhance our risk-based approach and increase our efficient and effective use of resources.

Compliance assessments and audits: On an ongoing basis, Baxter completes internal risk-based compliance assessments. Among other topics, these cover the company's antibribery and anticorruption programs related to interactions with healthcare professionals and government officials, as well as anticorruption due diligence for third parties that perform such activities on the company's behalf.

Compliance monitoring: Baxter uses a data-analytics-based monitoring system to review compliance risk metrics (interactions with healthcare professionals and government officials, travel, entertainment, third-party due diligence, etc.) and facilitate forensic monitoring procedures. Each year, we select representative countries and global business segments for monitoring.²

Global Interactions Policy: This policy defines the principles and rules governing our interactions with government officials and members of the medical community to help provide assurance that these relationships and the related fair market value payments are for necessary and genuine services and in compliance with applicable anticorruption, antibribery, transparency, healthcare and other laws.

Ethics and Compliance Helpline: Reports received via the [Ethics and Compliance Helpline](#) involving allegations of misconduct are promptly triaged for investigation. For substantiated cases closed in 2024, appropriate remediation was or is being implemented where warranted. When those substantiated cases involved employee misconduct, employees received appropriate disciplinary action based on the nature of the misconduct and other relevant factors.



Human Rights

Baxter respects human rights and has policies and processes in place to help protect those rights across our value chain. These include the rights of our employees, workers in our external supply chain, our customers and the patients who rely on our products. As outlined in our Global Human Rights Policy, we respect the human rights, dignity and diverse contributions of all individuals in alignment with the Universal Declaration of Human Rights.

Fostering human rights takes many forms at Baxter and is reflected in our policies and initiatives in areas including workplace inclusion, employee safety, supply chain labor practices, ethical conduct, access to healthcare, and patient, employee and customer privacy.



Protecting human rights in our supply chain:

Baxter's suppliers are expected to respect and comply with Baxter's Global Human Rights Policy in their own operations and their supply base and business relationships, wherever possible. Suppliers with whom Baxter contracts must confirm they agree to comply with our guidelines, which include our [Global Supplier Standards Manual](#), [Ethics & Compliance Standards for Baxter Suppliers](#) and [Code of Conduct](#).

Each year, Baxter provides [transparency statements](#) in response to legislation from Australia, Canada, Norway and the UK, among others, related to human rights and fair working conditions. We also have position statements related to the [California Transparency in Supply Chains Act](#) and [conflict minerals](#), and we publish an annual [Conflict Minerals Report](#). Baxter continues to monitor the evolving global regulatory landscape regarding human rights reporting.

Inclusion and Diversity

Baxter's commitment to inclusion and diversity (I&D) is embedded in all we do, including how we operate our business, develop and market our products, expand access to care and give back to our communities. Our I&D commitment influences our daily actions to help all feel seen, heard and valued and enhances the experiences of our employees, customers and their patients.

Our I&D efforts span four focus areas:



Culture: Cultivate an inclusive and equitable employee experience for all.



Operations: Leverage different perspectives in how we operate our business.



Community: Enhance Baxter's reputation as an employer that gives back to address unmet needs in our communities.



Marketplace: Expand access to care and health equity for all patient and customer populations worldwide.



Privacy and Data Protection

Baxter is committed to respecting the privacy of our employees, patients and customers, protecting the security of our infrastructure and products, and ensuring the ethical and responsible use of artificial intelligence (AI). This commitment is reinforced through executive oversight, policies and standards, and mandatory employee training.

Regulations and standards: We monitor regulations globally, including relevant developments and actions related to enterprise and product cybersecurity, privacy, and AI. These regulations include but are not limited to the U.S. Securities and Exchange Commission Cybersecurity Risk Management, Strategy, Governance, and Incident Disclosure rules for public companies, the updated EU Network and Information Standard (NIS2) Directive and the EU Artificial Intelligence Act, as well as U.S. state-level AI regulations, the EU General Data Protection Regulation (GDPR), the Health Insurance Portability and Accountability Act (HIPAA), the California Consumer Privacy Act, the California Privacy Rights Act and similar laws that are being enacted in other states, as well as China's Personal Information Protection Law and other legal developments in geographies where we do business. In addition, we hold ourselves accountable to our own rigorous internal policies and procedures and to evolving customer requirements and industry standards.

Oversight: Our Board of Directors provides oversight for the company's IT functions generally, including cybersecurity matters, as well as the company's use of AI (whether internally or in our products and services). The Audit Committee of the Board is responsible for the oversight of certain significant cybersecurity incidents, including those related to Baxter products and services, and, in the event of a significant cybersecurity incident, receives related updates from management on that incident.

Cybersecurity: The Global Cybersecurity and Compliance team helps to protect Baxter against cyber incidents using a range of tools to secure our assets, reduce detection time and improve resilience.

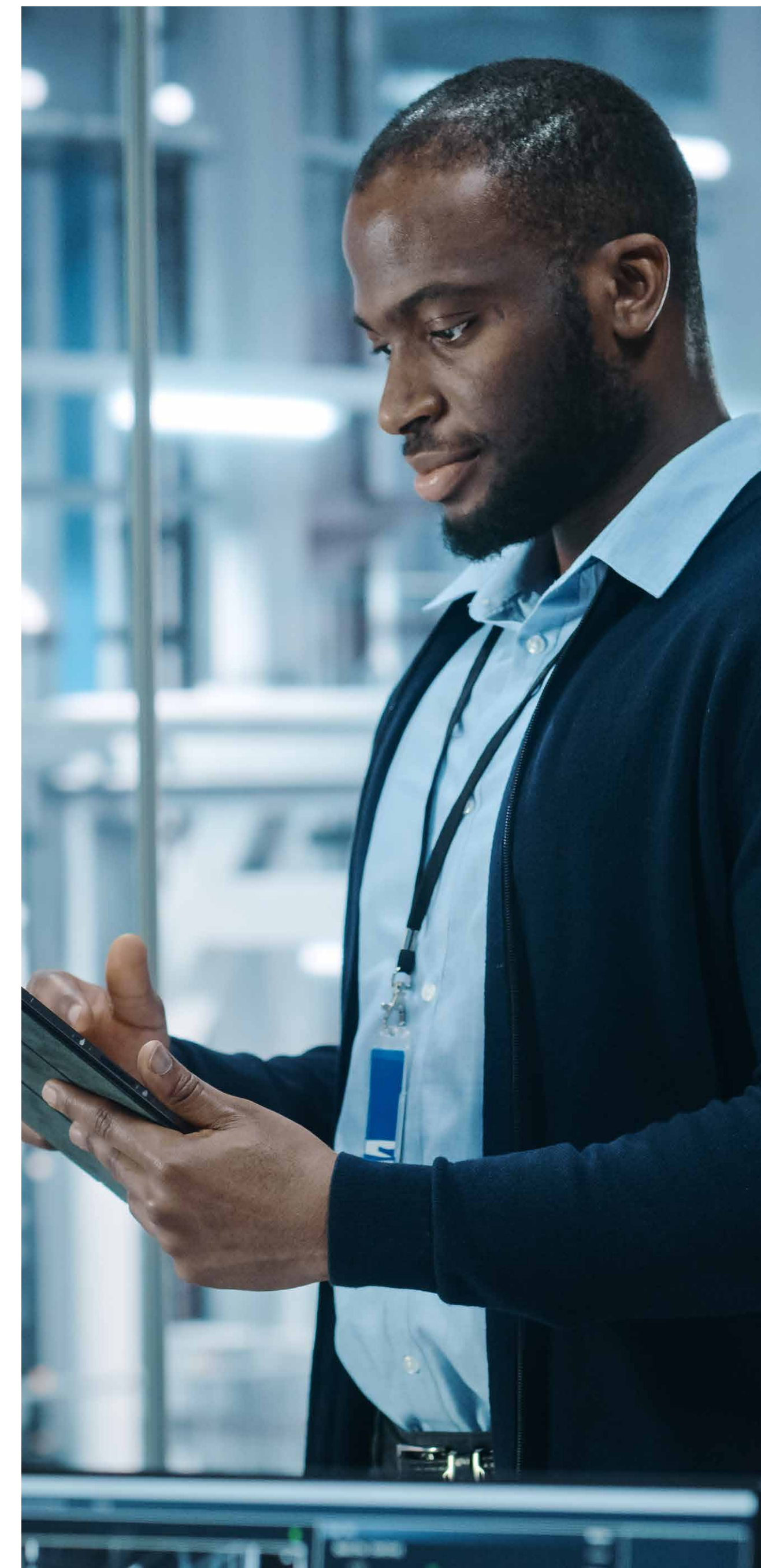
- We conduct scenario-based activities with Baxter executives, simulating major enterprise cyber incidents, to test our incident response plan and prepare executives for potential future incidents.
- We conduct both internal and external security audits.
- Post-incident review meetings and reports provide insight into how we can update our response strategies.
- Our proactive threat-hunting process, including the use of third-party tools, helps to protect our systems against evolving security threats.
- We engage with external scanning and testing services to help reduce Baxter's exposure to threats by taking a proactive approach to mitigating attack vectors.
- Periodic updates to our incident response plan help promote orderly and timely response to cyber incidents.
- Our policies and processes for asset management promote proper management of data on retired hardware.
- Our Third-Party Risk Management program assesses and monitors security standards and control procedures for critical external suppliers and vendors.
- Baxter's Secure Product Development Lifecycle Management process—informed by regulatory guidance and standards as well as industry standards and best practices—supports the cybersecurity of our products from design through end of support.

To further strengthen cybersecurity across our network and portfolio of products, [Baxter is a Common Vulnerabilities and Exposures \(CVE\) Numbering Authority](#). In addition, we are a member of the [Health Information Sharing and Analysis Center](#).

Customer communication: Our customers can access our online [Product Security summary](#) to learn about security vulnerabilities that affect Baxter products.

AI governance: Baxter advances the ethical, responsible and compliant development and use of AI by maintaining a robust AI governance framework. Our cross-functional AI governance teams review and evaluate all AI-related projects, including the use of AI by external suppliers and vendors on behalf of Baxter, in addition to monitoring emerging regulations and reviewing Baxter's AI policy and procedures.

Training: We continue to raise cybersecurity, privacy and AI awareness³ with Baxter employees⁴ through annual mandatory training and recurring reinforcement through virtual events and informational materials. For example, in 2024, we provided training courses related to cybersecurity and privacy to all employees, and AI, EU GDPR and HIPAA training to select employees.



Appendix



About This Report

External Reporting Standards

To develop our corporate responsibility reporting approach, we have considered the disclosure frameworks and guidance of leading sustainability standards and reporting organizations, including GRI (formerly known as the Global Reporting Initiative), the Sustainability Accounting Standards Board (SASB), the Task Force on Climate-related Financial Disclosures (TCFD), the United Nations Sustainable Development Goals and third-party raters and rankers focused on environmental, social and governance matters.

We were one of the first companies to pilot the GRI Sustainability Reporting Guidelines, in 1999, and belong to the GRI Community. We referenced the [GRI Sustainability Reporting Standards](#) in the development of this report. See the [GRI Content Index](#) for detail.

In addition, this report includes our annual [SASB Index](#), based on the SASB Medical Equipment & Supplies Sustainability Accounting Standard, and our annual [TCFD Index](#).

Feedback

Readers can send comments or suggestions to: corporate_responsibility_report@baxter.com.

Scope of This Report

The performance and other data in this report is from calendar year 2024 unless stated otherwise. Some examples and program descriptions may include information from 2025 as relevant.

- This report covers Baxter's global operations, including subsidiaries, unless stated otherwise. Environmental, health, safety and sustainability data includes joint ventures where we have a controlling interest.
- Unless stated otherwise, data presented in this report includes Baxter's Kidney Care business, which was sold in January 2025. All of the facility examples included in this report are part of the Baxter footprint post-separation, unless otherwise noted. Due to the sale of Baxter's Kidney Care business in January 2025, 2023 was the final year Baxter reported against our 2030 Corporate Responsibility Goal to double the number of patients reached in underserved markets¹ through our peritoneal dialysis (PD) portfolio.
- Unless stated otherwise, the 2024 content and data in this report reflects the integration of the Hillrom

business, which we acquired in December 2021.

- Baxter's 2030 Corporate Responsibility Commitment and Goals were launched in 2021. See [Baxter.com](#) for prior reports on our goals and progress.
- All currency in this report is in U.S. dollars unless stated otherwise.
- Significant restatements of data from prior years are noted in the sections where they appear.
- The methodologies, assumptions and estimates underlying our corporate sustainability strategy, analysis and data continue to develop and are likely to continue to change in future periods, including as a result of regulatory or other developments or as a result of our ongoing strategic actions. As a result, the information we present in this report could differ from our prior disclosures, and information in future disclosures may differ from this report. We undertake no obligation to update any statement in this report or future disclosures except as required by law.

- Certain information in this report incorporates or otherwise relies upon data from third parties that we have not independently verified, and may be prepared in ways that are not consistent with our methodologies or practices.
- All references to "new product launches" in this report include new product launches, line extensions and geographical expansions, unless otherwise noted.
- This report is intended for global use. Please consult the appropriate country-specific Baxter website for information regarding activities in that country.
- Some statements in this report about products or procedures may differ from the licensed indications in specific countries. Therefore, always consult the country-specific summary of product characteristics, package leaflets or instructions for use. For more information, please contact a local Baxter representative.



Forward-Looking Statements

This report includes forward-looking statements concerning Baxter, including with respect to compliance, future performance, our 2030 Corporate Responsibility Commitment and Goals and related underlying efforts, as well as other plans and initiatives. These forward-looking statements are based on assumptions about many important factors, including the following, which could cause actual results to differ materially from those in the forward-looking statements: the company's ability to achieve the intended benefits of its strategic actions, including the sale of the Kidney Care business, business strategy and development activities and cost saving initiatives; the company's ability to successfully integrate acquisitions, including the acquisition of Hill-Rom Holdings, Inc. (Hillrom) and the related impact on the company's organization structure, senior leadership, culture, functional alignment, outsourcing and other areas, the company's management of resulting related personnel capacity constraints and potential institutional knowledge loss, and the company's ability to achieve anticipated performance or financial targets and maintain its reputation following integration; the impact of global economic conditions (including, among other things, changes in tariffs, taxation, trade policies and treaties, sanctions, embargos, export control restrictions, the potential for a recession, supply chain disruptions, inflation levels and interest rates, financial market volatility, banking crises, the war in Ukraine, the conflict in the Middle East and other geopolitical events and the potential for escalation of these and other conflicts, the related economic sanctions being imposed globally in response to the conflicts and potential trade wars, global public health crises, pandemics and epidemics, or the anticipation of any of the foregoing, on the company's operations and on the company's employees, customers, suppliers, and foreign governments in countries in which the company operates); the continuity, availability, and pricing of acceptable raw materials and component parts, the company's ability to pass some or all of these costs to its customers through price increases or otherwise, and the related continuity of the company's manufacturing, sterilization, supply and distribution and those of the company's suppliers; failure to accurately forecast or achieve the company's short- and long-term financial performance and goals, market and category growth rates, growth rates for the company's segments, and related impacts on the company's liquidity; the company's ability to execute on its capital allocation plans, including the company's debt repayment plans, the timing and amount of any dividends, share repurchases and divestiture proceeds; downgrades to the company's credit ratings or ratings outlooks, or withdrawals by rating agencies from rating the

company and its indebtedness, and the related impact on the company's funding costs and liquidity; fluctuations in foreign exchange and interest rates; the impact of any accounting estimates and assumptions, including with respect to goodwill, intangible asset, or other long-lived asset impairments on the company's operating results; the company's ability to finance and develop new products or services, or enhancements thereto, on commercially acceptable terms or at all; product development risks, including satisfactory clinical performance and obtaining and maintaining required regulatory approvals (including as a result of evolving regulatory requirements or the withdrawal or resubmission of any pending applications), the ability to manufacture at appropriate scale, and the general unpredictability associated with the product development cycle; demand and market acceptance risks for, and competitive pressures (including pricing) related to, new and existing products and services, challenges and reputational risks associated with converting customers to new products and challenges with accurately predicting changing customer preferences and future expenditures and inventory levels, and challenges with the company's ability to monetize new and existing products and services (and to sustain any related price increases), the impact of those products and services on quality and patient safety concerns, and the need for ongoing training and support for the company's products and services; future actions of, or failures to act or delays in acting by FDA, the European Medicines Agency, or any other regulatory body or government authority (including the U.S. Securities and Exchange Commission, Department of Justice, or the Attorney General of any state), or any product quality or patient safety issues that could delay, limit or suspend product development, manufacturing or sale, or otherwise lead to product recalls, withdrawals, labeling changes, launch delays, warning letters, import bans, denial of import certifications, sanctions, seizures, injunctions, monetary sanctions, criminal or civil liabilities or litigation; actions by tax authorities in connection with ongoing tax audits (including with respect to transfer pricing matters) and the outcome of pending or future litigation; failures with respect to the company's quality, compliance or ethics programs; our ability to attract, develop, retain and engage employees, including senior management, and the occurrence of labor disruptions (including as a result of labor disagreements under bargaining agreements or national trade union agreements or disputes with works councils); inability to create additional production capacity in a timely manner or the occurrence of other manufacturing, sterilization, or supply difficulties, including as a result of natural disaster or severe weather event (such as

Hurricane Helene), war, terrorism, global public health crises and epidemics/pandemics, regulatory actions or otherwise; future actions of third parties, including third-party payors and the company's customers and distributors (including GPOs and IDNs); breaches and breakdowns affecting the company's information technology systems or protected information, including by cyber-attack, data leakage, unauthorized access or theft, or failures of or vulnerabilities in the company's information technology systems or products; the company's ability to effectively develop, integrate or deploy artificial intelligence, machine learning and other emerging technologies into the company's products, services and operations in a manner that is compliant with existing and emerging regulations; the impact of physical effects of climate change, severe storms (including Hurricane Helene) and storm-related events; changes to legislation and regulation and other governmental pressures in the United States and globally, including the cost of compliance and potential penalties for purported noncompliance thereof, including new or amended laws, rules and regulations as well as the impact of healthcare reform and its implementation, suspension, repeal, replacement, amendment, modification and other similar actions undertaken by the United States or foreign governments, including with respect to pricing, reimbursement, taxation (including taxation of income, whether with respect to current or future tax reform) and rebate policies; the company's ability to meet evolving and varied corporate responsibility expectations of the company's stakeholders, including compliance with new and emerging sustainability regulations; the ability to protect or enforce the company's patents or other proprietary rights (including trademarks, copyrights, trade secrets, and know-how) or where the patents of third parties prevent or restrict the company's manufacture, sale or use of affected products or technology; and other risks discussed in Baxter's most recent filings on Form 10-K and Form 10-Q and other SEC filings, all of which are available on Baxter's website. Baxter does not undertake to update its forward-looking statements unless otherwise required by the federal securities laws.

