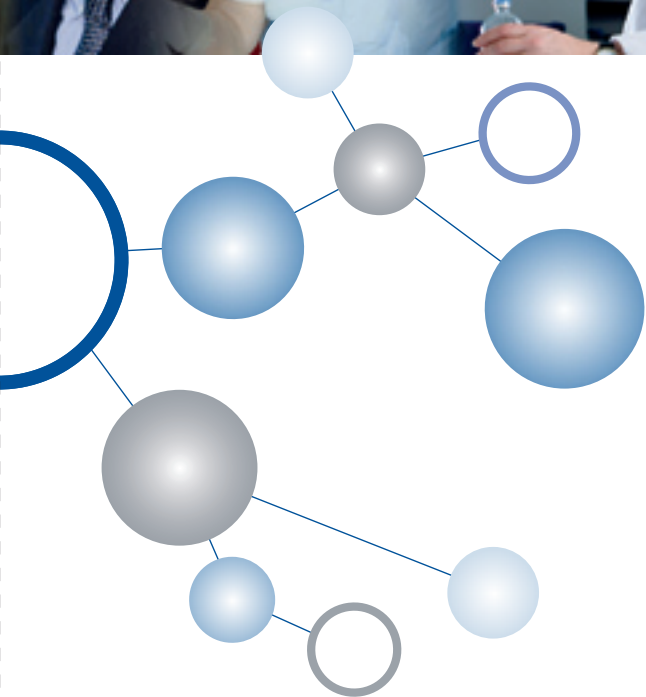
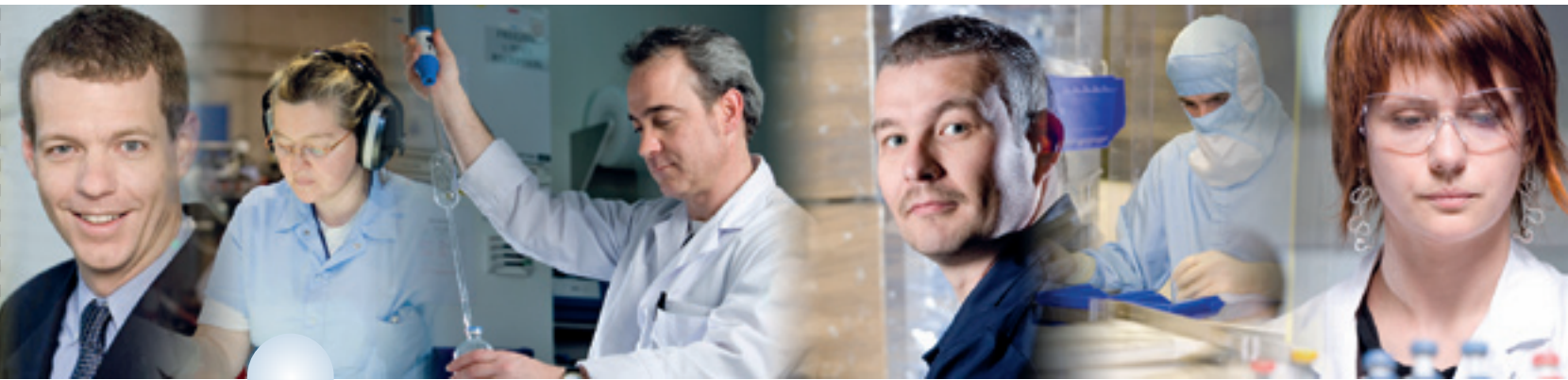


Europe, Middle East and Africa

Advancing science and technology for better patient care

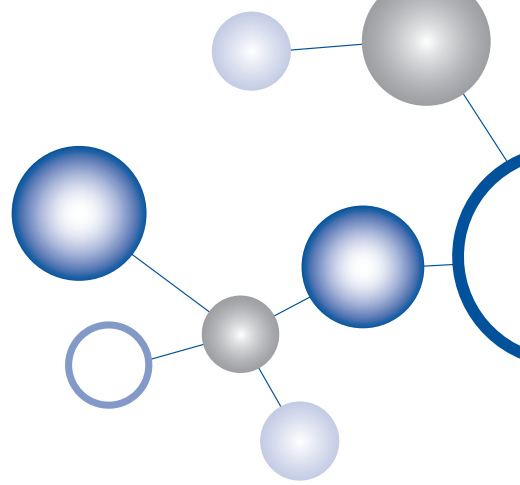


Baxter

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This brochure was printed with vegetable oils based inks (soy bean oil and/or linseed oil) on 9lives paper, mixed recycled and FSC fibers, and is also available in Dutch, French, German, Greek, Italian and Spanish.



