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BAXTER RECOGNIZED AS ONE OF *WORKING MOTHER'S* 2018 '100 BEST COMPANIES'

DEERFIELD, Ill., Sept. 25, 2018 – Baxter International Inc. (NYSE: BAX), a leading global medical products company, today announced that it has been named to *Working Mother* magazine's 2018 '[100 Best Companies](#)' list. Baxter was honored for providing progressive employee programs and benefits that support career advancement, workplace flexibility, child care and employee wellness.

"We're honored to be included on the '100 Best Companies' list for working mothers, which highlights our efforts to support and advance Baxter women," said José (Joe) E. Almeida, chairman and chief executive officer. "We know that our inclusive and diverse culture drives innovation, accelerates performance and fuels our efforts to be recognized globally as a Best Place to Work. It's one of the many reasons we're committed to advancing programs that empower all of our employees in pursuit of our mission to save and sustain lives."

Working Mother magazine's '100 Best Companies' list honors organizations annually that lead in the areas of female career advancement. Companies are recognized for their forward-thinking initiatives that foster workplace flexibility, the advancement of women, maternity/paternity leave, child care support and more.

In an era of changing family dynamics, Baxter recognizes the increasing demands employees face in meeting their professional and personal responsibilities. The company provides its employees with a range of tools, resources and benefits so that they can thrive at home and in the workplace, including a variety of flexible working options, mentoring and sponsorship programs, parental leave and child care benefits and a lactation program for mothers. Additionally, Baxter's eight Business



Resource Groups (BRGs) serve as a forum for employees to nurture their personal and professional growth and enhance multicultural understanding, all while supporting the company's key business initiatives.

In 2017, the Baxter Women Leaders BRG (whose mission is to inspire a culture where women are motivated to advance their careers to develop to their desired potential), piloted a transitions program for working parents. The goal of this program is to support Baxter mothers through mentorship as they return to work following pregnancy and/or adoption leave. The program will be rolled out broadly in the U.S. in 2019 and reinforces Baxter's inclusive support for all parents returning to work.

Teresa Murphy, director of data and analytics at Baxter, has gone through many life transitions during her 18-year career with the company, including becoming a mom to two boys, ages 7 and 10, and relocating her family from Belgium to the U.S.

"When my husband and I first made the decision to move to the U.S., I was excited by the prospect of working in a global role, but of course was mindful of potential cultural differences and the impact it would have on my young children. After three years of living here, I can confidently say that it has been a fantastic experience and I am incredibly grateful to Baxter for providing me and my family with such an amazing opportunity," said Murphy. "From a personal and professional development perspective, the move has exceeded my expectations and for my children, it has been magical to see them grow and prosper in an entirely different culture."

Kathy Buscaglia, director of talent management, who has been with Baxter for more than 29 years, shares Murphy's enthusiasm for Baxter's culture in addition to its approach to workplace flexibility. Buscaglia has worn many hats during her time at Baxter and at home, as she was a caregiver for her parents and went from being a foster to adoptive mom for her three children, ages 11, 10 and 7.

"I am able to do what I love – for a company that I love – in a way that works for me and my family because Baxter embraces workplace flexibility," said Buscaglia.

To learn more about Baxter's benefits for working mothers and all programs that support the success of working parents, visit www.baxter.com/careers/benefits.



Read more about the companies on *Working Mother* magazine's 2018 '100 Best Companies' list at <https://www.workingmother.com/working-mother-100-best-companies-2018>.

About Baxter

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

About Inclusion and Diversity at Baxter

At Baxter, inclusion and diversity is about building diverse, high-performing teams that are engaged and innovative, and advancing our company culture so that every employee feels valued, respected and safe to be their authentic self. We are also committed to cultivating strategic and diverse supplier and community partnerships to ensure that the diverse needs of our customers and patients are considered in all aspects of our business.

This culture of inclusion and diversity extends beyond our workforce to the many communities globally in which we operate. We have a long history of leadership in corporate responsibility, including workplace practices, philanthropy and environmental stewardship. We have been recognized by *Corporate Responsibility* magazine as one of the '100 Best Corporate Citizens;' by *Forbes* as one of 'America's Best Employers;' and by Aon as a Best Employer in Asia Pacific. Baxter has been honored with a top score of 100 percent on the Human Rights Campaign Foundation's Corporate Equality Index (CEI), by Equal Opportunity Publications as a 'Top 50 Employer of Women Engineers' and a 'Top 50 Employer in STEM Workforce Diversity.' We're also privileged to be included on various lists such as the Diversity Best Practices Leading Inclusion Index, the Dow Jones Sustainability Index, the FTSE4Good Index Series and Newsweek Magazine's Green Ranking.

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