Material Topics

Learn more about our 2024 [double materiality assessment](#).

Material Topics*	Description	Potential Impact Within Baxter's Value Chain		
		Upstream	Baxter Operations	Downstream
Priority Topics	Business Model Innovation and Resilience	Ability to meet new market demands and access new customer segments, as well as long-term business model planning and responsiveness to resource and climate constraints. Includes circular economy, cradle-to-cradle and zero-waste frameworks. Learn more.		
	Climate Change	Management of climate-related impacts encompassing both the company's contributions to climate change and the financial materiality of climate risks and opportunities. This includes calculating and reducing greenhouse gas emissions across all scopes, optimizing energy consumption, transitioning to renewable energy sources and implementing climate adaptation strategies. The company evaluates and addresses how climate change physically and financially affects its operations, value chain and long-term viability through physical risks, market transitions and regulatory changes, while simultaneously managing its own climate impact to create sustainable value and reduce exposure to climate-related financial risks. Learn more.		
	Data Security, Privacy and Artificial Intelligence	Management of risks for our customers, patients and employees through cybersecurity measures, including the secure and responsible collection, retention and use of sensitive data as well as the secure development and manufacturing of healthcare solutions. Also includes the assurance of ethical use of artificial intelligence and compliance with evolving regulations to safeguard privacy, safety, fairness and transparency in every region where Baxter operates. Learn more.		
	Inclusion and Diversity	The daily actions the company takes to help all stakeholders feel seen, heard and valued, and to enhance the experiences of our employees and of our customers and their patients. Includes how the company operates our business, develops and markets our products, expands access to care and gives back to our communities. Learn more.		
	Patient Safety and Product Quality	Management of patient safety and product quality across the product life cycle through leading practices in design, materials use, manufacturing, communications, surveillance, reporting and senior leader accountability measures. Includes innovations to advance the company's ability to meet patient needs and ultimately improve health outcomes. Learn more.		
	Supply Chain Management	Selection and management of suppliers to help ensure supplier and contractor compliance with Baxter standards and policies. Includes corporate responsibility risk profiles, audits, surveys and other standardized processes and tools. Learn more.		
	Water Management	Water withdrawals, water consumption, water availability, water quality, wastewater generation, stormwater management and other impacts of operations on water resources. Includes water management strategies such as water efficiency, intensity, recycling, watershed protection and others. Learn more.		
Other Material Topics	Access and Affordability	Our ability to provide broad access to Baxter medicines, treatments and healthcare solutions, especially for underserved populations. Includes strategies to help ensure affordability, expand distribution in developing markets and support patient assistance programs. Learn more.		
	Community Engagement and Philanthropy	Engagement with communities to achieve long-term and sustainable outcomes via impactful partnerships, strategies and relationships. Includes cash and product donations to charities, nongovernmental organizations, and research and academic institutes to support community resilience and advance health access and education. Learn more.		
	Employee Development and Retention	Investment in continued employee professional development and educational opportunities. Supports the ability of employees to envision and put into action professional goals, leading to career-advancement opportunities in our company. Learn more.		
	Employee Health and Safety	Measures taken to promote employee health and safety within the company's facilities and across the supply chain. Includes occupational safety (physical hazard controls, protective equipment, safe operating procedures), mental health and well-being (stress management, counseling services, work-life balance programs) and industrial hygiene (exposure monitoring, ventilation systems, chemical safety). Learn more.		
	Ethical Governance and Corporate Integrity	Ethical business conduct, including anticorruption and fair competition practices, corporate governance, Board composition, sustainability-related remuneration, regulatory engagement, compliance across operations, transparent reporting and responsible tax strategies. Learn more.		
	Human Rights and Labor Practices	Fostering human rights at Baxter and in our external supply chain. Includes ensuring fair employment practices are followed, establishing workplace standards, complying with human rights laws, providing fair wages and benefits, and respecting organized labor rights. Learn more.		
	Responsible Marketing and Product Transparency	Ethical practices in promoting and selling life science products and services, including accurate labeling and clear disclosure of product efficacy, limitations and potential risks. Encompasses transparent communication with stakeholders, adherence to marketing regulations and responsible management of product information throughout the development and commercialization process. Learn more.		
	Sustainable Packaging	Development of packaging solutions using renewable, recyclable or biodegradable materials. Focuses on innovative designs to reduce volume and weight while optimizing resource use and promoting circular economy principles. Learn more.		
	Sustainable Product Innovation	Incorporation of sustainable design principles and cutting-edge technologies in product development to enhance sustainability throughout the life cycle. Intended to maximize resource efficiency, reduce raw material use and promote circular design for decreased environmental impact. Learn more.		
	Waste Management	Management of all waste types including nonhazardous, regulated, electronic and hazardous across facilities and the supply chain. Includes recycling programs, safe disposal practices and strategies to reduce waste generation throughout operations. Learn more.		

* One topic from the assessment, Biodiversity and Habitat Protection, was determined to be nonmaterial to Baxter. We recognize the importance of this topic to sustainable development and many of our stakeholders. We strive to responsibly manage Baxter's impacts on ecosystems and biodiversity through our activities, including project development, construction and site location.

Policies and Standards

Protect Our Planet

Environment, Health, Safety and Sustainability (EHS&S)

- [EHS&S Policy](#)

Carbon Neutrality

- [Climate Change & Energy Position Statement](#)
- [The Greenhouse Gas Protocol](#)

Product Sustainability

- [Proposition 65](#)
- [Registration, Evaluation, Authorization and Restriction of Chemicals \(REACH\) Regulation EC 1907/2006](#)
- [Waste Electrical and Electronic Equipment \(WEEE\) 2012/19/EU](#)

Sustainable Procurement

- [Global Supplier Standards Manual](#)
- [Ethics & Compliance Standards for Baxter Suppliers](#)
- [Global Human Rights Policy](#)

Champion Our People and Communities

Community Investment

Our manufacture-to-donate product donation strategy aligns with the following:

- [World Health Organization Guidelines for Medicine Donations](#)
- [Partnership for Quality Medical Donations Guidelines](#)

Ethics and Compliance

- [Accountable Artificial Intelligence Policy \(internal\)](#)
- [Code of Conduct](#)
- [Conflicts of Interest Policy \(internal\)](#)
- [Global Third Party Anticorruption Policy](#)
- [Global Interactions Policy](#)
- [Global Trade Compliance Policy \(internal\)](#)
- [AdvaMed Code of Ethics](#)
- [MedTech Europe Code of Ethical Business Practice](#)

Privacy and Data Protection

- [Global Privacy Policy \(internal\)](#)
- [GDPR Policy \(internal\)](#)
- [HIPAA Privacy Policies and Procedures \(internal\)](#)
- [HIPAA Security Policies and Procedures \(internal\)](#)
- [Digital Security Policy \(internal\)](#)
- [End-User Security & Acceptable Use Policy \(internal\)](#)
- [Accountable Artificial Intelligence Policy \(internal\)](#)
- [Responsible Use of Artificial Intelligence Statement](#)

Human Rights

- [Global Human Rights Policy](#)
- [Global Supplier Standards Manual](#)
- [California Transparency in Supply Chains Act Supplier Disclosure Statement](#)
- [Conflict Minerals Position Statement](#)
- [Code of Conduct](#)

Inclusion and Diversity

- [Statement of Equal Opportunity](#)
- [Equal Opportunity Employment Policy \(internal\)](#)
- [Nondiscrimination Commitment \(within our \[Global Human Rights Policy\]\(#\)\)](#)
- [Prohibition of Workplace Harassment Policy \(internal\)](#)

Transparency Statements

Baxter provides annual statements in response to legislation in countries around the world related to human rights and fair working conditions. These include:

- [Australia Modern Slavery Statement](#)
- [Canada Fighting Against Forced Labour and Child Labour Act Joint Report](#)
- [Norwegian Transparency Act Due Diligence Report](#)
- [UK Modern Slavery Statement](#)

Data Summary¹



Apex has provided assurance on the following content in this section: Carbon Neutrality; Water Management; Waste Management; Product Sustainability; Sustainable Procurement; Environment, Health, Safety and Sustainability Governance and Additional Disclosures; and Employee Health and Safety.

Section and Indicator	2022	2023	2024
Financial Performance²			
Net Sales (\$ millions)	\$10,057	\$10,360	\$10,636
U.S. Net Sales (\$ millions)	\$5,769	\$5,802	\$5,850
International Net Sales (\$ millions)	\$4,288	\$4,558	\$4,786
Net Income (Loss) (\$ millions)	(\$2,421)	\$2,663	(\$638)
Stock Price (\$ at year end)	\$50.97	\$38.66	\$29.16
Dividend (\$ per share)	\$1.15	\$1.16	\$1.04
Research and Development (\$ millions)	\$450	\$518	\$590
Patient Safety and Product Quality³			
Total Recalls: Medical Device and Drug			
Within the United States ⁴	22	20	34
Outside the United States	27	26	23
Recalls: Medical Device Only			
Within the United States ⁴	21	16	31
U.S. Food and Drug Administration (FDA) Class I Recalls ⁴	5	3	7
Outside the United States	17	16	16
Recalls: Drug Only			
Within the United States ⁴	1	4	3
FDA Class I Recalls ⁴	0	0	1
Outside the United States	10	10	7
Product Recall Rate ⁵ (% of Product Codes Sold)	0.8%	0.9%	0.7%
FDA Inspections and Enforcement Actions⁶			
Form 483s Received	6	5	8
Warning Letters Open	0	1	1
Warning Letters Resolved	1	0	0
Warning Letters Received	0	1	0
Product Seizure	0	0	0
Consent Decree	0	0	0

Section and Indicator	2022	2023	2024
Carbon Neutrality^{7,8}			
Energy Usage from Baxter Operations⁹ (thousands of MWh)			
Americas	1,720	1,794	1,539
Europe, Middle East and Africa (EMEA)	832	790	773
Asia Pacific	444	408	398
Thousands of MWh per Million Dollars of Sales ¹⁰	0.21	0.20	0.18
Renewable Energy Usage (thousands of MWh)	952	988	964
Facility Usage of Renewable Energy ¹¹ (as a % of total energy use)	32%	33%	36%
Electricity Purchased from 100% Renewable Power (thousands of MWh)			
Americas	315	356	364
EMEA	194	162	168
Asia Pacific	4	10	8
Lean Energy Program Performance¹² (% of program criteria implemented across all manufacturing facilities, at year end)			
Prerequisite	96%	84%	90%
Bronze	93%	81%	87%
Silver	87%	77%	82%
Gold	64%	57%	61%
Manufacturing Facilities Meeting ISO 50001 Requirements ¹²	23	24	24
Manufacturing Facilities Meeting ISO 50001 Requirements ¹² (%)	49%	46%	48%
Energy Assessments Completed			
Americas	7	3	3
EMEA	7	1	3
Baxter's Global Greenhouse Gas (GHG) Emissions Footprint (Scope 1, 2 and 3) (metric tons CO ₂ e). See Value Chain Energy Usage and GHG Emissions for detail.	4,418,000	4,056,000	4,332,000

Section and Indicator	2022	2023	2024
Carbon Neutrality^{7,8} (continued)			
GHG Emissions from Baxter Operations¹³ (metric tons CO₂e)			
Americas	599,000	579,000	501,000
EMEA	314,000	304,000	241,000
Asia Pacific	134,000	139,000	128,000
Asia Pacific	151,000	136,000	132,000
GHG Emissions from Operations per Million Dollars of Sales ¹⁰ (metric tons CO ₂ e)	41	39	33
Worldwide GHG Emissions from Product Transport, by Mode¹⁴ (metric tons CO₂e)			
Air (Scope 3)	455,700	416,700	527,700
Ocean (Scope 3)	88,400	44,400	155,400
Rail (Scope 3)	56,700	56,500	58,400
Road (Scope 1)	14,300	16,700	16,500
Road (Scope 3)	17,600	20,100	22,700
Road (Scope 3)	278,600	279,100	274,700
Worldwide GHG Emissions from Product Transport, by Region¹⁴ (metric tons CO₂e)			
Americas	455,700	416,700	527,700
EMEA	289,500	258,100	358,500
Asia Pacific	84,800	88,900	86,600
Asia Pacific	81,300	69,700	82,600
Water Management^{8,15}			
Water Usage¹⁶ (thousand cubic meters)			
Americas	14,588	14,954	14,698
EMEA	7,421	8,049	7,774
Asia Pacific	4,034	4,077	4,256
Asia Pacific	3,132	2,829	2,668
Water Usage ¹⁶ per Million Dollars of Sales ¹⁰ (thousand cubic meters)	1.01	1.01	0.97
Water Usage¹⁶ by Availability¹⁷ (thousand cubic meters)			
Extremely High Water Stress	13,928	14,269	13,972
High Water Stress	1,805	1,884	2,229
High Water Stress	1,230	1,200	1,349

Data Summary (continued)

Section and Indicator	2022	2023	2024
Water Management^{8,15} (continued)			
Medium-High Water Stress	3,040	3,540	2,576
Low-Medium Water Stress	974	994	1,111
Low Water Stress	6,879	6,650	6,707
Wastewater Flow¹⁸ (total direct discharge, thousand cubic meters)	3,342	3,424	3,097
BOD ₅ (metric tons)	12	9	9
BOD ₅ (mg/L)	4	3	3
COD (metric tons)	38	32	27
COD (mg/L)	11	9	9
TSS (metric tons)	25	24	18
TSS (mg/L)	7	7	6
Waste Management^{8,15}			
Total Waste¹⁹ (metric tons)	80,000	79,800	79,700
Americas	45,200	43,300	43,000
EMEA	24,400	27,000	26,600
Asia Pacific	10,400	9,500	10,100
Total Waste per Million Dollars of Sales ¹⁰ (metric tons)	5.5	5.4	5.3
Nonhazardous Waste²⁰ (metric tons)	74,000	73,000	72,800
Americas	42,000	40,200	39,600
EMEA	22,300	23,900	23,600
Asia Pacific	9,700	8,900	9,500
Nonhazardous Waste per Million Dollars of Sales ¹⁰ (metric tons)	5.1	4.9	4.8
Nonhazardous Waste Diverted from Landfill ²¹ (%)	80.7%	72.2%	74.4%
Regulated Waste²² (metric tons)	6,000	6,900	7,000
Americas	3,200	3,100	3,400
EMEA	2,100	3,100	3,000
Asia Pacific	700	600	600
Regulated Waste per Million Dollars of Sales ¹⁰ (metric tons)	0.4	0.5	0.5
Regulated Waste Diverted from Landfill ²¹ (%)	51.1%	30.7%	29.5%

Section and Indicator	2022	2023	2024
Waste Management^{8,15} (continued)			
Waste Management at Baxter (% of total)			
Recycled	71.4%	59.4%	63.1%
Incinerated with Energy Recovery	7.0%	9.2%	7.4%
Incinerated	2.9%	5.6%	7.2%
Sent to Landfill	13.2%	14.2%	10.6%
Other Disposal	5.5%	11.6%	11.7%
Product Sustainability			
PVC and Aluminum Recycling Programs for Hospitals and Dialysis Clinics			
Australia			
PVC Collected for Recycling (metric tons)	97.6	120	133
Participating Hospitals	258	197	266
Aluminum Bottles Recycled (metric tons)	1.8	2.4	2.7
Participating Hospitals	180	69	59
New Zealand			
PVC Collected for Recycling (metric tons)	10	21	21
Participating Hospitals	23	30	29
Aluminum Bottles Recycled (metric tons)	0.2	0.1	0.2
Participating Hospitals	4	5	10
Colombia			
Total PVC Recycled (metric tons)	44.5	69.2	67.0
Participating Dialysis Clinics	43	27	29
PVC Recycled from Home Dialysis Patients (metric tons)	40.1	41.1	35.7
Guatemala			
PVC and Other Plastics Recycled (metric tons)	16.9	17.0	20.3
United States			
PVC Recycled at Pilot Hospital (metric tons)	1.3	2.3	2.4