Welcome

Baxter Europe, Middle East and Africa (EMEA) is proud to introduce you to our business, markets and culture. We are a part of Baxter International Inc., a global healthcare company that develops, manufactures and markets products that save and sustain the lives of people with haemophilia, immune disorders, cancer, infectious diseases, kidney disease, trauma, and other chronic and acute medical conditions. As a global, diversified healthcare company, Baxter applies a unique combination of expertise in medical devices, pharmaceuticals and biotechnology to create products that advance patient care worldwide.

Just like the markets we support, Baxter EMEA is diverse and constantly evolving. Since Baxter established its first office in Europe in 1954, growth has been steady and constant. Today we have over 13,400 employees operating in more than 40 markets. As a region, we represent more than one-third of Baxter's global turnover and manufacture products that are distributed in all our markets around the world.

Perhaps more important than our growth is what makes us so unique as a healthcare company. Within the global marketplace, Baxter is widely recognised for:

- The diversity of its product range
- Its commitment to producing life-saving therapies
- Its closeness to patients and healthcare professionals
- A 75-year history of innovation that includes many industry firsts

In addition to our commitment to saving and sustaining lives, we feel strongly that being a great company also means being responsible corporate citizens. It's this commitment that unites us as a company, both in our business and as a socially responsible member of our communities.

We hope this brochure broadens your understanding of Baxter and what makes us one of the world's most innovative companies and rewarding places to work in healthcare.



Company overview

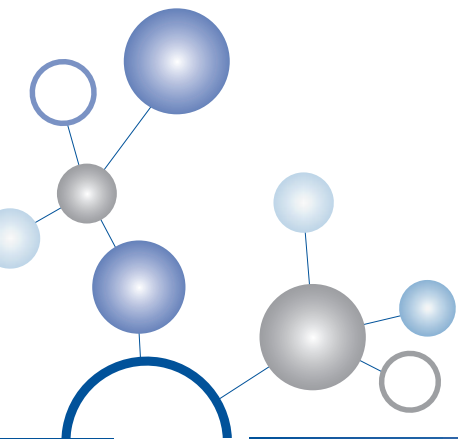
With its regional headquarters in Zürich, Switzerland, Baxter is a global, diversified healthcare company that develops, manufactures and markets products that save and sustain the lives of people with haemophilia, immune disorders, cancer, infectious diseases, kidney disease, trauma, and other chronic and acute medical conditions.

The company operates in three segments:

BioScience produces recombinant and plasma-based proteins; other biopharmaceutical products, including biosurgery products and vaccines; and technologies used in adult stem cell therapies.

Medication Delivery provides intravenous solutions and specialty products used for fluid replenishment, anaesthesia, nutrition, pain management, antibiotic therapy and chemotherapy.

Renal develops drugs and medical devices to treat patients with acute renal failure or end-stage renal disease.





BAXTER EMEA : A STRONG PRESENCE

13,400 EMPLOYEES

1/3 OF THE BAXTER GLOBAL TURNOVER

○ Zürich: EMEA Headquarters

● Deerfield-Chicago: Global Headquarters

OUR VISION

Baxter's vision is to be:

- recognised and trusted worldwide
- a preferred partner in improving the quality of and access to healthcare
- an innovator in science and technology
- the leader in our markets
- a high-quality investment
- a rewarding place to work and develop
- a socially responsible member of our communities

OUR CULTURE

The company's culture is grounded in an employee base that has a passion to:

- innovate and drive for solutions
- be personally accountable for results
- always act with integrity
- learn and continuously improve
- show an uncompromising dedication to quality
- focus relentlessly on rapid and disciplined action and respect for the diverse contributions of all

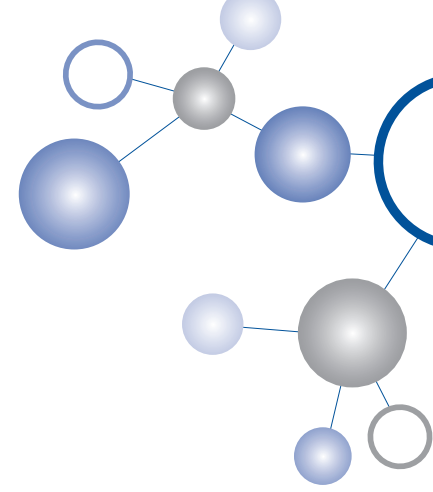
Baxter's approximately 47,000 employees in more than 100 countries around the world are connected by their enduring commitment to save and sustain lives. It is this commitment that binds us as a company and as global citizens.

OUR STRENGTHS

- values-based culture
- passionate team with significant depth of talent and expertise
- extensive global presence and network
- global brand equity that is highly respected throughout the industry
- significant global capabilities in manufacturing, distribution and sales
- strong patient and customer relationships
- scientific and technological expertise

Strong patient and
customer relationships





Focused on life-saving and life-sustaining products

We make medically necessary healthcare products that are of great priority in both developed and developing countries.

Baxter's products save and sustain lives:

→ **Life-saving therapies**

Baxter provides products and services that save and sustain the lives of patients with critical or chronic conditions, including haemophilia, kidney failure, immune disorders and cancer.

→ **Haemophilia therapy**

Baxter is a leading manufacturer of antihaemophilic clotting factors to treat haemophilia. This includes recombinant and plasma-based factor VIII – the clotting factor missing from the blood of people with haemophilia A – and a therapy for people that develop inhibitors, or antibodies, against clotting factor.

→ **Vaccinations against life-threatening diseases**

Baxter is developing innovative vaccines using vero-cell technology to prevent critical illness, including seasonal and pandemic influenza vaccines.

→ **Funding research into life-threatening diseases**

Baxter supports and funds clinical research to improve treatment for chronic and critical conditions, e.g. Baxter Novum, a division of the Karolinska Institute, which conducts clinical research into renal disease, and Renal Discoveries, the Baxter Extramural Grant Programme.

In many situations, Baxter home care innovations can be a more efficient use of resources and funds than more cost-intensive hospital stay options, and offer patients more independence and improve their quality of life:

→ **Peritoneal Dialysis (PD) for end-stage renal disease**

Offers many renal patients effective renal replacement therapy, with the added benefit of being a home-based treatment. It also represents potential cost savings compared to in-centre haemodialysis (HD), which is generally conducted in hospital, or at a dialysis clinic.

→ **Immunodeficiency**

Baxter's subcutaneous immunoglobulin therapy enables patients to treat themselves at home with self-infusion, which means they do not need to go to hospital for intravenous infusions.

→ **Nutrition**

Baxter's intravenous parenteral nutrition products enable some patients to remain at home and receive the critical nutrition they need, thereby reducing length of hospital stay and costs.

→ **Oncology**

Baxter's elastomeric pumps for cancer patients enable home oncology treatment, rather than in a hospital setting, which is better for patients and their families and also more efficient for the healthcare system or provider.



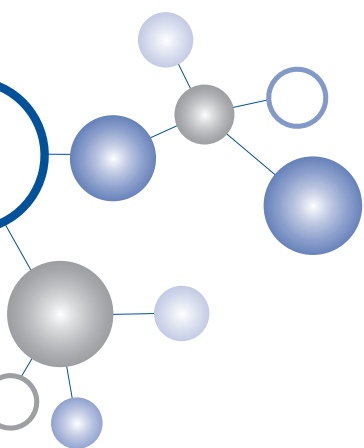
BioScience

develops recombinant and plasma-based proteins; other biopharmaceutical products; vaccines; and products for regenerative medicine, including biosurgery products and technologies used in adult stem cell therapies.