Section and Indicator	2022	2023	2024
Sustainable Procurement²³			
Baxter Supplier Audits Related to Product Quality Management Systems ²⁴	630	689	457
Spend with Small Businesses (\$ millions) ²⁵	\$598	\$563	\$554
Economic Impact of Spending with Small Businesses²⁶			
Direct: Employee Income (\$ millions)	\$97	\$102	\$109
Direct: Jobs	1,169	1,347	1,642
Environment, Health, Safety and Sustainability Governance and Additional Disclosures¹⁵			
Baxter Toxics Release Inventory Air Releases ²⁷ (metric tons)	14	13	–
NO_x and SO_x Emissions²⁸ (metric tons)			
NO _x	357	358	311
SO _x	137	98	60
NO _x and SO _x Emissions per Million Dollars of Sales ¹⁰ (kg)	34	31	25
ISO Certifications			
ISO-Certified Baxter Locations	63	63	61
ISO 14001-Certified Baxter Locations	62	62	60
ISO 45001-Certified Baxter Locations	46	43	42
ISO-Certified Baxter Manufacturing Locations ²⁹	46	45	48
ISO-Certified Baxter Manufacturing Locations ²⁹ (%)	73%	76%	64%
Environmental Compliance			
Environmental Notices of Noncompliance	9	15	6
Environmental Fines Paid (\$) ³⁰	\$0	\$200	\$ 99,030

Data Summary (continued)

Section and Indicator	2022	2023	2024
Employee Health and Safety³			
Recordable Incident Rate³¹	0.40	0.35	0.38
Americas	0.53	0.45	0.50
EMEA	0.34	0.38	0.35
Asia Pacific	0.12	0.07	0.11
Cases with Days Lost Rate³²	0.140	0.142	0.170
Americas	0.168	0.136	0.169
EMEA	0.177	0.276	0.267
Asia Pacific	0.037	0.028	0.071
Days Lost Rate³³	6.93	5.19	6.86
Americas	9.29	4.44	7.45
EMEA	5.10	11.66	10.02
Asia Pacific	2.93	0.80	1.99
Restricted Days Rate³⁴	5.15	5.22	6.81
Americas	8.95	8.58	10.47
EMEA	0.89	1.55	1.17
Asia Pacific	0.00	0.03	2.94
Days Away (Lost), Restricted or Transferred (DART) Rate ³⁵	12.08	10.41	13.66
Employee/Contractor Severe Injuries (total number)	17/0	11/0	21/0
Employee/Contractor Fatalities (total number)	1/0	0/0	0/0
Health and Safety Notices of Violation Settled	5	8	5
Health and Safety Fines Paid (\$)	\$14,648	\$50,768	\$700
Sources of Recordable Injury and Severe Injuries (as a % of total)			
Ergonomic	22%	24%	25%
Illness	5%	0%	1%
Involving the Body (nonergonomic)	1%	1%	1%
Punctures	8%	13%	18%
Struck by Object	15%	7%	15%
Slips, Trips and Falls	24%	26%	20%
Caught In, On or Between	12%	14%	12%

Section and Indicator	2022	2023	2024
Employee Health and Safety³ (continued)			
Forklifts and Other Vehicles	3%	3%	5%
Other	11%	12%	4%
Employees Who Participated in the Exercise Challenge (%)	81%	78%	62%
Employees Who Completed a Personal Wellness Profile ³⁶	27%	22%	20%
Virtual Sessions Held Related to Monthly Wellness Days	48	42	40
Facilities That Took Part in Healthy Eating Month (%)	92%	95%	81%
Smoke-Free Campuses ³⁷ (%)	99%	99%	99%
Employees Worldwide Who Received Free Seasonal Flu Vaccinations ³⁸	10,000	8,300	9,200
Community Investment^{23,39} (\$ millions)			
Total Charitable Giving, by Category	\$55.38	\$46.30	\$38.21
Investments in Underserved Communities Globally	\$51.07	\$40.69	\$31.54
Other Charitable Giving	\$4.31	\$5.61	\$6.67
Total Charitable Giving, by Type	\$55.38	\$46.30	\$38.21
Baxter Product Donations to Aid Organizations⁴⁰	\$35.49	\$26.85	\$15.63
Business and Facility Cash Donations	\$7.81	\$9.19	\$8.83
Within the United States (including U.S. Territories)	\$5.35	\$6.82	\$8.04
Outside the United States	\$2.46	\$2.37	\$0.79
The Baxter Foundation Contributions	\$12.08	\$10.26	\$13.75
Within the United States (including U.S. Territories)	\$11.66	\$9.85	\$13.33
Grants ⁴¹	\$9.91	\$7.69	\$11.58
Matching Gifts and Dollars for Doers	\$0.95	\$1.25	\$0.79
Scholarships	\$0.47	\$0.60	\$0.61
Prize Programs	\$0.33	\$0.31	\$0.35
Outside the United States	\$0.42	\$0.41	\$0.42
Grants	\$0.08	\$0.00	\$0.00
Scholarships	\$0.34	\$0.41	\$0.42

Section and Indicator	2022	2023	2024
Community Investment^{23,39} (\$ millions) (continued)			
Scholarships Awarded	281	349	350
Employee Volunteer Hours	16,800	13,700	12,300
Value of Employee Volunteer Hours ⁴² (\$)	\$534,000	\$459,000	\$428,000
Ethics and Compliance			
Items Reported to the Ethics and Compliance Helpline (see page 43)			
Workplace Metrics³			
Global Workforce by Job Level (as a % of total)			
Vice President and Above	0.3%	0.3%	0.3%
Director	1.7%	1.7%	1.7%
Manager	9.8%	9.8%	10.2%
Professional ⁴³	27.2%	27.2%	27.6%
Technical/Clerical ⁴⁴	61.0%	61.1%	60.2%
Global Workforce by Region (as a % of total)			
Americas	52.9%	54.2%	54.6%
EMEA	26.1%	25.6%	25.0%
Asia Pacific	21.0%	20.2%	20.4%
Best Place to Work Survey⁴⁵ (select category scores)			
Engagement	–	–	78%
Inclusion	–	–	73%
Manager Effectiveness	–	–	80%
Employee/Contractor Training⁴⁶			
Total Employee/Contractor Training Hours	2,530,000	2,460,000	4,910,000
Training Hours Per Employee/Contractor (average)	30	29	59
Employee Voluntary Turnover Rate	15.3%	12.8%	11.5%
View workforce representation data.			
Political Contributions			
See the Baxter 2024 Political Contributions Report for detailed data.			

Value Chain Energy Usage and GHG Emissions



	Energy Usage (thousands of MWh)			Energy Costs (\$ millions)			GHG Emissions ^{1,2} (thousands of metric tons CO ₂ e)		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
Baxter Operations³									
Scope 1—Stationary Sources (facilities)									
Natural Gas	1,392	1,422	1,261	\$53.3	\$57.4	\$56.5	257	263	235
Fuel Oil	78	54	31	\$4.4	\$3.0	\$1.9	20	14	8
Propane and LPG	110	104	97	\$7.6	\$5.8	\$5.2	24	22	21
Biomass ⁴	290	312	287	\$5.8	\$5.4	\$6.4	2	2	2
Subtotal	1,870	1,892	1,676	\$71.2	\$71.6	\$70.0	302	301	266
Scope 1—Mobile Sources (Baxter-operated vehicles)⁵									
Aviation Fuel	4	5	3	\$0.5	\$0.5	\$0.3	1	1	1
Gasoline	67	69	69	\$7.4	\$7.3	\$7.2	15	16	16
Diesel Fuel	139	144	141	\$16.8	\$15.2	\$13.7	35	36	35
Propane	0	0.4	0.5	\$0.0	\$0.03	\$0.04	0.0	0.1	0.1
Subtotal	210	217	213	\$24.7	\$23.0	\$21.2	51	53	52
Scope 1—Refrigerants⁶									
Refrigerant Losses (facilities)	n/a	n/a	n/a	n/a	n/a	n/a	5	5	6
Scope 1 Total	2,079	2,109	1,889	\$95.9	\$94.6	\$91.1	358	359	324
Scope 2—Electricity and Purchased Steam									
Electricity (purchased) ⁷	1,003	979	903	\$118.5	\$131.3	\$128.4	218	198	153
Electricity (on-site renewable)	5	8	9	n/a	n/a	n/a	n/a	n/a	n/a
District Heating and Cooling Water	3	3	3	\$0.27	\$0.21	\$0.23	0.6	0.5	0.5
Purchased Steam	114	110	119	\$3.4	\$3.8	\$5.0	22	21	23
Scope 2 Total (market-based)	1,126	1,100	1,034	\$122.1	\$135.3	\$133.6	241	220	177
Scope 2 Total (location-based)	1,126	1,100	1,034	\$122.1	\$135.3	\$133.6	381	362	331
Baxter Operations Total	3,206	3,209	2,923	\$218.0	\$230.0	\$224.7	599	579	501

	GHG Emissions ^{1,2} (thousands of metric tons CO ₂ e)		
	2022	2023	2024
Scope 3 Emissions⁸			
Purchased Goods and Services (Category 1) ⁹	1,802	1,538	1,870
Capital Goods (Category 2) ¹⁰	199	154	129
Fuel- and Energy-Related Activities (Category 3) ¹¹	156	154	141
Upstream Transportation and Distribution (Category 4) ¹²	438	397	505
Waste Generated in Operations (Category 5) ¹³	26	29	28
Business Travel (Category 6) ¹⁴	30	50	49
Employee Commuting (Category 7) ¹⁵	35	35	35
Downstream Transportation and Distribution (Category 9) ¹⁶	165	144	140
Use of Sold Products (Category 11) ¹⁷	817	818	779
End-of-life Treatment of Sold Products (Category 12) ¹⁶	151	158	155
Scope 3 Emissions Total	3,819	3,477	3,831
Total			
Total GHG Emissions (Scope 1, 2 and 3)¹⁸	4,418	4,056	4,332

Facilities with ISO 14001, ISO 45001, ISO 50001 and Green Building Certifications¹



Region/Country/State/Province	City	ISO 14001	ISO 45001 ²	ISO 50001	Green Building Certification
North America					
Canada, Ontario	Alliston	X	X		
United States, Arkansas	Mountain Home	X	X		
United States, California	Hayward	X	X		
United States, California	Irvine	X	X		
United States, Illinois	Deerfield Office	X	X		
United States, Illinois	Round Lake, Manufacturing	X		X	
United States, Illinois	Round Lake, R&D				LEED Silver (2013) ³
United States, Minnesota	St. Paul	X			
United States, Mississippi	Cleveland	X	X	X	
United States, New York	Medina	X			
United States, New York	Skaneateles				LEED Gold (2011) ⁴
United States, North Carolina	Marion (North Cove)	X	X		
Latin America					
Brazil	São Paulo	X	X	X	
Colombia	Cali	X	X	X	
Dominican Republic	Haina	X	X		
Costa Rica	Cartago	X	X	X	
Mexico	Atlacomulco	X	X		
Mexico	Cuernavaca	X	X		
Mexico	Tijuana	X			
Puerto Rico	Aibonito	X	X		

Region/Country/State/Province	City	ISO 14001	ISO 45001 ²	ISO 50001	Green Building Certification
Puerto Rico	Guayama	X			
Puerto Rico	Jayuya	X			
Europe, Middle East and Africa					
Belgium	Lessines	X	X	X	
Belgium	Lessines BDCE	X	X		
France	Jonage-Lyon	X			BREEAM Good (2011)
France	Meyzieu	X		X	
France	Pluvigner	X	X	X	
Germany	Bielefeld	X	X		
Germany	Hechingen	X	X	X	
Germany	Saalfeld			X	
Greece	Athens (Herakleio)	X			
Ireland	Castlebar	X	X	X	
Ireland	Swinford	X	X		
Ireland	Dublin/Blackrock	X			
Ireland	Dublin/Sandyford	X			
Italy	Grosotto ⁵	X	X	X	
Italy	Medolla	X	X	X	
Italy	Rome	X	X		LEED Gold (2012), BREEAM Excellent (2024)
Italy	Sesto Fiorentino	X	X		
Italy	Sondalo ⁵	X	X	X	
Malta	Marsa	X	X	X	
Portugal	Sintra	X	X		

Region/Country/State/Province	City	ISO 14001	ISO 45001 ²	ISO 50001	Green Building Certification
Spain	Sabiñánigo	X	X	X	
Spain	Valencia	X	X		
Sweden	Kista	X			
Sweden	Luleå	X			
Sweden	Lund	X			
Sweden	Rosersberg	X			BREEAM Very Good (2021)
Switzerland	Zurich				Minergie Plus (2010)
Tunisia	Oued Ellil	X	X	X	
United Kingdom	Elstree	X			
United Kingdom	Croydon		X		
United Kingdom	Northampton	X	X		
United Kingdom	Stockport	X	X		
United Kingdom	Oxford	X	X		
United Kingdom	Thetford	X	X		
Asia Pacific					
Australia	Toongabbie	X	X	X	
China	Guangzhou	X	X	X	
China	Shanghai	X	X	X	
China	Suzhou	X	X	X	
China	Tianjin	X	X		
Japan	Miyazaki	X		X	
New Zealand	Auckland	X	X		
Singapore	Woodlands	X	X	X	
Thailand	Amata	X		X	
India	Ahmedabad	X		X	

Additional Disclosures

Carbon Neutrality

Renewable and Alternative Energy, Detailed Breakdown by Site*



Region/Country/State/Province	City	Type	On-Site Installed		Procured**
			Installed Power (kW)	Year Installed	
Americas					
Brazil	São Paulo				X
Costa Rica	Cartago	Solar	690	2023	
Dominican Republic	Haina	Solar	1,000	2021	
Dominican Republic	Haina	Solar	1,000	2023	
Mexico	Atacomulco				X
Mexico	Cuernavaca	Solar	140	2013	
Mexico	Cuernavaca				X
Puerto Rico	Aibonito	Cogeneration	4,200	2023	
Puerto Rico	Jayuya	Cogeneration	2,800	2023	
United States, Arkansas	Mountain Home				X
United States, Illinois	Deerfield				X
United States, Illinois	Round Lake, Manufacturing				X
United States, Illinois	Round Lake, R&D				X
United States, Illinois	Waukegan				X
United States, Indiana	Batesville				X
United States, Mississippi	Cleveland				X
United States, North Carolina	Marion (North Cove)	Biomass	35,000	1985	
United States, North Carolina	Marion (North Cove)				X
Europe, Middle East and Africa					
Belgium	Braine-l'Alleud				X
Belgium	Lessines	Solar	1,200	2021	
Belgium	Lessines				X
Belgium	Lessines BDCE				X
France	Jonage-Lyon				X
France	Meyzieu	Heat Pump	60	2009	
France	Meyzieu	Heat Pump	270	2013	
France	Meyzieu	Heat Pump	580	2020	
France	Meyzieu	Heat Pump	470	2022	
France	Meyzieu	Heat Pump	1,330	2023	
France	Meyzieu	Heat Pump	170	2023	
France	Meyzieu				X
France	Meyzieu, Distribution Center				X
Germany	Bielefeld	Solar	840	2024	
Germany	Bielefeld				X
Germany	Hechingen				X
Ireland	Castlebar/Swinford	Cogeneration	3,100	2010	
Ireland	Castlebar/Swinford				X
Italy	Medolla	Solar	20	2013	

* As of Dec. 31, 2024.

** An X in this column indicates that 100% of a site's purchased electricity in 2024 was renewable. Our Ahmedabad, India, site procured some renewable electricity in 2024, but less than 100%.