Treating Blood Disorders – Life-Saving Therapies for Chronic Diseases

Baxter has long been a leader and pioneer in developing therapeutic proteins and other critical therapies to treat chronic diseases. We are a leading producer of both recombinant and plasma-based clotting factors for haemophilia, as well as biopharmaceuticals used to treat immune deficiencies and other

blood-related disorders. We also produce vaccines for the prevention of infectious diseases, and biosurgery products used for haemostasis and tissue-sealing in surgery. Baxter's breadth and depth of expertise in recombinant protein manufacturing, plasma fractionation and proprietary vero-cell vaccine manufacturing technologies set it apart from other companies in these fields.





HAEMOPHILIA THERAPY

Baxter produces a range of life-saving products for people around the world with haemophilia. We are committed to working in a transparent and ethical way with patient communities, such as those with haemophilia, beyond providing products. The company continues to advance haemophilia therapy through improved technologies and provides a range of support services for patients – from education to reimbursement assistance. Baxter developed the world's first recombinant factor VIII made without any added human or animal proteins. Baxter employees also devote personal time to local haemophilia chapters, fundraising events, summer camps for patients and other activities. We provide similar support to associations and organisations for patients with Primary Immune Deficiencies and other conditions.

THERAPIES FOR IMMUNE DISORDERS

Baxter is a leading producer of antibody replacement therapies that help people with immune deficiencies fight infections.

Antibodies, also called immunoglobulins, are produced by the immune system to protect the body against infections caused by pathogens like bacteria and viruses. People with immune deficiencies are prone to chronic infections that in some cases can lead to death.

These highly purified immunoglobulins, derived from human plasma, are indicated for use in, among others, the treatment of Primary Immune Deficiencies, for prevention of bacterial infections in patients with hypogammaglobulinemia and/or recurrent bacterial infections associated with B-cell Chronic Lymphocytic Leukemia (CCL); for the prevention of coronary artery aneurysms associated with Kawasaki Syndrome; and to induce a rapid rise in platelet count when needed to prevent and/or to control bleeding in a patient with Idiopathic Thrombocytopenic Purpura (ITP).

VACCINES

Baxter produces vaccines to protect healthy individuals from infectious diseases. The company provides vaccines for the prevention of meningitis C, a highly infectious disease characterised by the rapid

onset of life-threatening and debilitating symptoms; tick-borne encephalitis, a potentially fatal disease common in Eastern and Central Europe; and is aiding countries in pandemic preparedness for avian flu. Other vaccines in the pipeline target Lyme disease, seasonal flu and other infectious diseases.

BIOSURGERY & TISSUE REPAIR

Baxter produces biosurgery products used to promote haemostasis and wound-sealing in surgery. The company's fibrin sealant product is made up of human fibrinogen and human thrombin, two components that occur naturally in the blood. This leading biosurgery product replicates the natural blood-clotting process to stop bleeding in surgical procedures involving cardiopulmonary bypass, repair of the spleen and colostomy closures.



Medication Delivery

provides intravenous solutions and specialty products used for fluid replenishment, anaesthesia, parenteral nutrition, pain management, antibiotic therapy, chemotherapy and enhanced drug delivery systems.

Committed to Efficiency, Value and a Safer Healthcare Environment.

Baxter was the first commercial manufacturer of sterile intravenous (IV) solutions in glass bottles, and later revolutionised IV therapy by introducing the first plastic IV containers. The company was the first to introduce flexible, closed-systems for the delivery of IV medications, as well as the first and only electronic infusion pump to offer automatic tube loading. Today, Baxter's Medication Delivery

business is a leading manufacturer of IV solutions and a range of specialty pharmaceuticals and devices that help physicians, pharmacists, and nurses effectively deliver critical fluids and drugs to patients. From the emergency and operating rooms to recovery, these products follow the patient through the continuum of care helping provide fluid replenishment, general anaesthesia, parenteral nutrition, pain management, antibiotic therapy, chemotherapy and other therapies.



MEDICATION MANAGEMENT

Medication error is a growing concern in healthcare. **For over 75 years, Baxter has pioneered products designed to help reduce errors throughout the medication management process by improving the interface between technology and clinicians.** For example, to help prevent accidental needle-stick injuries, Baxter introduced the industry's first "needleless" IV access system. Baxter also introduced the first bar code for flexible, plastic IV containers that incorporates lot number and expiration date.