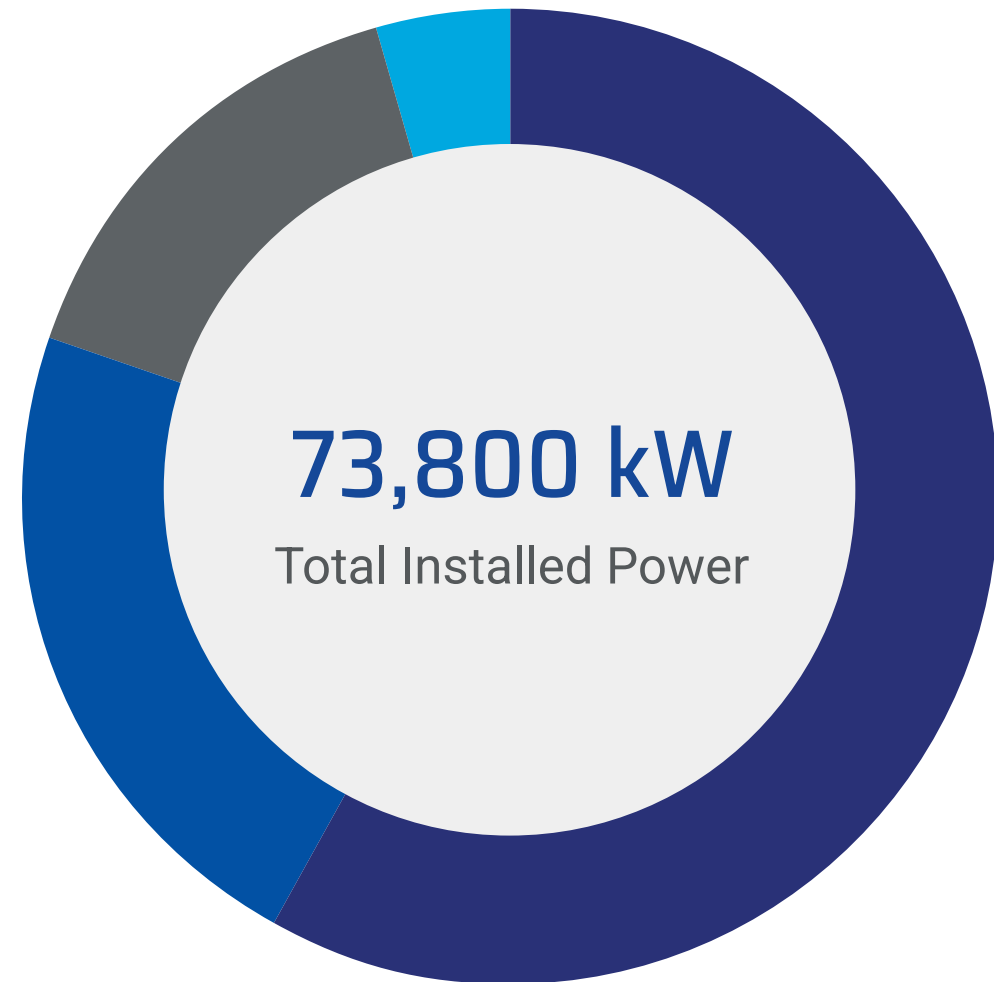
Region/Country/State/Province	City	Type	On-Site Installed		Procured**
			Installed Power (kW)	Year Installed	
Europe, Middle East and Africa (continued)					
Italy	Medolla	Cogeneration	200	2013	
Italy	Medolla	Cogeneration	1,200	2021	
Italy	Medolla				X
Italy	Medolla, Distribution Center				X
Italy	Rome				X
Italy	Sesto Fiorentino				X
Italy	Valtellina	Biomass	8,000	2014	
Italy	Valtellina	Cogeneration	1,200	2019	
Italy	Valtellina				X
Malta	Marsa	Solar	850	2012	
Malta	Marsa	Heat Pump	50	2013	
Spain	Sabiñánigo				X
Spain	Valencia				X
Sweden	Luleå				X
Sweden	Lund				X
Switzerland	San Vittore	Heat Pump	220	2021	
Switzerland	San Vittore				X
Tunisia	Oued Ellil	Solar	50	2022	
United Kingdom	Compton				X
United Kingdom	Elstree				X
United Kingdom	Liverpool				X
United Kingdom	Liverpool	Cogeneration	1,000	2023	
United Kingdom	London				X
United Kingdom	Northampton				X
United Kingdom	Oxford				X
United Kingdom	Stockport				X
United Kingdom	Thetford	Cogeneration	2,700	2020	
United Kingdom	Thetford				X
Asia Pacific					
Australia	Toongabbie	Solar	50	2012	
Australia	Toongabbie	Solar	500	2015	
China	Guangzhou	Solar	480	2017	
China	Guangzhou	Solar	740	2022	
China	Suzhou	Solar	1,000	2022	
China	Shanghai	Solar	180	2022	
China	Shanghai	Solar	140	2024	
India	Ahmedabad	Solar	1,300	2024	
India	Ahmedabad				Partial
Japan	Miyazaki	Solar	1,100	2024	

Additional Disclosures

Carbon Neutrality

See [Carbon Neutrality](#) for related information.

On-Site Renewable and Alternative Energy-Generation Capacity, 2024*



- 43,000 kW Biomass
- 16,400 kW Cogeneration
- 11,300 kW Solar
- 3,100 kW Heat Pump

*As of Dec. 31, 2024.

Water Management

See [Water Management](#) for related information.

Baxter Manufacturing Sites in Locations with Water Stress Risk, 2024



(as determined in accordance with the World Resources Institute Aqueduct Water Risk Atlas version 4.0)

Site Location	Extremely High	High	Medium-High
Australia		1	
Belgium	1		
Brazil			1
China	3		1
Germany		2	1
India	1		
Malta	1		
Mexico	3	2	
Saudi Arabia	1		
Spain		1	
Thailand		1	
Tunisia		1	
United Kingdom		1	
United States	2	3	4

Sustainable Procurement

See [Sustainable Procurement](#) for related information.

Summary of Supplier Corporate Responsibility Survey Scores, 2022–2024*



Results in 2024 included data from 1,906 Baxter suppliers, an increase from 1,292 suppliers in 2023. Of the 1,906 participating suppliers in 2024, 60% are from Europe, Central Asia, the Middle East and Africa, 31% are from the Americas and 9% are from Asia Pacific. Data in the table to the right represents the percentage of participating suppliers that were rated Advanced, Moderate, Partial or Insufficient in each survey category.

* The performance categories presented in this table align with the EcoVadis methodology. “Advanced” indicates structured and proactive corporate responsibility (CR) approach; policies and tangible actions on major topics with significant CR reporting. “Moderate” indicates structured and proactive CR approach; policies and tangible actions on major topics with basic CR reporting. “Partial” indicates no structured CR approach; few tangible actions on selected topics; certifications related to sites and/or products are only partial. “Insufficient” indicates no engagements or tangible actions regarding CR. Data for each year reflects suppliers participating in Baxter’s supplier CR survey program as of Jan. 31 of the subsequent year. In some cases, segments may not add up to 100% due to rounding. A minor subset of suppliers with small businesses of 25 employees or fewer do not receive a score. Data for 2022 and 2023 includes Baxter’s BioPharma Solutions business, which was divested at the end of the third quarter of 2023.

	Advanced			Moderate			Partial			Insufficient		
	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Environment	30%	30%	30%	44%	44%	42%	25%	21%	20%	2%	1%	1%
Labor and Human Rights	25%	29%	31%	57%	57%	55%	17%	14%	12%	1%	1%	0%
Ethics	22%	24%	25%	55%	53%	50%	22%	21%	22%	2%	2%	1%
Sustainable Procurement	13%	16%	18%	39%	36%	34%	42%	43%	42%	6%	5%	5%
Overall	22%	25%	30%	56%	56%	54%	21%	18%	17%	0%	0%	0%
Industry Average	7%	8%	11%	44%	42%	46%	45%	46%	39%	4%	4%	4%

Supplier Corporate Responsibility Risk Profile, 2024



The table to the right is a summary of corporate responsibility risk profiling of 34,148 Baxter suppliers, based on 2024 analysis using the EcoVadis IQ tool.*

* The performance of risk categories presented in this table aligns with the EcoVadis methodology. Risk levels are based on 1) inherent risk, which is the corporate responsibility risk of a company based on its industry and country or EcoVadis rating and 2) procurement risk, which is based on Baxter spend data. “Undefined” refers to companies undergoing a manual industry verification or that have an unknown or not assessable industry classification. In some cases, segments may not add up to 100% due to rounding.

	High Risk	Medium Risk	Low Risk	Undefined
Environment	6%	57%	33%	4%
Labor and Human Rights	6%	56%	33%	4%
Ethics	21%	64%	11%	4%
Sustainable Procurement	40%	28%	28%	4%
Overall	2%	54%	40%	4%
Total Partners	665	18,461	13,661	1,361

Community Investment

See [Community Investment](#) for related information.

Baxter Foundation Disaster Relief Partners, 2024

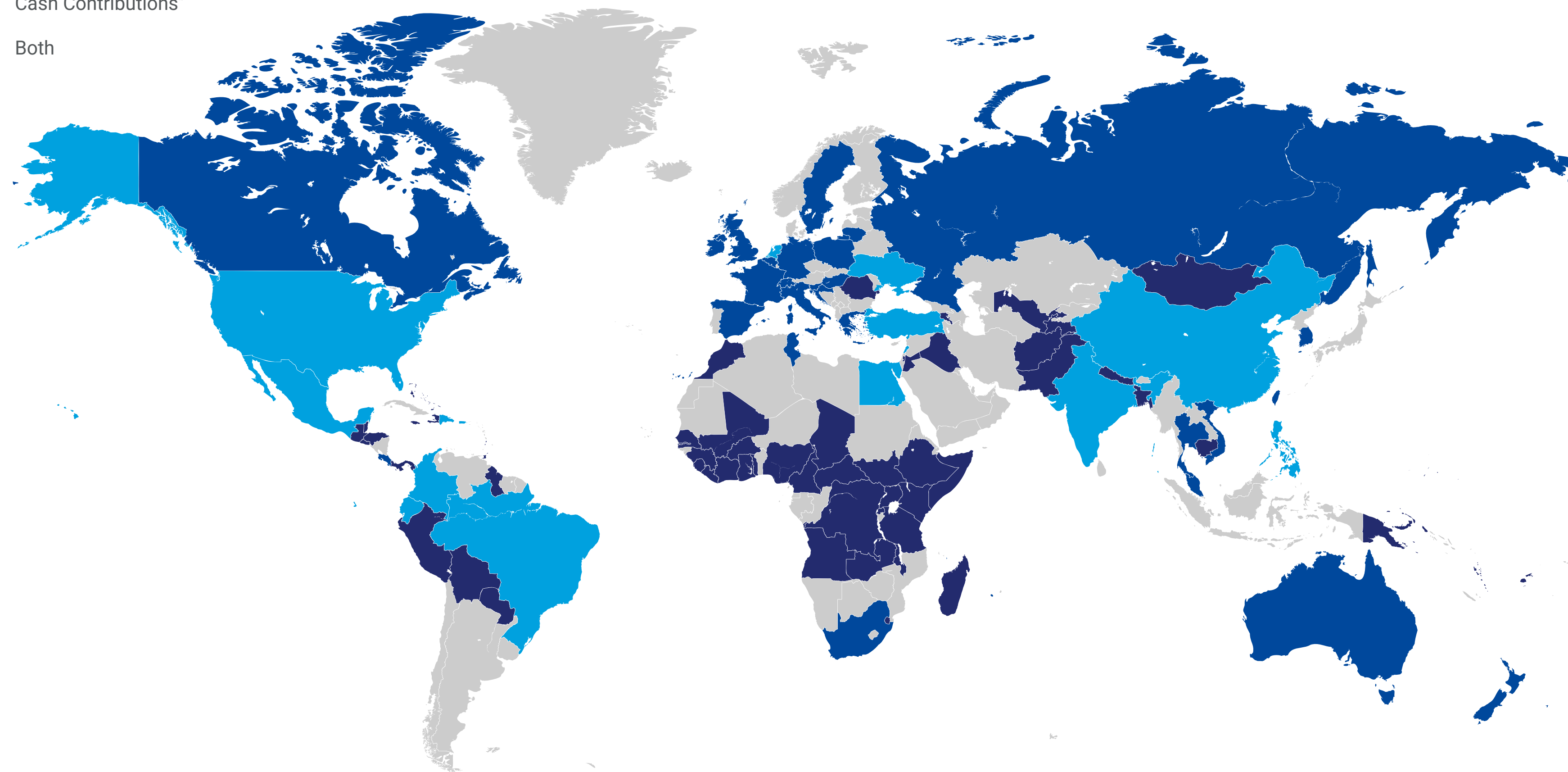
In addition to Baxter product donations, the Foundation responds to natural disasters through preparedness initiatives and immediate response support in partnership with the following organizations:

Partner Organization	Location	Duration
American Red Cross	United States	2019–2025
Americares	Global	2022–2025
International Health Partners	Global	2023–2026
International Medical Corps	Global	2023–2026
UNICEF USA: Every Child Fund	Global	2024–2026

Baxter Global Charitable Giving, 2024

102 countries reached through:

- Baxter Product Distributed
- Cash Contributions*
- Both



* Reflects programmatic location of Baxter Foundation grants, scholarships and business and facility cash donations mapped by location

Ethics and Compliance

See [Ethics and Compliance](#) for related information.

Items Reported to the Ethics and Compliance Helpline, 2024

In 2024, Baxter logged 763 reports from 42 countries* into our Ethics and Compliance Helpline system and closed 770 cases that were received through 2024.**

Category***	% of total†
Work Environment/Employee Relations	71%
Conflict of Interest	7%
Asset or Information Misuse or Misappropriation/Confidential Data	5%
Interactions with Government Officials Including HCPs/HCOs (outside the United States)	5%
Manufacturing/EHS&S/R&D/Regulatory/Quality	4%
Marketing and Sales	4%
Competitive Practices	2%
Financial Management and Reporting	2%
Payments/Gifts/Entertainment with HCPs/HCOs (United States)	1%

* Puerto Rico is counted as part of the United States.

** Some cases typically remain open at the end of any given year until the corresponding investigation is closed, with the number of cases closed in a year reflecting some cases opened before the beginning of the year.

*** HCPs are healthcare professionals. HCOs are healthcare organizations.

† Percentages may not add up to 100% due to rounding.

Privacy and Data Protection

See [Privacy and Data Protection](#) for related information.

Baxter Digital Security Certifications

All information Baxter collects and uses is handled in a secure manner. We have obtained certifications for the following internal systems, products and services, based on the location of services and data involved.

Scope*	Certifications and Alignment
Internal Systems	
Enterprise and internally developed systems environment	<ul style="list-style-type: none"> • These systems are formally aligned to and internally audited against Baxter’s Digital Security Controls Framework. • We strive to align our data security controls with global regulatory requirements and with industry-standard control frameworks such as the NIST Cybersecurity Framework (CSF) 2.0 and the Secure Controls Framework (SCF). • Baxter’s cloud service providers and data center colocation providers are certified against multiple standards, including SOC 2 Availability certification.
Products	
Dose IQ Safety Software (on premise)	UL 2900 certification
Services	
Epiphany Cardio Server	ISO 27001 certification
RetinaVue Network	Application SOC 2 Type 2, HITRUST r2 validated
BardyDx Ambulatory Cardiac Monitoring	Application SOC 2 Type 2, ISO 13485:2016 certification

* Not all products listed are available in all geographies, and proposed certifications for these products may be subject to change prior to regulatory approval or launch. Information in this table excludes Baxter’s Kidney Care business, which was sold in January 2025.

Apex Independent Assurance Statement



To: The Stakeholders of Baxter International Inc. Introduction and Objectives of Work

Baxter International Inc. (Baxter) engaged Apex Companies, LLC (Apex) to provide assurance of selected sections of Baxter’s 2024 Corporate Responsibility Report. This Assurance Statement applies to the Subject Matter included within the scope of work described below.

This information and its presentation in Baxter’s 2024 Corporate Responsibility Report (“the Report”) are the sole responsibility of the management of Baxter. Apex was not involved in the drafting of the Report. Our sole responsibility was to provide independent assurance on the accuracy of the Subject Matter. Baxter’s 2024 Corporate Responsibility Report marks the 15th year for which we have provided assurance.

Scope of Work

The scope of our work was reasonable-level assurance of the following information included within the Report for the period Jan. 1, 2024, to Dec. 31, 2024 (the “Subject Matter”).

- Data and information included in the following sections of the Report:
 - Protect Our Planet (Introduction)
 - Carbon Neutrality
 - *Greenhouse gas (GHG) emissions verification is documented under a separate verification opinion declaration.*
 - Water Management
 - Waste Management
 - Product Sustainability
 - Employee Health and Safety
- Related material in the Report Appendix, including:
 - Data Summary (Carbon Neutrality; Water Management; Waste Management; Product Sustainability; Environment, Health, Safety and Sustainability Governance and Additional Disclosures; Employee Health and Safety)
 - Value Chain Energy Usage and GHG Emissions (Energy, Scope 1 and Scope 2 emissions)
 - Facilities with ISO 14001, ISO 45001, ISO 50001 and Green Building Certifications
 - Additional Disclosures (Carbon Neutrality; Water Management)

The scope of work also included limited-level assurance of the following Subject Matter:

- Data and information included in the following sections of the Report:
 - Carbon Neutrality (Scope 3 emissions)
 - *Greenhouse gas (GHG) emissions verification is documented under a separate verification opinion declaration.*
 - Sustainable Procurement
 - Protecting Human Rights in Our Supply Chain in the Human Rights section

- Related material in the Report Appendix:
 - Data Summary (Sustainable Procurement)
 - Value Chain Energy Usage and GHG Emissions (Scope 3 emissions)
 - Additional Disclosures (Sustainable Procurement)

Our assurance does not extend to any other information included in the Report.

Reporting Boundaries

The following are the boundaries Baxter used for reporting sustainability data:

- Operational control
- Worldwide

Reporting Criteria

The Subject Matter needs to be read and understood together with Baxter’s internal reporting requirements for facility environmental, health, safety and sustainability performance, as well as information described in the text, appendix, data tables and notes of the Report.

Limitations and Exclusions

Excluded from the scope of our work is any verification of information relating to:

- Activities outside the defined assurance period, which is the 2024 calendar year
- Positional statements (expressions of opinion, belief, aim or future intention) by Baxter and statements of future commitment
- Any financial data previously audited by an external third party
- Data and information included in sections of the Report not listed in the scope of work above

This assurance engagement relies on a risk-based selected sample of sustainability data and the associated limitations that this entails. This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist.

Responsibilities

The preparation and presentation of the Subject Matter in the Report are the sole responsibility of the management of Baxter. Apex was not involved in the drafting of the Report or of the Reporting Criteria. Our responsibilities were to:

- Provide independent assurance about whether the Subject Matter has been prepared in accordance with the Reporting Criteria
- Form an independent conclusion based on the assurance procedures performed and evidence obtained
- Report our conclusions to the stakeholders of Baxter

Assessment Standards

We performed our work in accordance with Apex’s standard procedures and guidelines for external Assurance of Sustainability Reports and the International Standard on Assurance Engagements (ISAE) 3000 Revised, Assurance Engagements Other than Audits or Reviews of Historical Financial Information (effective for assurance reports dated on or after Dec. 15, 2015), issued by the International Auditing and Assurance Standards Board.

A materiality threshold of ±5% was set for the assurance process.

The work was planned and carried out to provide reasonable, rather than absolute, assurance of the Subject Matter except for the Scope 3 emissions throughout the report; Product Distribution in the Product Sustainability section; the Sustainable Procurement section; and Protecting Human Rights in Our Supply Chain in the Human Rights section, which were carried out to provide limited assurance. We believe that our work provides an appropriate basis for our conclusions.

Summary of Work Performed

As part of our independent verification, our work included:

- Assessing the appropriateness of the Reporting Criteria for the Subject Matter
- Conducting interviews with relevant Baxter personnel who are responsible for collecting and reporting performance data and other Subject Matter
- Reviewing documentary evidence provided by Baxter
- Reviewing Baxter’s systems for quantitative data aggregation and analysis during meetings with personnel in Baxter’s Deerfield, Illinois office
- Assessing assumptions made and the data scope and reporting boundaries
- Auditing consolidated performance data, including review of a sample of data-to-source documentation
- Auditing a selection of the Subject Matter to the corresponding source documentation
- Auditing performance data and processes during in-person audits of operating sites located in Toongabbie, Australia; Haina, Dominican Republic; Cartago, Costa Rica; Bielefeld, Germany; Sabiñánigo, Spain; Thetford, United Kingdom; Northampton Warehouse, United Kingdom; Aibonito, Puerto Rico; Tijuana, Mexico; Woodlands, Singapore; and Liverpool, United Kingdom (Virtual)
- Assessing the disclosure and presentation of the Subject Matter with emphasis on principles of accuracy, accessibility, balance, clarity, comparability, reliability and timeliness and to ensure consistency with the Reporting Criteria

Conclusion

On the basis of our methodology and the activities described above, it is our opinion that the Subject Matter within assured sections including the Protect Our Planet (Introduction); Carbon Neutrality; Water Management; Waste Management; Product Sustainability, and Employee Health and Safety sections and related information in the Appendix including Environmental Information in the Data Summary, Baxter Value Chain Energy Usage and GHG Emissions, Baxter Facilities with ISO 14001, ISO 45001, ISO 50001 and Green Building Certifications, and Additional Disclosures (Carbon Neutrality, Water Management and Sustainable Procurement):

- Is presented in accordance with the Reporting Criteria and is, in all material respects, fairly stated
- Is presented in a clear, understandable and accessible manner
- Allows readers to form a balanced opinion of Baxter’s activities and performance during calendar year 2024

Also, on the basis of our methodology and the activities described above:

- Nothing has come to our attention to indicate that the data and information related to Scope 3 emissions throughout the report; Product Distribution in the Product Sustainability section; the Sustainable Procurement section; and Protecting Human Rights in Our Supply Chain in the Human Rights section of the Report are inaccurate or that the information is not fairly stated.
- It is also our opinion that Baxter has established appropriate systems for the collection, aggregation, analysis and review of the Subject Matter.

Additional Commentary

During the assurance process, Apex observed that Baxter continues to improve its overall data collection and reporting processes at the site and corporate levels. Opportunities for improving facility-level data collection, reporting and procedural documentation at some facilities were noted. In addition, there are opportunities for improvements to processes for compilation of corporate environmental data.

We recommend that Baxter corporate personnel continue to support individual facility personnel with collection and consolidation of site-specific metrics that are included in reporting.

Statement of Independence, Integrity and Competence

Apex is an independent professional services company that specializes in health, safety, social and environmental management services, including assurance, with more than 30 years’ history in providing these services.

Apex has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

No member of the assurance team has a business relationship with Baxter International Inc., or its directors or managers, beyond that required of this assignment. We have conducted this verification independently, and there has been no conflict of interest.

The assurance team has extensive experience in conducting assurance on health, safety, social, environmental and ethical information, systems and processes. The team has more than 20 years’ combined experience in this field and an excellent understanding of Apex’s standard methodology for the assurance of sustainability-related assertions.



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Apex Companies, LLC
Lakewood, Colorado



Trevor Donaghu
Apex Companies, LLC
Pleasant Hill, California

May 23, 2025

GRI Content Index

Baxter has reported the information cited in this GRI content index for the period Jan. 1, 2024, through Dec. 31, 2024, with reference to the GRI Standards. The reported information may meet in part or in full the requirements of each GRI disclosure listed.

Disclosure		2024 Reporting
GRI 2: General Disclosures 2021		
2-1	Organizational details	Baxter's corporate headquarters is in Deerfield, Illinois. Baxter International Inc. (BAX) is a publicly traded company listed on the New York Stock Exchange. Baxter 2024 Annual Report on Form 10-K
2-2	Entities included in the organization's sustainability reporting	30
2-3	Reporting period, frequency and contact point	Reporting period: January–December Frequency: Yearly Contact point: corporate_responsibility_report@baxter.com
2-4	Restatements of information	Noted in sections as relevant.
2-5	External assurance	2
2-6	Activities, value chain and other business relationships	20, 37 , Baxter 2024 Annual Report on Form 10-K
2-7	Employees	36
2-9	Governance structure and composition	Our Governance
2-10	Nomination and selection of the highest governance body	Corporate Governance Guidelines
2-11	Chair of the highest governance body	Our Governance
2-12	Role of the highest governance body in overseeing the management of impacts	8
2-13	Delegation of responsibility for managing impacts	8
2-15	Conflicts of interest	Corporate Governance Guidelines
2-16	Communication of critical concerns	Baxter 2024 Proxy Statement
2-19	Remuneration policies	Corporate Governance Guidelines , Baxter 2024 Proxy Statement
2-20	Process to determine remuneration	Corporate Governance Guidelines , Baxter 2024 Proxy Statement
2-21	Annual total compensation ratio	Baxter 2024 Proxy Statement
2-22	Statement on sustainable development strategy	7
2-23	Policy commitments	33
2-26	Mechanisms for seeking advice and raising concerns	26, 43

Disclosure		2024 Reporting
GRI 2: General Disclosures 2021 (continued)		
2-27	Compliance with laws and regulations	34, 35, 36, 47, 48, 49 , Baxter 2024 Annual Report on Form 10-K
2-28	Membership associations	We engage with external organizations to help drive progress on a broad range of issues. Examples include the Advanced Medical Technology Association, Association of Corporate Citizenship Professionals, Catalyst, Ceres Company Network, Chicago United, Collaborative for Healthcare Action to Reduce MedTech Emissions, Congressional Black Caucus Foundation, Congressional Hispanic Caucus Institute, Disability:IN, GRI Community, Healthcare Leadership Council, Healthcare Plastics Recycling Council, National Association for EHS&S Management, National Minority Quality Forum, National Minority Supplier Development Council, Partnership for Quality Medical Donations, Pharmaceutical Supply Chain Initiative, Seramount, Smart Freight Centre, Vinyl Council of Australia, WBENC Women's Business Enterprise National Council and others.
2-29	Approach to stakeholder engagement	9
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	10
3-2	List of material topics	10, 32
3-3	Management of material topics	Included in relevant sections throughout the report.
GRI 201: Economic Performance 2016		
	Management Approach	20, 23
201-1	Direct economic value generated and distributed	20, 23, 35, 36, 42 , Baxter 2024 Annual Report on Form 10-K
201-2	Financial implications and other risks and opportunities due to climate change	50 , Baxter CDP submission
GRI 203: Indirect Economic Impacts 2016		
	Management Approach	20, 23
203-1	Infrastructure investments and services supported	20, 23
203-2	Significant indirect economic impacts	20, 23, 35, 36, 42

Disclosure		2024 Reporting
GRI 205: Anticorruption 2016		
	Management Approach	26
205-1	Operations assessed for risks related to corruption	26
205-2	Communication and training about anticorruption policies and procedures	26
GRI 301: Materials 2016		
	Management Approach	19
301-3	Reclaimed products and their packaging materials	19, 35
GRI 302: Energy 2016		
	Management Approach	16
302-1	Energy consumption within the organization	16, 34, 37, 39, 40
302-3	Energy intensity	34
302-4	Reduction of energy consumption	16
GRI 303: Water and Effluents 2018		
	Management Approach	18
303-3	Water withdrawal	34
303-4	Water discharge	35
GRI 305: Emissions 2016		
	Management Approach	15
305-1	Direct (Scope 1) GHG emissions	37
305-2	Energy indirect (Scope 2) GHG emissions	37
305-3	Other indirect (Scope 3) GHG emissions	37
305-4	GHG emissions intensity	34
305-5	Reduction of GHG emissions	16
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x) and other significant air emissions	35

GRI Content Index (continued)

Disclosure	2024 Reporting
GRI 306: Waste 2020	
Management Approach	19
306-3 Waste generated	35
306-4 Waste diverted from disposal	35
306-5 Waste directed to disposal	35
GRI 307: Environmental Compliance 2016	
Management Approach	15, 18, 19, 20, 33
307-1 Non-compliance with environmental laws and regulations	35
GRI 308: Supplier Environmental Assessment 2016	
Management Approach	20, 41
308-2 Negative environmental impacts in the supply chain and actions taken	15, 20, 37, 41
GRI 401: Employment 2016	
Management Approach	22, 27, Benefits
401-1 New employee hires and employee turnover	36
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	All benefits are generally provided to full-time and part-time employees.
GRI 402: Labor/Management Relations 2016	
402-1 Minimum notice periods regarding operational changes	Minimum notice period varies by country. The length of the notice period is dependent on the type of change being made. Baxter is committed to providing appropriate notice and follows all relevant consultation and notice requirements.
GRI 403: Occupational Health and Safety 2018	
Management Approach	22
403-9 Work-related injuries	36

Disclosure	2024 Reporting
GRI 404: Training and Education 2016	
Management Approach	26, 28, Career Development
404-1 Average hours of training per year per employee	36
404-2 Programs for upgrading employee skills and transition assistance programs	Career Development
GRI 405: Diversity and Equal Opportunity 2016	
Management Approach	27
405-1 Diversity of governance bodies and employees	Our Leadership, Certain Employee Demographic Data
GRI 408: Child Labor 2016	
Management Approach	20, 41, Global Human Rights Policy, Code of Conduct, Global Supplier Standards Manual, Ethics and Compliance Standards for Baxter Suppliers
408-1 Operations and suppliers at significant risk for incidents of child labor	41
GRI 409: Forced or Compulsory Labor 2016	
Management Approach	20, 41, Global Human Rights Policy, Code of Conduct, Global Supplier Standards Manual, Ethics and Compliance Standards for Baxter Suppliers, California Transparency in Supply Chains Act Supplier Disclosure Statement, UK Modern Slavery Statement, Australia Modern Slavery Statement, Conflict Minerals Position Statement, Canada Fighting Against Forced Labour and Child Labour Act Joint Report, Norwegian Transparency Act Due Diligence Report
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	41
GRI 414: Supplier Social Assessment 2016	
Management Approach	20, 41
414-2 Negative social impacts in the supply chain and actions taken	20, 41
GRI 415: Public Policy 2016	
Management Approach	Baxter 2024 Political Contributions Report
415-1 Political contributions	Baxter 2024 Political Contributions Report

Disclosure	2024 Reporting
GRI 416: Customer Health and Safety 2016	
Management Approach	13
416-1 Assessment of the health and safety impacts of product and service categories	13
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	47
GRI 418: Customer Privacy 2016	
Management Approach	28
GRI 419: Socioeconomic Compliance 2016	
Management Approach	26
419-1 Non-compliance with laws and regulations in the social and economic area	49, Baxter 2024 Annual Report on Form 10-K

Sustainability Accounting Standards Board Index

This index includes and references information related to the Sustainability Accounting Standards Board (SASB) Medical Equipment & Supplies Sustainability Accounting Standard. Data covers calendar year 2024, unless specified otherwise.

Topic	Code	SASB Metric	2024 Reporting
Affordability & Pricing	HC-MS-240a.1	Ratio of weighted average rate of net price increases (for all products) to the annual increase in the U.S. Consumer Price Index	Baxter does not disclose this data. See Contractual Arrangements in Baxter’s 2024 Annual Report on Form 10-K for information about some factors that impact product pricing, including our contractual arrangements with group purchasing organizations (GPOs) and integrated delivery networks (IDNs).
	HC-MS-240a.2	Description of how price information for each product is disclosed to customers or to their agents	<p>Baxter products are sold through contracts with customers, both within and outside the United States. Some of these contracts have terms of more than one year and place limits on our ability to increase prices; some contracts also specify minimum quantities to be purchased by the customer, and some contracts may include variable consideration related to rebates, sales discounts and/or wholesaler charge-backs. Our customers include hospitals, governments and other organizations. Both in and outside the United States, hospitals and other customers have joined purchasing entities, such as GPOs, IDNs and public contracting authorities, to enhance purchasing power.</p> <p>See the Contractual Arrangements, Competition and Healthcare Cost Containment and Revenue Recognition sections in Baxter’s 2024 Annual Report on Form 10-K.</p>
Product Safety	HC-MS-250a.1	Number of recalls issued, total units recalled	<p>In 2024, Baxter recalled or corrected approximately 21,210,261 units and issued:</p> <ul style="list-style-type: none"> • 34 medical device product and drug recalls that were reported to U.S. Food and Drug Administration (FDA) and removed from the market or corrected • 2 medical device product recalls that were not reported¹ to FDA (one of which was reported to non-U.S. national regulatory authorities) • 23 medical device product and drug recalls that were reported to non-U.S. national regulatory authorities and removed from the market or corrected • 4 medical device product and drug recalls that were not reported² to non-U.S. national regulatory authorities <p>Differences compared with data on FDA websites may be due to timeframe (the date Baxter takes an action may differ from the date FDA classifies that action), definition of “recall” (FDA data includes actions taken even if the product is not removed or corrected) or classification by product group vs. product code (FDA counts each impacted product code within a product family as a distinct recall).</p>
	HC-MS-250a.2	List of products listed in the FDA’s MedWatch Safety Alerts for Human Medical Products database	<p>As of Dec. 31, 2024, the MedWatch: The FDA Safety Information and Adverse Event Reporting Program database included five recalls, three corrections and one early alert regarding a recall for the following Baxter products:</p> <ul style="list-style-type: none"> • Update on Alert: Solution Set Issue from Baxter Healthcare Corporation • Hemodialysis Correction: Baxter Issues Correction for AK 98 Hemodialysis Machines Due to Risk of Patient Exposure to Higher Than Allowable Levels of Toxic Compound ND-L-PCBA and/or ND-L-PCBs • Peritoneal Dialysis Set Correction: Baxter Issues Correction for MiniCap Extended Life Peritoneal Dialysis Transfer Sets Due to Risk of Patient Exposure to Higher Than Allowable Levels of Toxic Compound ND-L-PCBA and/or ND-L-PCBs • Compounding Device Inlet Correction: Baxter Healthcare Corporation Updates Use Instructions for Exactamix Automated Compounding Device Inlets due to Risk for Particulate Matter in Device Components • Lung Therapy Component Recall: Baxter Healthcare Corporation Recalls Certain Volara System Single-Patient Use Circuits and Blue Ventilator Adapter Assemblies Due to Disconnection Risk That May Prevent Proper Ventilation • Baxter Issues Voluntary Nationwide Recall of One Lot of Heparin Sodium 0.9% Sodium Chloride Injection Due to Potential for Elevated Endotoxin Levels • Ventilator Recall: Baxter Removes Life2000 Ventilator Due to Potential Failure of Battery Charging Dongle • Baxter Issues Urgent Medical Device Recall for Volara System Single-Patient Use Circuit • Baxter Issues Urgent Medical Device Recall for Life2000 Ventilator Due to Potential Battery Charger Dongle Damage

Sustainability Accounting Standards Board Index (continued)

Topic	Code	SASB Metric	2024 Reporting
Product Safety	HC-MS-250a.3	Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience	Under FDA regulations, manufacturers and device user facilities must report information that reasonably suggests a medical device may have caused or contributed to a fatality. Such reports for Baxter's medical devices are available here: Manufacturer and User Facility Device Experience .
	HC-MS-250a.4	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	While not necessarily constituting an enforcement action, in 2024, Baxter received: <ul style="list-style-type: none"> • Eight Form 483s • Two Site Inspections Classified Official Action Indicated (OAI) • Zero seizures • Zero injunctions See Patient Safety and Product Quality , as well as Certain Regulatory Matters in Baxter's 2024 Annual Report on Form 10-K , for related information.
Ethical Marketing	HC-MS-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	In 2024, Baxter had no monetary losses due to legal proceedings associated with false marketing claims that were previously reported in any company Exchange Act filings.
	HC-MS-270a.2	Description of code of ethics governing promotion of off-label use of products	Off-label promotion is strictly prohibited at Baxter. See the Baxter Code of Conduct and the Baxter Global Interactions Policy . See Ethics and Compliance for information about the company's approach in this area.
Product Design & Lifecycle Management	HC-MS-410a.1	Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products	In addition to minimizing waste associated with our manufacturing processes, Baxter works to reduce the environmental impacts of our products related to materials use, transport and product end-of-life recovery and recycling. Baxter has global strategies and a chemical governance program to help us meet materials-of-concern restrictions. We use leading third-party software to digitize, manage, track and monitor our use of materials and chemicals through our quality system and related change-management procedures for applicable regulations. Materials-related disclosures are communicated through reporting mechanisms defined by regulation. Types of disclosures include our commercial website for customer inquiries, Safety Data Sheets, Declarations of Conformity and Certificates of Compliance. We also leverage third-party testing and supplier outreach to gather a comprehensive view of the materials in our products. Baxter is a member of several industry groups where we collaborate to advance progress in this area and support compliance and consistent interpretation of regulations. Because materials use is a key driver of Baxter's environmental footprint, we work to reduce materials use in products without affecting efficacy. We also reduce materials use in packaging and explore opportunities to substitute with environmentally preferable alternatives, when possible. See Product Sustainability for information about the company's approach in this area.
	HC-MS-410a.2	Total amount of products accepted for takeback and reused, recycled, or donated, broken down by: (1) devices and equipment and (2) supplies	See Product End-of-Life and Data Summary for information about the company's approach in this area and product-recovery data.