DRUG DELIVERY

Baxter was a pioneer in forming alliances with pharmaceutical companies to formulate and package their drugs for safe and efficient delivery to patients. This includes offering contract services and proprietary technologies focused on injectable or pulmonary delivery. The business is uniquely positioned to support its pharmaceutical partners' product life cycles from development through patent expiration. Its enhanced packaging portfolio includes ready-to-use and ready-to mix products that provide product differentiation and simplify

the preparation and administration process, thereby helping to reduce medication errors. **Baxter continues to expand its industry-leading line of premixed drugs.**

Contract manufacturing services include the form/fill/finish of drugs into syringes, vials and cartridges, as well as lyophilisation capabilities. Baxter's facilities also provide clinical and commercial manufacturing capacity to meet the needs of pharmaceutical and biotechnology companies requiring specialised formulation technology.

INFUSION SYSTEMS

Baxter's infusion pumps, IV tubing and access devices provide caregivers with integrated choices to help control the delivery of IV fluids to patients. The company's infusion pump portfolio includes offerings that enable clinicians to administer multiple IV solutions simultaneously to a patient from a single pump; deliver a wide range of infusion rates to accommodate use throughout the hospital from the neonatal unit to the emergency room, and offer features that enable caregivers to establish limits for specific drugs to enhance patient safety and help reduce medication programming errors. Baxter also manufactures ambulatory disposable mechanical elastomeric pumps.

SPECIALTY PHARMACEUTICALS

We develop, manufacture and market a range of specialty pharmaceuticals and delivery devices that assist anaesthesia and critical care clinicians and oncologists worldwide in providing high standards of patient care. Specialty pharmaceuticals include branded and generic injectables, inhaled anaesthetic agents and injectable oncolytics.

PARENTERAL NUTRITION

Parenteral nutrition is used by patients who cannot receive adequate nutrition orally, or who have a compromised gastro-intestinal tract. **Baxter offers a range of products that provide complete and balanced nutrition by IV infusion, including macronutrient solutions (dextrose, amino acids and lipids) and micronutrients (vitamins).** The business also provides patient-specific nutritional therapy. Baxter innovated the delivery of parenteral nutrition therapy in Europe with the "triple chamber bag", enabling clinicians to administer appropriate nutrition to patients safely and cost-effectively at the point of care.



Renal

develops drugs and medical devices to treat patients with acute renal failure or end-stage renal disease

Treating Kidney Disease Worldwide

Approximately 1.5 million people with end-stage renal disease (ESRD) – irreversible kidney failure – use dialysis to cleanse their blood of toxins, waste and excess fluid normally removed by healthy kidneys. Many more people with ESRD, mainly in developing countries, currently go untreated. Without dialysis or a kidney transplant, most of these people will die. A shortage of donor organs

makes transplant a limited option for patients with ESRD, making dialysis the most common treatment in most countries.

It is estimated that the incidence of ESRD is growing between 4% and 7% annually, fueled largely by diseases associated with an aging population, such as diabetes and hypertension, which are the leading causes of ESRD. Baxter is committed to increasing access to life-saving dialysis therapy for people with ESRD worldwide.



DIALYSIS THERAPY

There are two forms of dialysis: haemodialysis (HD), in which patients generally go to a hospital or clinic two to three times a week to have their blood pumped through an external filter, or dialyzer; and peritoneal dialysis (PD), a home therapy that uses the body's own peritoneum, the lining of the abdominal cavity, as a filter to cleanse the blood. Baxter was largely responsible for the development of both therapies, creating the first commercial "artificial kidney" machine in the 1950s, making HD available for the first time, and introducing PD solutions in flexible containers in the late 1970s, making PD a viable alternative to HD. **Today, Baxter is the world's leading manufacturer of products for PD. Baxter also provides products for HD, as well as products for continuous renal replacement therapy (CRRT) for acute renal failure.**

PERITONEAL DIALYSIS

In PD, patients infuse the solution into their peritoneal cavity through a surgically implanted catheter in their abdomen. The solution draws toxins, waste and excess fluid from the bloodstream across the

peritoneal membrane into the solution, which is then drained from the abdomen and discarded. There are two types of PD therapy: continuous ambulatory peritoneal dialysis (CAPD), in which patients manually infuse fresh dialysis solution and discard the used solution three to four times a day; and automated peritoneal dialysis (APD), in which patients use a machine to automatically perform solution exchanges, usually overnight while the patient sleeps.