Sustainability Accounting Standards Board Index (continued)

Topic	Code	SASB Metric	2024 Reporting
Supply Chain Management	HC-MS-430a.1	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in third-party audit programs for manufacturing and product quality	<p>Between 2022 and 2024, approximately 50% of Baxter's total facilities worldwide completed third-party audits based on ISO 13485 (including through the Medical Device Single Audit Program) or ISO 9001; approximately 49% completed ministry of health or equivalent audits (depending on location) related to manufacturing and product quality; and approximately 14% completed safety marking (such as Conformité Européenne [CE] marking³) audits.</p> <p>As of Dec. 31, 2024, approximately 27% of Baxter's Tier 1 suppliers had obtained third-party certification.</p> <p>See Patient Safety and Product Quality and Supplier Corporate Responsibility Audits for related information.</p>
	HC-MS-430a.2	Description of efforts to maintain traceability within the distribution chain	<p>As required by pharmaceutical and medical device regulations around the world, Baxter has identified basic requirements within the Quality Management System to help ensure traceability of materials used in the manufacturing process and finished goods are uniquely identifiable throughout the product supply and distribution chain:</p> <ul style="list-style-type: none"> Traceability of materials from suppliers to Baxter for use in the manufacturing process is managed by maintaining agreements and specifications with suppliers that define product identification requirements. These unique part numbers are incorporated into production records so that all parts are traceable from receipt to release of finished product. In most manufacturing processes, electronic verification systems are utilized to ensure the correct materials are used. Medical device and pharmaceutical products manufactured by Baxter that require product registration and classification are labeled with a unique identifier that is traceable from the manufacturing process to the customer and may utilize barcoding and/or serialization technology to facilitate electronic track-and-trace capability. Enterprise resource planning (ERP) systems are used to manage traceability to the point of sale. Baxter has business agreements with our wholesalers to ensure traceability is maintained within their distribution chains. The product traceability information can be retrieved as needed. Baxter maintains a range of compliance-focused initiatives such as Medical Device Regulation (MDR) and unit-level serialization for drug products to enable track-and-trace capability to help ensure compliance to programs such as the European Union's Falsified Medicines Directive (FMD) and the FDA Drug Supply Chain Security Act (DSCSA). There are currently 21 countries that have active compliance targets for drug product unit-level tracking. <p>Procedures are in place to define traceability requirements through the product-development process to the end customer. For supplier-related requirements, see section 7.11, Product Identification and Traceability, of the Baxter Supplier Quality Standard for more information.</p>
	HC-MS-430a.3	Description of the management of risks associated with the use of critical materials	See Baxter's Position Statement on Conflict Minerals and our most recent Conflict Minerals Report .
Business Ethics	HC-MS-510a.1	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	In 2024, Baxter had no monetary losses due to legal proceedings associated with bribery or corruption that were previously reported in any company Exchange Act filings. See Ethics and Compliance for information about the company's approach in this area.
	HC-MS-510a.2	Description of code of ethics governing interactions with health care professionals	<p>See Baxter's Global Interactions Policy and Ethics and Compliance for information about the company's approach in this area. Baxter has country annexes that outline additional restrictions and considerations when interacting with healthcare professionals in each respective country.</p> <p>Baxter has adopted the AdvaMed Code of Ethics and also belongs to similar industry and professional associations around the world. See Professional Codes of Ethics and Industry Standards on Baxter's Ethics and Compliance page for information.</p>

Task Force on Climate-related Financial Disclosures Index

The Task Force on Climate-related Financial Disclosures (TCFD) framework, which was incorporated into the International Sustainability Standards Board Standards in 2023, is designed to help improve climate-related disclosure that is relevant to investors and other key stakeholders in the areas of governance, strategy, risk

management, and metrics and targets. This report builds on [Baxter’s more than 30-year history of publishing environmental performance information](#), including extensive reporting of the company’s policies, programs and progress addressing climate change. Baxter is committed to transparency and strong disclosure in this area, as we drive progress toward our goal to achieve

carbon neutrality for our direct operations by 2040 and reduce absolute Scope 1 and 2 greenhouse gas (GHG) emissions 25% by 2030, aligned with a well-below 2° Celsius science-based target (base year 2020).

This index complements the other content and data in this Corporate Responsibility Report, as well as the company’s [Political Contributions Report](#), submissions to [CDP Climate Change](#) and [CDP Water Security](#), and other environmental-, social- and governance-related disclosures. We also publish additional related information on our [Corporate Responsibility website](#).

1. Governance

Recommended Disclosure

Baxter Disclosure

a) Describe the Board’s oversight of climate-related risks and opportunities

Baxter’s Board of Directors, as well as the Board’s Quality and Regulatory Compliance Committee (QRC Committee) and Nominating, Corporate Governance and Public Policy Committee (NCGPP Committee), oversee and review strategy related to corporate-responsibility-related matters, including climate-related risks and opportunities and Baxter’s 2030 Corporate Responsibility Commitment and Goals. The QRC Committee provides oversight for issues related to environmental, health and employee safety, sustainability and quality, and regulatory compliance matters, while the NCGPP Committee provides oversight for other areas related to Baxter’s corporate responsibility, including charitable contributions, public policy and other social and governance issues. The QRC Committee and the NCGPP Committee share oversight of stockholder proposals related to environmental or sustainability matters.

The Board maintains ultimate responsibility for risk oversight at the company. Its process for overseeing climate-related risks and opportunities includes presentations and discussions covering progress toward Baxter’s 2030 Corporate Responsibility Goals. The full Board is updated at least annually on corporate responsibility matters, including issues related to climate change. This includes information on climate-related risks and opportunities from the Vice President, Environment, Health, Safety and Sustainability.

b) Describe management’s role in assessing and managing climate-related risks and opportunities

Baxter’s Executive Vice President, Chief Supply Chain Officer, has primary accountability and oversight for climate-related risks and opportunities at the company, including assessment and management. The Executive Vice President, Chief Supply Chain Officer, reports directly to Baxter’s Chief Operating Officer (COO) and is on the company’s Executive Operating Committee (which includes, among others, the Chair and CEO, the COO and many of the direct reports of the CEO and COO).

The Executive Vice President, Chief Supply Chain Officer, is a member of the cross-functional executive-level Corporate Responsibility Steering Committee. This committee also includes Baxter’s Chair and CEO; COO; Executive Vice President, Chief Financial Officer; and Senior Vice President, Chief Accounting Officer and Controller, among others. It provides direction and oversight to our corporate responsibility initiatives and advances our corporate responsibility strategy and culture, including climate-related strategies. This committee meets or receives updates quarterly to monitor policies, action plans and strategies as well as other matters of significance to the company’s reputation as a socially responsible organization.

In addition, the Executive Vice President, Chief Supply Chain Officer, and this committee provide guidance to Baxter’s Corporate Responsibility Council (CRC). The CRC is composed of cross-functional leaders and representatives including Baxter’s Vice President, Environment, Health, Safety and Sustainability, who has responsibility for Baxter’s climate-related goals and co-chairs the CRC alongside Baxter’s Vice President, Corporate Responsibility and Global Philanthropy.

2. Strategy

Recommended Disclosure

Baxter Disclosure

a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term

Baxter has identified the climate-related risks summarized on the following pages. If unmitigated, these have the potential to cause substantive financial or strategic impact to our business and significantly affect Baxter’s ability to produce or distribute products throughout the supply chain. These risks do not reflect the impact of Baxter’s ongoing strategic actions.

The company defines short term as one to three years, medium term as three to five years and long term as five to fifteen years.

Task Force on Climate-related Financial Disclosures Index (continued)

2. Strategy (continued)

Recommended Disclosure

Baxter Disclosure

CLIMATE-RELATED RISKS AT BAXTER

Physical—Acute

Risk: Increased severity of hurricanes/cyclones/typhoons

- **Time horizon:** Short term, medium term, long term
- **Part of the value chain:** Direct operations
- **Impact on business:** Decreased asset value or asset useful life leading to write-offs, asset impairment or early retirement of existing assets; decreased revenues due to reduced production capacity
- **Management’s response:** Baxter’s integrated supply chain business continuity and risk management program comprises two pillars: risk management (before an adverse event) and crisis management (during/after the event). For risk management, there is a structured approach to identify key risks according to likelihood and magnitude of impact and then determine a response mitigation strategy (short and long term). For crisis management, there is a mechanism that governs the execution of mitigation actions. Baxter maintains business continuity plans at all facilities to prepare for, respond to and recover from extreme weather events and geopolitical crises, among other incidents. See [section 2.c](#) for detail. Mitigation activities to address increased severity of hurricanes/cyclones/typhoons include improving building structural integrity, ensuring complete utility redundancy is in place and enhancing overall site resilience and emergency response capabilities to address the impacts of severe storms. We have been optimizing our global manufacturing to increase flexibility regarding where critical products are produced for specific markets. We developed category strategies for active pharmaceutical ingredients/chemicals, plastics, resins, packaging, metal and electronics as well as utilities, facilities, sterilization, etc. Each strategy contains objectives related to business continuity, ensuring dual/multi sourcing for critical products, securing raw material closer to our manufacturing locations and strengthening our supplier contracts. We also pre-position critical raw materials and finished products outside of forecasted storm zones and have increased our safety stocks to mitigate risks of impact. Baxter facilities plan and implement energy projects that reduce GHG emissions, improve system redundancy and robustness, and decrease our reliance on local power utilities. Project status is monitored periodically and performance is measured quarterly. At water-intensive facilities, the company also maintains robust water-supply systems, including storage tanks, to reduce the risk of impacts on facility operations related to disruptions in local utilities and infrastructure. See [Hurricane Recovery and Relief](#) for information about Baxter’s response to Hurricane Helene.

a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term (continued)

Risk: Increased water scarcity related to climate change

- **Time horizon:** Short term, medium term, long term
- **Part of the value chain:** Direct operations
- **Impact on business:** Disruption in production capacity
- **Management’s response:** As part of our 2030 water management goal, we undertook a comprehensive multiyear review of our manufacturing sites to understand the local conditions and considerations of each. In 2024, we further analyzed opportunities for water-risk reduction at Baxter facilities where water is integral to the manufacture of products. We then created site-specific implementation plans and determined timeframes for the execution of improvement plans. See [section 3.a](#) and [Water Management](#) for additional detail.

Transition—Policy and legal

Risk: Emerging regulation related to GHG emissions and climate change

- **Time horizon:** Short term, medium term, long term
- **Part of the value chain:** Direct operations
- **Impact on business:** Increased operating costs
- **Management’s response:** This area is rapidly evolving, so to inform our efforts we continually monitor emerging and existing local, state, country and regional legal and regulatory requirements globally relating to climate change, including regulating GHG emissions and related reporting requirements, alternative energy policies and sustainability initiatives. Reductions in GHG emissions help to mitigate risk in this area. Our Global Energy Program tracks energy use, costs and GHG emissions for all Baxter manufacturing sites on a monthly basis. The program reports performance to management quarterly, supporting progress toward facility- and company-level energy-efficiency improvement and GHG emissions-reduction goals. Additionally, the program identifies projects (including associated capital requirements, annual projected cost savings and GHG emissions reductions) to prioritize for each facility. Site-specific energy assessments help Baxter identify opportunities to conserve energy, such as implementing new technologies or adopting best practices where appropriate. Our Global Energy Program, which is certified to ISO 50001, applies the ISO 50001 standard to the company’s facility-level energy management systems (some of which are [certified individually](#)). Baxter’s energy procurement team also works with our suppliers to source renewable and economical energy for our manufacturing facilities.

Task Force on Climate-related Financial Disclosures Index (continued)

2. Strategy (continued)

Recommended Disclosure

Baxter Disclosure

a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term (continued)

Transition—Reputation

Risk: Increased stakeholder concern regarding Baxter’s GHG emissions

- **Time horizon:** Short term, medium term, long term
- **Part of the value chain:** Downstream
- **Impact on business:** Decreased revenues due to reduced demand for products and services
- **Management’s response:** Baxter engages with a wide variety of stakeholders to share information about the company’s climate-related programs, policies, goals and performance. This engagement includes communications such as our annual Corporate Responsibility Report, CDP Climate and CDP Water submissions, Environmental, Health, Safety and Sustainability (EHS&S) Policy and this TCFD Index, among others. This includes detailed information about action plans and initiatives, such as energy-conservation projects and renewable energy procurement, that support Baxter’s GHG emissions-reduction goals. We also engage with stakeholders about climate change (among other topics) through [materiality assessments](#), which we conduct periodically. Reductions in GHG emissions help to mitigate risks in this area. See [Baxter Climate Action Roadmap](#) for additional detail.

Baxter has identified the climate-related opportunities summarized below.

CLIMATE-RELATED OPPORTUNITIES AT BAXTER

Opportunity: Improved resource efficiency

- **Time horizon:** Short term, medium term, long term
- **Part of the value chain:** Direct operations
- **Impact on business:** Reduced operating costs
- **Management’s response:** See the description of Baxter’s Global Energy Program in the “Emerging regulation related to GHG emissions and climate change” risk described on the previous page, as well as [Carbon Neutrality](#).

Opportunity: Transitioning to lower-GHG-emission energy sources

- **Time horizon:** Short term, medium term, long term
- **Part of the value chain:** Direct operations
- **Impact on business:** Reduced operating costs
- **Management’s response:** Our initiatives to reduce GHG emissions and achieve our carbon neutrality goal include fuel switching (including biomass), cogeneration, alternative energy systems, on-site renewable energy systems and renewable electricity procurement. Baxter’s energy procurement team sources renewable and economical energy for our manufacturing facilities. Using lower-GHG-emission energy sources helps Baxter reduce exposure to possible fossil fuel price increases and costs related to current and potential future carbon regulations. These efforts help to reduce GHG emissions and help meet the rising expectations of customers and other stakeholders, while enhancing Baxter’s reputation and potential to be a preferred low-carbon supplier.

Opportunity: Developing innovative new products and services

- **Time horizon:** Short term, medium term, long term
- **Part of the value chain:** Downstream
- **Impact on business:** Increased revenues resulting from higher demand for products and services
- **Management’s response:** Baxter manages these opportunities through the company’s business segments that address long-term business strategies, research and development (R&D), customer corporate responsibility expectations and sustainability strategies and priorities. We consistently review our product portfolio and shift our investments and other capital allocation decisions to help drive innovation where we have compelling opportunities to serve patients and healthcare professionals where such opportunities are aligned with the company’s business objectives. The cost to realize this opportunity is a proportion of R&D expenditures focused on lower-carbon, more efficient therapies. See [Waste Management](#) for more detail.

Task Force on Climate-related Financial Disclosures Index (continued)

2. Strategy (continued)

Recommended Disclosure

Baxter Disclosure

b) Describe the impact of the climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning

Baxter’s capital project management process and corporate planning activities take into account climate-related risks and opportunities (as well as sustainability more generally). This supports a broad and integrated approach in these areas.

Capital governance and stage gate process: To drive standardization, agility and stakeholder collaboration in the capital project management process, Baxter follows a rigorous stage gate process for all integrated supply chain capital projects valued above preset thresholds. This involves consistent steps both prior to and following project approval.

The front-end loading (FEL) document is used for all projects entering this process. The FEL document provides business, quality and design basis information, as well as product safety requirements, related to the capital appropriation. It also delivers a consensus technical recommendation to the project team and includes project performance criteria and identified associated risks. In addition, the report includes information such as project overview, schedule, capital category and cost summary, among other factors.

Climate-related risks and opportunities are integrated into the evaluation process for all integrated supply chain capital projects valued above preset thresholds in multiple ways. For relevant projects, the FEL document captures information related to the effects on GHG emissions and how to address related risks and offset possible GHG emission increases. All integrated supply chain capital projects valued above preset thresholds go through a peer review process, which includes project team members as well as subject matter experts and key stakeholders from across the organization, including EHS&S. Those projects require EHS&S sign-off, and the organization conducts a review that includes the potential impact of those projects on Baxter’s 2030 Corporate Responsibility Goals.

Corporate planning: Corporate-responsibility-related projects have a distinct category within our annual operating plan (AOP) and long-range plan (LRP) processes, providing visibility within each business segment and across the company. Funding those projects, which supports progress toward our 2030 Corporate Responsibility Goals, is a priority for Baxter.

c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario

The following activities support the resilience of Baxter’s strategy related to climate change.

Scenario planning and response: Baxter regularly runs exercises across different facilities to assess how they respond to risk scenarios that are outside of their control and identify opportunities for learning and improvement. These scenarios cover a broad range of issues—including geopolitical, financial, supply chain, employment and environmental, among others—that have the potential to impact our facilities in significant ways. Environmental scenarios may include several risks that are related to climate change, such as hurricanes, flooding, fire, tornadoes and drought.

Through this process, participants determine how they would respond to and address the scenario presented to them. This helps us understand the resilience of our strategies and processes related to those issues and identify opportunities for improvement that can be applied to all locations as appropriate. Follow-up actions are then determined as appropriate for each site and inform mitigation efforts and business continuity planning.

Baxter also developed our science-based 2030 GHG emissions-reduction goal for direct operations using a well-below 2° Celsius scenario (see [section 4.c](#)).

Crisis response: Baxter’s incident response and management tools help the company prepare for, respond to and recover from extreme weather events and geopolitical crises as quickly as possible. This supports employees and key business outcomes, while minimizing downtime.

We have various systems in place to support resilience in advance of and during incidents. To keep informed about the broad range of possible incidents across Baxter geographies globally, we subscribe to a third-party, real-time risk-monitoring and feedback tool.

Some of our approaches are tailored to specific geographies and risks. For example, every year Baxter facilities in the Caribbean region complete hurricane risk preparedness checklists. If we determine that a hurricane currently underway could impact a specific facility, that location takes action according to a predefined checklist for that imminent event.

When a crisis occurs, our incident command system provides a standardized way to communicate and fill specific roles at impacted sites. Appropriate regional and global leaders receive updates from Global Security as needed based on the severity of the incident and the level of impact on Baxter. To support the response and ongoing information exchange, Baxter maintains business continuity plans that provide leaders with the alert management tools and guidance needed to respond to and recover from crises. These incident response resources support communication capabilities, incident analysis and key operational actions. The company also provides regular updates to employees, as appropriate, regarding climate-related risks to our employees and operations, such as hurricanes, flooding and heat waves.

Following crisis events, Baxter coordinates and prioritizes resources to help facilities and operations to return to functioning order. We conduct post-incident analysis, as needed, as an integral part of incident management for continuous improvement.

Task Force on Climate-related Financial Disclosures Index (continued)

3. Risk Management

Recommended Disclosure

Baxter Disclosure

a) Describe the organization's processes for identifying and assessing climate-related risks

Baxter relies on a range of processes and inputs from across the company to identify and assess climate-related risks.

Facility risk analysis: Baxter's business segments lead a key part of the company's risk-identification and -assessment processes at each facility. Risks are prioritized by classifying facilities as high, medium or low risk to business continuity based on factors that would significantly impact the company's ability to manufacture and distribute products through the supply chain and ultimately deliver products to patients. Site vulnerability to external forces is assessed, including climate-related physical risks (acute and chronic risk) and climate-related transition risks (policy and legal, technology, market and reputation risk).

Environmental management review: As part of Baxter's ISO 14001 environmental management system certification, the company conducts a management review annually that covers progress against environmental objectives and goals; significant environmental aspects and related impacts; how Baxter is addressing challenges; analysis of the company's EHS&S strengths, weaknesses, opportunities and threats; and other related areas. The management review standard requires us (at the corporate and facility levels) to consider changes in external and internal issues that are relevant to the environmental management system; the needs and expectations of interested parties, including compliance and regulatory obligations; significant environmental aspects; and risks and opportunities, among other factors.

Baxter's EHS&S risk model, annual property loss/risk management reports and other factors inform site selection and scope for environmental assurance reviews each year, as well as the scope of the environmental management system reviews. Energy use, GHG emissions and climate change are an important focus of these reviews, alongside other environmental and safety topics and legal and regulatory compliance. The environmental management review process informs the development of objectives, goals and plans for the following year and drives continuous improvement.

Water risk assessments: As part of our 2030 water management goal, we undertook a comprehensive multiyear review of our strategic manufacturing sites to understand the local conditions and considerations of each. We considered the physical, regulatory and reputational risks associated with water management at our sites, including external boundaries, water accounting, wastewater discharge, compliance obligations and impacts to our current water quality and water supply, among other concerns, as we focused on opportunities to improve water efficiency in our operations, protect watersheds and provide access to clean water within local communities.

These assessments enhance our understanding of current and future water availability and threats to water quality near our sites, and how various climate scenarios might impact Baxter, including stormwater and groundwater assets, so we can take action as appropriate. They also provide information about threats related to dependency (such as well or utility failure), proximity (such as releases from nearby industry), malevolent acts (such as vandalism), natural hazards (such as earthquakes, hurricanes or storms) and operational threats (such as aging infrastructure).

See [section 4.c](#) and [Water Management](#) for additional detail.

Corporate Responsibility Steering Committee and Corporate Responsibility Council: Baxter's executive cross-functional Corporate Responsibility Steering Committee and Corporate Responsibility Council play key roles in identifying, assessing and communicating climate-related risks across the company (see [section 1.b](#) for more detail).

b) Describe the organization's processes for managing climate-related risks

Across Baxter's manufacturing sites, distribution centers and other facilities, we have detailed business continuity plans, and we regularly conduct crisis simulation and tabletop exercises to help ensure robust preparation for natural disasters and other events.

Baxter's business segments lead systematic risk-based mitigation planning for the company's facilities, including for risks related to climate change such as natural disasters, including hurricanes. Business continuity plans, developed for all facilities based on an assessment of local and other risks, include steps to be taken during an event and those needed for recovery, such as employee protection planning and communications planning. These plans are developed by a core team of multiple functions/areas including IT, supply chain, security, EHS&S, procurement and manufacturing. Business continuity plans also include plans to make the company more resilient when risk cannot be mitigated or eliminated.

For supply chain climate risk management, we analyze our global production capabilities and, when appropriate and feasible, create redundancies to minimize the number of sole sources for critical products. Baxter also identifies opportunities for energy projects such as cogeneration and on-site renewable energy that have the potential to reduce the company's reliance on both the local utility grid and fossil fuels, and to reduce GHG emissions.

See the "Management's response" information in [section 2.a](#) for details about how Baxter manages each of those specific risks.

See the [Baxter Climate Action Roadmap](#) for a summary of planned actions to drive progress toward our 2030 and 2040 GHG emissions-reduction goals.

Task Force on Climate-related Financial Disclosures Index (continued)

3. Risk Management (continued)

Recommended Disclosure

Baxter Disclosure

c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management

Climate-related risks may be identified through the assessment portion of our enterprise risk management activities, which includes rolling interviews with key leaders and voting workshops annually with the Executive Operating Committee. Risks are scored and ranked based on the following factors:

- **Impact:** Potential effects over the next one to two years in the categories of financial, operational, reputation, strategic and legal/regulatory/compliance.
- **Likelihood:** The probability that the impact(s) will occur, ranging from remote to almost certain.
- **Management preparedness:** The ability of management and control activities to mitigate the likelihood and/or the impact of a risk.

See sections [3.a](#) and [3.b](#) for more detail about how climate risk identification, assessment and management are integrated into processes throughout Baxter.

4. Metrics & Targets

Recommended Disclosure

Baxter Disclosure

a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process

Baxter uses numerous metrics to measure performance and drive ongoing improvement in regard to climate-related risks and opportunities.

GHG emissions, energy and water metrics:

- Scope 1, 2 and 3 GHG emissions (see [section 4.b](#))
- GHG emissions from Baxter operations (in absolute terms, per million dollars of sales)
- Baxter global GHG emissions footprint (including multiple Scope 3 categories)
- Energy usage from Baxter operations (in absolute terms, per million dollars of sales)
- Energy costs
- Renewable energy usage
- Electricity purchased from 100% renewable power
- Lean Energy Program performance
- Energy assessments completed
- Energy projects completed, estimated reductions in energy and cost, and estimated GHG emissions avoided
- Worldwide GHG emissions from product transport (by mode and by region)
- Value chain energy usage and GHG emissions (includes numerous metrics)
- Facilities with ISO 14001, ISO 45001, ISO 50001 and green building certifications
- Renewable and alternative energy (detailed breakdown by site)
- Water usage by region
- Water usage by availability (level of water stress)
- Wastewater flow

See detailed performance data for these metrics in the [Appendix](#).

Performance assessment and compensation metrics:

- The individual performance assessment under the 2024 Annual Incentive Plan for Baxter’s Executive Operating Committee was determined in connection with an assessment of Baxter’s performance against preestablished measures for strategic priorities, including those related to corporate responsibility.
- Baxter’s Chair and CEO and members of the Executive Operating Committee receive bonuses that are a percentage of their salary, measured according to the company’s performance against preestablished financial targets and considering strategic priorities, including those related to corporate responsibility.

Task Force on Climate-related Financial Disclosures Index (continued)

4. Metrics & Targets (continued)

Recommended Disclosure	Baxter Disclosure
<p>b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions, and the related risks</p>	<p>See Baxter’s Scope 1, Scope 2 and Scope 3 emissions for 2022–2024 in Value Chain Energy Usage and GHG Emissions.</p> <p>Baxter uses The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (revised edition) and The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Standard to calculate emissions. See detailed information about our calculation methodologies for GHG emissions.</p> <p>Apex Companies, LLC (Apex) verified to a reasonable level Baxter’s Scope 1 and Scope 2 emissions for 2022 and 2024. Apex also verified to a limited level Baxter’s methodology for determining Scope 3 emissions for 2022 and 2024. See the verification statements (2022, 2024).</p> <p>LRQA verified to a reasonable level Baxter’s Scope 1 and Scope 2 emissions for 2023. LRQA also verified to a limited level Baxter’s methodology for determining Scope 3 emissions for 2023. See the assurance statement.</p> <p>See the “Transition—Policy and legal” and “Transition—Reputation” risks in section 2.a for detail about risks related to Baxter’s GHG emissions.</p>
<p>c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets</p>	<p>Baxter’s GHG emissions goal is to achieve carbon neutrality for our direct operations by 2040 and reduce absolute Scope 1 and 2 GHG emissions 25% by 2030, aligned with a well-below 2° Celsius science-based target (base year 2020). See progress in 2024.</p> <p>Our water management goal is to implement strategic water management plans at prioritized manufacturing locations by 2030.¹ See progress in 2024.</p> <p>Baxter is working to drive a more sustainable supply chain, including related to climate change. Our sustainable procurement goal is to integrate Baxter’s sustainable procurement strategy across 90% of our supplier spend by 2030.² See progress in 2024.</p>

Endnotes

Introduction

1. As of Dec. 31, 2024. These amounts do not include results for the company’s Kidney Care business, which was sold in January 2025 and the results of which are reflected in the company’s discontinued operations for 2024.

Corporate Responsibility Commitment

1. Our approach to the disclosures included in this report differs from our approach to the disclosures we include in other reports, including our filings with the U.S. Securities and Exchange Commission (SEC). For example, in this report, we are not using the terms “material” and “materiality” as defined for the purposes of financial and SEC reporting in the United States. Instead, the terms refer to environmental, social and economic topics that may be significant to our stakeholders and to the company, which we use to inform our corporate responsibility strategy, priorities and goals, and reporting. The topics in the Material Topics table are listed in alphabetical order, grouped by Priority Topics and Other Material Topics. The listing within each category does not reflect the presumed importance or “materiality” of any particular topic to Baxter or our stakeholders.
2. Our approach to the disclosures included in this report differs from our approach to the disclosures we include in other reports, including our filings with the U.S. Securities and Exchange Commission (SEC). For example, in this report, we are not using the terms “material” and “materiality” as defined for the purposes of financial and SEC reporting in the United States. Instead, the terms refer to environmental, social and economic topics that may be significant to our stakeholders and to the company, which we use to inform our corporate responsibility strategy, priorities and goals, and reporting. The topics in the Material Topics table are listed in alphabetical order, grouped by Priority Topics and Other Material Topics. The listing within each category does not reflect the presumed importance or “materiality” of any particular topic to Baxter or our stakeholders.

Empower Our Patients

1. Based on the 37 sites fully active in the program during the reporting period.

Protect Our Planet

1. Scope 1 emissions are direct GHG emissions from sources we own or control, such as on-site fuel combustion. Scope 2 emissions are indirect GHG emissions associated with purchased electricity and energy for owned/controlled facilities. The market-based method is used for Scope 2 unless otherwise stated.
2. This includes energy consumed by Baxter-operated facilities; it excludes energy related to company-operated vehicles.
3. Estimated energy and financial savings and GHG emissions reduction are calculated for the 12 months following project implementation. GHG emissions reduction is calculated using the location-based approach.
4. Excludes energy consumption associated with Baxter-operated mobile sources. In 2024, biomass fuel for boilers at three of our locations (one in the United States, one in India and one in Italy) accounted for 10.6%, and the renewable energy component of our purchased electricity and renewable energy certificates together represented 24.7%. Additionally, on-site geothermal, solar photovoltaic and solar hot water systems made small contributions. During the year, emissions from the Baxter-operated biomass boilers equaled 111,000 metric tons CO₂. In accordance with the GHG Protocol, these are not included in reported Scope 1 and Scope 2 emissions. However, also in accordance with the GHG Protocol, we include CO₂e emissions from the CH₄ and N₂O components of biomass combustion in our reported Scope 1 emissions.
5. Estimated energy savings and GHG emissions avoidance are calculated for the 12 months following project implementation. GHG emissions reduction is calculated using the location-based approach.
6. Estimated GHG emissions reduction is calculated for the 12 months following project implementation.

7. Baxter’s Scope 3 emissions relate to activities within the company’s value chain, but outside of our direct control. These emissions are based on various assumptions and estimates and are verified by a third party to a limited assurance level (see [verification statement](#)). See [Value Chain Energy Usage](#) and [GHG Emissions](#) for detail.
8. Estimated reduction in GHG emissions is calculated for the 12 months following project implementation.
9. Estimated energy and financial savings and GHG emissions reduction are calculated for the 12 months following project implementation. GHG emissions reduction is calculated using the location-based approach.
10. One cubic meter equals 1,000 liters or 264 gallons.
11. The savings described are calculated on an annualized basis (12 months from each project completion date), though savings should continue beyond one year.
12. The World Resources Institute water tool defines baseline water stress as total annual water withdrawals (municipal, industrial and agricultural) expressed as a percentage of total annual available flow. Higher values indicate more competition among users. Low: Less than 10% of the water available to agricultural, domestic and industrial users is withdrawn annually. Low-Med: Between 10% and 20% of the water available to agricultural, domestic and industrial users is withdrawn annually. Med-High: Between 20% and 40% of the water available to agricultural, domestic and industrial users is withdrawn annually. High: Between 40% and 80% of the water available to agricultural, domestic and industrial users is withdrawn annually. Extremely High: More than 80% of the water available to agricultural, domestic and industrial users is withdrawn annually.
13. Circular economy is a model of keeping materials in circulation and avoiding waste.
14. Baxter policies require facilities to dispose of all hazardous or other regulated waste at disposal sites that Baxter has inspected or from which the company has otherwise received sufficient assurance of acceptable performance. Regulated waste is waste for which regulations require a special manner of disposal, including hazardous waste.
15. The Cuernavaca, Mexico, facility is no longer part of Baxter following the sale of the Kidney Care business in January 2025.
16. Applicable suppliers are those that have a Data Universal Numbering System (DUNS) number and with which we have historical spend.

Champion Our People and Communities

1. Work-related injuries or illnesses requiring medical attention beyond first aid, including cases with days lost. All rates based on 100 full-time employees working one year, which equals 200,000 work hours. For tracking purposes, Baxter follows U.S. Occupational Safety and Health Administration recordkeeping requirements worldwide. Thus, in cases where an injury occurs and conflicting medical opinions arise as to the number of days away and/or restricted days that should be recorded, we record on the basis of the most authoritative physician’s opinion. We include occupational diseases and illnesses, such as hearing loss and ergonomic disorders. Due to privacy regulations in the Europe, Middle East and Africa region, we do not classify or report injuries by gender. Supervised contracted employees are included in the injury statistics reported and are not tracked separately. Independent contractors are not included in Baxter’s injury data, because they are supervised by other organizations.
2. Severe injuries are defined as those that result in amputations, debilitating injuries that result in permanent loss of use of a body part or other disease to the human body, severe burns, severe fractures (overnight hospitalization or surgery, major leg or arm bones, multiple fractures to hand or foot, fracture of skull), as well as reportable exposure events. Recordable and lost time incidents which result in hospitalization with medical treatment are also classified as severe incidents, regardless of injury type.

3. Baxter donates a broad portfolio of medical products, supplies and therapies for acute and chronic conditions. Recipient nonprofit partners determine the reported value of Baxter-donated products at wholesale value or fair market value, depending on the product and country of origin.
4. Baxter’s Global Interactions Policy provides guidance for corporate charitable giving to help promote compliance with applicable law and with Baxter policy. We have local Contributions Management Committees in select countries, clusters of countries or regions. Where they exist, those local committees have decision-making authority, in accordance with the Global Interactions Policy, for contribution requests from educational institutions, not-for-profit or charitable healthcare organizations and patient organizations. The Baxter Foundation, the philanthropic arm of Baxter International Inc., is a separate legal entity governed by its own board of directors and distinct grantmaking guidelines that govern its charitable contributions to nonprofit organizations.

Cross-Cutting Commitments

1. Related policies address conflicts of interest; corporate opportunities; confidentiality; data privacy; proper use of company assets; maintaining accurate business records; compliance with laws, rules and regulations; and reporting of any illegal or unethical behavior, among other items.
2. In 2024, these included Brazil, Colombia, Indonesia, Mexico, Philippines, Poland, South Korea, Switzerland and Thailand.
3. AI training is mandatory for all new employees, all EU-based employees and those employees who, through their job duties, are likely to interact with AI.
4. Training is provided to employees and contractors with a Baxter email address. Employees and contractors without a Baxter email address, such as those in manufacturing, do not participate.

About This Report

1. Countries outside of the United States, Canada, Western Europe, Japan, Korea, Australia and New Zealand (198,000 patients in base year 2020).