Baxter manufactures a range of PD solutions used in both CAPD and APD.

These include Baxter's standard glucose solutions for removing waste products and excess fluids from the bloodstream. In addition, Baxter offers speciality solutions:

- a non-glucose PD solution that provides supplemental amino acids;
- a solution that provides increased fluid removal during PD for some patients;
- and a more biocompatible PD solution with a physiologic pH that reduces discomfort and pain on infusion for some patients.

For CAPD, Baxter provides a variety of products to make solution-exchanges easier for patients, and to reduce the incidence of exchange-related infections.

These include "twin bag" container systems that combine infusion and drainage in one closed system, making manual solution exchanges easier to perform while dramatically reducing infection rates. **For APD, Baxter markets machines that automatically perform solution exchanges overnight while the patient sleeps.** Their compact size and ease of use are conducive to home therapy, and also are convenient for patients to take with them when they travel.

HAEMODIALYSIS

For HD, Baxter distributes hardware, disposables and solutions to dialysis clinics. Key HD products include dialyzers, saline, bloodlines, needles and solutions.



Innovation in science and technology

We apply science and technology in creative ways to develop products that help save and sustain lives

Our heritage has been built on more than 75 years of innovation in healthcare, including a long history of firsts.

- First manufactured intravenous solutions
- First commercial artificial kidney
- First clotting factor for haemophilia
- First premixed IV drugs
- First portable dialysis therapy
- First “needleless” IV system
- First genetically manufactured, or recombinant, factor VIII
- First “triple chamber bag” for parenteral nutrition
- First recombinant factor VIII made without added human or animal proteins

Building on our past, we are working on the next generation of treatments.

- Studying how adult stem cell therapy may help reverse the damage caused by heart disease
- Using innovative technology to develop avian flu vaccine
- Exploring regenerative tissue therapies that some day may be able to generate new skin and bone
- Developing longer-acting forms of factor VIII and other blood-clotting proteins, reducing the frequency of injections required to treat blood-clotting disorders like haemophilia
- Exploring next-generation infusion technology to potentially increase patient safety

- Focusing on evolving dialysis therapy, including the development of a next-generation peritoneal dialysis (PD) cycler; new PD solutions, and a home haemodialysis platform
- Exploring the use of intravenous immunoglobulin for the treatment of Alzheimer’s and other neurological diseases

We are committed to growing R&D faster than sales over the next five years to not only support and extend our current portfolio of products, but also to expand into adjacent as well as new product opportunities, with a balance of short- and long-term, incremental and breakthrough, in-house and partnered product development programmes.

Bringing R&D to market through world-class Manufacturing

21 Manufacturing Plants

3 Major Research Centers

Working together, R&D and Manufacturing are driving the reinvigoration of Baxter science and technology around the world. Baxter's manufacturing strength and commitment to quality are foundations of the company.

Baxter delivers significant value to patients and providers through its strong technology platforms, extensive global presence and unparalleled manufacturing expertise.

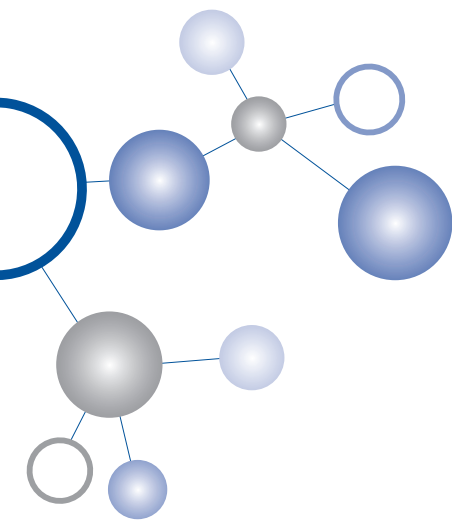
- Manufacturing plant
- Research & Development Center





Sustainability is integral to our business

Baxter views sustainability as a long-term strategic approach to balancing business opportunities with social, economic and environmental responsibilities. Our sustainability efforts naturally align with and support our commitment to saving and sustaining people's lives.