Endnotes (continued)

Data Summary

- Some metrics in this Data Summary relate to the company's 2030 Corporate Responsibility Goals. Other metrics relate to other relevant topics.
- Data in this section for 2022 and 2023 excludes Baxter's BioPharma Solutions business, which was divested at the end of the third quarter of 2023. Data in this section for 2022, 2023 and 2024 does not include results for the company's Kidney Care business, which was sold in January 2025 and the results of which are reflected in the company's discontinued operations for 2024.
- Data in this section for 2022 includes Baxter's BioPharma Solutions business, which was divested at the end of the third quarter of 2023. Data for 2023 excludes BioPharma Solutions.
- Differences compared with data on U.S. Food and Drug Administration (FDA) websites may be due to timeframe (the date Baxter takes an action may differ from the date FDA classifies that action), definition of "recall" (FDA data includes actions taken even if the product is not removed or corrected) or classification by product group vs. product code (FDA counts each impacted product code within a product family as a distinct recall).
- Product Recall Rate is defined as the number of unique product codes corrected or removed from the market per total Baxter-owned unique product codes sold globally.
- As of 2024, Baxter had 72 FDA-registered establishments available for inspection.
- Data in this section for 2022 and 2023 excludes Baxter's BioPharma Solutions business, which was divested at the end of the third quarter of 2023. Exceptions include: Lean Energy Program Performance, Manufacturing Facilities Meeting ISO 50001 Requirements and Energy Assessments Completed include data from Baxter's BioPharma Solutions business for 2022; Worldwide GHG Emissions from Product Transport, by Mode and Worldwide GHG Emissions from Product Transport, by Region include data from Baxter's BioPharma Solutions business for 2022 and 2023. Data for 2022 and 2023 is updated from data reported in prior-year Baxter Corporate Responsibility Reports, as relevant.
- Some data for 2022 and 2023 is updated from data reported in the Baxter 2023 Corporate Responsibility Report to improve accuracy, and in the case of greenhouse gas (GHG) emissions, to reflect updated GHG-emission factors. Some totals may vary from the sum of items in the category, due to rounding.
- Excludes energy consumption associated with Baxter-operated mobile sources.
- Sales data used to calculate this metric includes the company's Kidney Care business, which was sold in January 2025.
- Excludes energy consumption associated with Baxter-operated mobile sources.
- 2022 data excludes legacy Hillrom sites.
- Data may differ slightly from the totals stated in the Baxter Operations Total line of the Value Chain Energy Usage and GHG Emissions table due to rounding.
- Number includes Scope 3 emissions plus Scope 1 emissions for product transport. Some totals may vary from the sum of items in the category, due to rounding.
- Data in this section for 2022 and 2023 excludes Baxter's BioPharma Solutions business, which was divested at the end of the third quarter of 2023. Data for 2022 and 2023 is updated from data reported in prior-year Baxter Corporate Responsibility Reports, as relevant.
- "Water usage" aligns with the definition of "water withdrawal" in GRI 303: Water and Effluents 2018: "Sum of all water drawn from surface water, groundwater, seawater, or a third party for any use over the course of the reporting period."
- Water usage from Baxter's 57 manufacturing sites with the most significant water usage, representing 95% of the company's total annual water usage in 2024. The World Resources Institute water tool defines baseline water stress as the total annual water withdrawals (municipal, industrial and agricultural) expressed as a percentage of the total annual available flow. Higher values indicate more competition among users.
Low: Less than 10% of the water available to agricultural, domestic and industrial users is withdrawn annually.
Low-Med: Between 10% and 20% of the water available to agricultural, domestic and industrial users is withdrawn annually.
Med-High: Between 20% and 40% of the water available to agricultural, domestic and industrial users is withdrawn annually.

High: Between 40% and 80% of the water available to agricultural, domestic and industrial users is withdrawn annually.

Extremely High: More than 80% of the water available to agricultural, domestic and industrial users is withdrawn annually.

- Estimated total water pollutant levels for treated wastewater discharged directly into waterways, for the five Baxter sites in 2024 (six Baxter sites in 2022 and 2023) that have direct discharges. BOD₅ refers to five-day biological oxygen demand; COD refers to chemical oxygen demand; TSS refers to total suspended solids. When actual performance data was not available, estimates are based on performance at similar facilities or on other measured performance indicators.
- Excludes waste associated with U.S. Renal Home Care operations (which was sold in January 2025), since patients dispose of unused product rather than returning it to Baxter for disposal. Also excludes construction and demolition debris, remediation waste, wastewater treatment sludge and discarded manufacturing- and process-related machinery or equipment. Removing these waste categories from the company total allows for more consistent evaluation of facility performance and trends over time.
- Excludes production by-products reused on-site, construction and demolition debris, wastewater treatment and discarded manufacturing- and process-related machinery or equipment. Includes discarded/returned products (intravenous solution, dextrose solution, etc.) that are nonhazardous in nature but may be classified as regulated in some countries. Excludes waste associated with U.S. Renal Home Care operations (which was sold in January 2025), since patients dispose of unused product rather than returning it to Baxter for disposal.
- Includes recycling and incineration with energy recovery.
- Excludes waste recycled on-site, remediation waste, construction and demolition debris and wastewater treatment sludge. Includes certain waste streams (such as waste oils, batteries, fluorescent lamps, light ballasts and asbestos) not classified as regulated in some locations.
- Data in this section for 2022 and 2023 includes Baxter's BioPharma Solutions business, which was divested at the end of the third quarter of 2023.
- Data for 2024 is lower than prior years primarily due to a modified audit-deferral process, which allows deferral of audits for additional types of suppliers, assuming they meet the minimum deferral criteria and demonstrate good performance.
- United States and Puerto Rico. Data is calendar year. Accounts payable data is sent to a third party, which categorizes spending.
- United States and Puerto Rico. Data is calendar year.
- Values correspond to the U.S. Environmental Protection Agency Toxics Release Inventory (TRI) Program data reported for 2022 and 2023. Data includes eight facilities in the continental United States and Puerto Rico only. Data for 2024 is not available as of report publication date.
- Includes air emissions associated with on-site energy generation. Emission factors from the U.S. Environmental Protection Agency publication "Compilation of Air Pollutant Emission Factors," AP-42, Fifth Edition, Volume 1: "Stationary Point and Area Sources." Some totals may vary from the sum of items in the category, due to rounding.
- For the purpose of this calculation, in 2024 manufacturing includes pharmaceutical and compounding locations; our sites in Grosotto and Sondalo, Italy, are considered one entity (Valtellina) for the certificate, and our Castlebar and Swinford, Ireland, sites are counted separately. Outside of manufacturing locations, the balance of 13 ISO-certified sites in 2024 also includes offices (six), planning and fulfillment (five), and research and development/engineering (two). For 2022 and 2023, manufacturing includes pharmaceutical locations, and our sites in Grosotto and Sondalo, Italy, and Castlebar and Swinford, Ireland, are counted separately.
- The amount paid in 2024 pertains to two noncompliance events that occurred prior to that year. In addition to the fines paid in 2024, Baxter provided \$50,000 during the year to fund a Supplemental Environmental Project at a site in the United States.

- Work-related injuries or illnesses requiring medical attention beyond first aid, including cases with days lost. All rates based on 100 full-time employees working one year, which equals 200,000 work hours. For tracking purposes, Baxter follows U.S. Occupational Safety and Health Administration recordkeeping requirements worldwide. Thus, in cases where an injury occurs and conflicting medical opinions arise as to the number of days away and/or restricted days that should be recorded, we record on the basis of the most authoritative physician's opinion. We include occupational diseases and illnesses, such as hearing loss and ergonomic disorders. Due to privacy regulations in the Europe, Middle East and Africa region, we do not classify or report injuries by gender. Supervised contracted employees are included in the injury statistics reported in this table and are not tracked separately. Independent contractors are not included in Baxter's injury data, because they are supervised by other organizations. 2022 data includes COVID-19 cases. Public health guidance varies around the world concerning isolation and quarantine days for COVID-19. Probable work-related COVID-19 cases average 10 days lost per CDC guidance and account for days away from work due to the illness.
- Work-related injuries or illnesses that cause an employee to lose at least one full day after the date of the incident.
- The number of days lost (including weekends and holidays) recommended by the most authoritative physician's opinion due to work-related injuries or illnesses. We do not count the date of injury and date of return to full duty as lost days.
- The number of days recommended by the most authoritative physician's opinion that an employee or supervised contractor is unable to work full duty (including weekends and holidays) due to a work-related injury or illness. We do not count the date of injury and date of return to full duty as restricted days.
- Baxter's historical DART rate calculation combines the number of days lost, days restricted and days transferred, as a measure of severity.
- Each year, profiles untouched for the previous three years are removed from the active database.
- This data refers to facilities with 25 or more employees, in locations where smoke-free status is allowed by law.
- Data includes vaccinations given September of the year noted through January of the following year, aligned with the typical flu season for North America.
- In some cases, segments may not add up to total due to rounding.
- Includes product donations and Patient Assistance Programs. Variations in Baxter's annual product donations are due to fluctuations in community needs, the need and volume of disaster relief response, the regulatory environment, product availability, manufacturing processes, changes in product mix and marketing. We identify opportunities to donate and respond to community and humanitarian aid partner requests as appropriate. Value of products donated (provided at no cost) is provided by partners based on wholesale acquisition cost at the time of donation. This number may be greater or less than the value of Baxter products distributed during the year by our relief partners. See [Community Investment](#).
- Contributions to U.S.-based 501(c)(3) organizations for programs within and outside of the United States.
- Based on hourly rates of \$31.80 per volunteer hour for 2022, \$33.49 per volunteer hour for 2023 and \$34.79 per volunteer hour for 2024 (as of April 2025), as estimated by Independent Sector. Volunteer hours are self-reported by Baxter employees.
- "Professional" includes individual contributors.
- "Technical/Clerical" includes employees in operational and administrative/clerical roles.
- Scores indicate the percentage of survey participants who responded favorably ("strongly agree" or "agree") to statements related to each of the categories listed. Due to changes to the survey methodology and design in 2024, results from 2022 cannot be directly compared with 2024 so are not included. Data is unavailable for 2023 because Baxter did not administer a Best Place to Work Survey that year. Data for 2024 does not include the company's Kidney Care business, which was sold in January 2025.
- This data includes training hours for employees and contractors. It does not represent all employee and contractor training and development but does capture a large portion of training for most employees and contractors.

Endnotes (continued)

Value Chain Energy Usage and GHG Emissions

1. Baxter used the World Resources Institute and World Business Council for Sustainable Development's **The Greenhouse Gas Protocol (GHG Protocol)** to calculate emissions data from fossil fuel use. We used country electricity emission factors published by the International Energy Agency and the Association of Issuing Bodies (for residual mixes), and the U.S. Environmental Protection Agency (EPA) eGRID and the Canada National Inventory Report regional electricity emission factors to calculate GHG emissions related to electricity consumption.
2. Apex verified to a reasonable level Baxter's Scope 1 and Scope 2 emissions. Apex also verified to a limited level Baxter's Scope 3 emissions.
3. Baxter Operations data for 2022 and 2023 excludes Baxter's BioPharma Solutions business, which was divested at the end of the third quarter of 2023. Some data for 2022 and 2023 is updated from data reported in prior-year Baxter Corporate Responsibility Reports for accuracy and to reflect updated GHG emission factors.
4. We used the **GHG Protocol**: A Corporate Accounting and Reporting Standard, Revised Edition to determine GHG emissions associated with using biomass fuel, principally wood/wood waste, as a boiler fuel at two Baxter locations. These emissions were calculated as 111,000, 119,000 and 111,000 metric tons CO₂ in 2022, 2023 and 2024, respectively. CO₂e emissions from CH₄ and N₂O components of biomass combustion are included in reported Scope 1 emissions.
5. Baxter used the **GHG Protocol** to calculate GHG emissions associated with reported fuel usage by company-managed sales and distribution fleet vehicles and other vehicles. We estimated fuel usage for some international sales vehicles based on regional sales information.
6. Refrigerant emissions represent reported HFC and other refrigerant losses by each Baxter location. We calculated associated GHG emissions using emission factors for each reported refrigerant.
7. Includes the purchase of electricity generated from 100% certified renewable electricity (Belgium, Brazil, France, Germany, India, Ireland, Italy, Mexico, Spain, Sweden, Switzerland, UK and United States).
8. For 2022 and 2023, Scope 3 categories 1, 4, 6 and 7 include Baxter's BioPharma Solutions business, which was divested at the end of the third quarter of 2023. Scope 3 categories 9, 11 and 12 include BioPharma Solutions for 2022 and exclude BioPharma Solutions for 2023. Scope 3 categories 2, 3 and 5 exclude BioPharma Solutions for 2022 and 2023. Scope 3 categories 8, 10, 13, 14 and 15 are not applicable to Baxter. Emissions associated with category 8 (upstream leased assets) are included in Baxter's Scope 1 and 2 emissions. Baxter does not have significant downstream leased assets (category 13), franchises (category 14) or significant investments (category 15). Some data for 2022 and 2023 is updated from data reported in prior-year Baxter Corporate Responsibility Reports for accuracy and to reflect updated GHG emission factors.
9. Estimated based on global expenditures by category and emission factors from "Conversion factors kgCO₂ per £ spent, by SIC code 2021," UK Government Department for Environment, Food & Rural Affairs (Defra).
10. Estimated based on capital expenditures and the machinery and equipment emission factor from "Conversion factors kgCO₂ per £ spent, by SIC code 2021," Defra.
11. Estimated based on Baxter's actual yearly energy usage by energy type and GHG emission factors for each energy type per GaBi life cycle assessment software.

12. Estimated based on shipment of products to our customers using EcoTransIT World software, which is compliant with the **GHG Protocol** and the Global Logistics Emissions Council Framework. Excludes emissions from warehousing, which are included in Scope 3 category 1.
13. Estimated emissions for wastewater treatment by municipalities and off-site waste recycling and disposal based on Baxter's waste generation by type, UK Government GHG Conversion Factors for Company Reporting and the U.S. EPA GHG Emission Factors Hub.
14. Estimated emissions from air travel, rental vehicles and hotel room stays provided by Baxter's global travel providers. Also includes emissions from personal vehicle mileage. Emission factors from UK Government GHG Conversion Factors for Company Reporting and U.S. EPA.
15. Estimated based on the number of Baxter employees by country and statistics on commuting time and transport mode split into public transport, passenger cars, taxi and motorcycle, and walking or bicycling. Emission factors for each mode were obtained from Defra.
16. Estimated based on previous Baxter product life cycle assessments (LCA) as well as the company's revenue by product type. Category 1 emissions were extrapolated to other categories depending on the product type.
17. Estimated based on previous Baxter product LCAs as well as the company's revenue by product type. Category 1 emissions were extrapolated to other categories depending on the product type. Beginning in the Baxter 2023 Corporate Responsibility Report, we removed the following gases from the Use of Sold Products category, and instead disclose them separately: HFE-236ea2, CHF₂OCHF₂CF₃ (Desflurane); HCFE-235da2, CHF₂OCHClCF₃ (Isoflurane); and HFE-347mmz1, (CF₃)₂CHOCH₂F (Sevoflurane). This is consistent with **The Greenhouse Gas Protocol**: A Corporate Accounting and Reporting Standard (revised edition), **The Greenhouse Gas Protocol**: Corporate Value Chain (Scope 3) Standard and **The Greenhouse Gas Protocol** Accounting and Reporting Standard Amendment. In 2024, the estimated emissions of these optionally reported gases were 1,122,000 metric tons CO₂e.
18. Totals do not include CO₂ emissions from Baxter-owned wood-fired boilers. See endnote 4 to the left for detail.

Facilities with ISO 14001, ISO 45001, ISO 50001 and Green Building Certifications

1. As of Dec. 31, 2024.
2. Facilities transitioned to ISO 45001 from OHSAS 18001.
3. The building with the green certification noted is one of several buildings at the designated location.
4. The building with the green certification noted is an extension of an existing building at the designated location.
5. Our sites in Grosotto and Sondalo, Italy, are considered one entity (Valtellina) for the certificates noted (ISO 14001, ISO 45001 and ISO 50001).

Sustainability Accounting Standards Board Index

1. Nonreportable recall decisions included cases where the recalls: were not made to reduce the health risk posed by the device, were not intended to remedy a violation of the Federal Food, Drug, and Cosmetic Act related to the device that could present a health risk, involved products for which Baxter was not the sponsor and therefore had no reporting responsibility to the regulatory authority, or involved products not defined as medical devices by the regulatory authority.
2. Nonreportable recall decisions included cases where the recall did not require reporting under the applicable laws and regulations of the jurisdiction in which the recall was performed.
3. Conformité Européenne (CE) marking appears on products traded on the extended single market in the European Economic Area (EEA).

Task Force on Climate-related Financial Disclosures Index

1. Identify prioritized locations using a risk-based approach by the end of 2023.
2. As measured by supplier commitment to Baxter's Ethics & Compliance Standards and Baxter's completion of corporate responsibility audits within our supply base.



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Recognition

Baxter has been consistently recognized by external rankings and ratings organizations as a corporate responsibility and sustainability leader. Representative of this recognition, Baxter was named one of the 100 Best Corporate Citizens of 2024 by 3BL Media, one of America's Most JUST Companies by JUST Capital for 2024, a constituent company in the FTSE4Good Index Series and was listed within the Wall Street Journal's Management Top 250. In addition, CDP rated Baxter with B scores in both Climate Change and Water Security for taking coordinated action within these areas in 2024. These are among numerous regional and country-specific recognitions, as well as others received by the company across the globe that are not listed here due to licensing restrictions.

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References in this report to Baxter are intended to refer collectively to Baxter International Inc. and its U.S. and international subsidiaries.

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Caption:

Rosangela, from the Wayúu community of Guarerapu (La Guajira, Colombia), celebrates having clean water for herself and her family. Clean water allows for better health, hygiene and dignity, especially for children, who are prone to preventable diseases related to the consumption of unsafe water in the area.

Photo credit:

UNICEF Colombia/2024/La Guajira/Sánchez