- **Governance, Ethics and Compliance:** Operating in a sound and ethical manner and complying with the law wherever the company operates;
- **Employees:** Providing a rewarding workplace for employees;
- **Environment, Health and Safety:** Reducing the company's environmental impact and improving employee health and safety;
- **Product Responsibility:** Ensuring patient safety, and integrating sustainability criteria into Baxter's products and packaging;
- **Supply Chain:** Working with suppliers to improve their social and environmental performance;
- **Community Support:** Expanding access to healthcare and contributing to communities in need worldwide, including those impacted by disasters; and
- **Economic Impact:** Using financial resources wisely to ensure business success and the company's stakeholders.

Part of being a great company means being responsible corporate citizens.

Baxter Sustainability Priorities

OUR PEOPLE	OUR OPERATIONS AND PRODUCTS	OUR WORLD
<p>BAXTER PROMOTES :</p> <ul style="list-style-type: none"> • A safe and healthy workplace • A diverse and inclusive workplace • Ethical conduct and legal compliance 	<p>BAXTER DRIVES :</p> <ul style="list-style-type: none"> • A green supply chain • Reductions in its carbon footprint • Reductions in its natural resource use • Enhanced product stewardship 	<p>BAXTER STRENGTHENS :</p> <ul style="list-style-type: none"> • Access to healthcare • The company's commitment to education, especially math and science

Detailed report on sustainability is available on <http://sustainability.baxter.com/>



Working@baxter

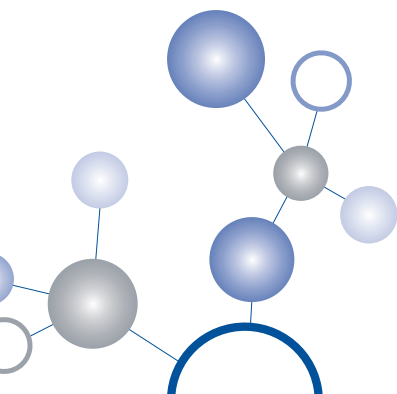
Doing work that matters. A career at Baxter.

At Baxter, we are committed to recruiting the best people and helping them become outstanding achievers. As a leading global company, we offer a multitude of opportunities at various levels worldwide.

The Baxter team is diverse by gender, ethnicity, race, religion, age, disability status and lifestyle. We recognise that every individual's unique background and experiences contribute greatly to a successful organisation.

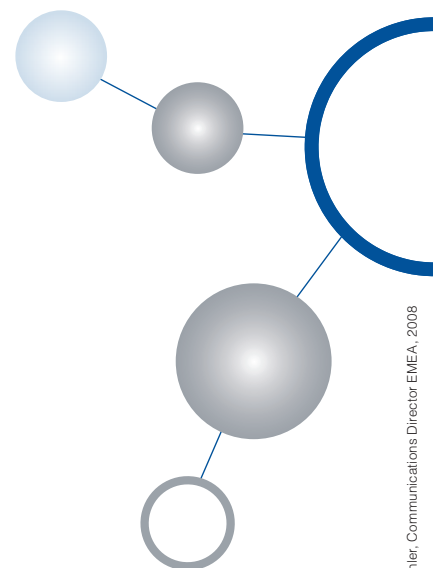
Baxter's most important resource is its employees. With that in mind, our development programmes are committed to expanding functional skills, leadership knowledge, and teamwork abilities, while exposing young professionals to new and exciting technology and global markets.

For more information about our current open positions in Europe, please visit our local websites.



The impact of healthcare innovation is measured in lives.

A single life saved has an impact on generations of lives that follow. Baxter employees around the world are connected by their enduring commitment to save and sustain lives. It is this higher purpose that binds us as a company and as global citizens.



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