



Abbott

GLOBAL
SUSTAINABILITY
REPORT 2023



At Abbott, we're strengthening the resilience of our company so that we can continue to shape the future of healthcare and help more people, in more places, lead fuller, healthier lives. This is the foundation of how we operate and how we plan to deliver long-term impact.

We have aligned our reporting with the requirements of leading Environmental, Social, and Governance ratings and sustainability indices (available in the Appendix), seeking stakeholder feedback to drive continuous improvement.

The data presented here reflects 2023 performance unless otherwise stated.

ON THE COVER:

Abbott and Abbott Fund have been working with local groups and the Tanzanian government to strengthen the healthcare system and advance access to care in Tanzania for more than 20 years. A key element of these efforts has been supporting training in emergency medicine. On the cover are some of our training program's 2023 graduates.

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A Caution Concerning Forward-Looking Statements: Some statements in this report may be forward-looking statements for purposes of the Private Securities Litigation Reform Act of 1995. Abbott cautions that these forward-looking statements are subject to risks and uncertainties that may cause actual results to differ materially from those indicated in the forward-looking statements. Economic, competitive, governmental, technological, and other factors that may affect Abbott's operations are discussed in Item 1A, "Risk Factors," in our Annual Report on Form 10-K for the year ended Dec. 31, 2023, and are incorporated herein by reference. Abbott undertakes no obligation to release publicly any revisions to forward-looking statements as a result of subsequent events or developments, except as required by law.

DEAR ABBOTT STAKEHOLDER:

Sustainability is about human flourishing. So is Abbott. We work to advance it at multiple levels.

Sustainability is implicit in Abbott's purpose: helping people live fuller lives. That commitment begins with the healthcare products and technologies we create and carries through everything we do as a company.

Personal

Abbott has a vision for the future of healthcare — one centered on building and sustaining people's health by creating a true healthcare system, rather than the traditional, treatment-focused "sick care" system that we have today. We're pioneering technologies that provide people greater knowledge and power in the management of their health, enabling them to better understand the unique language of their bodies and to respond optimally. Because of Abbott's unique breadth across the spectrum of healthcare, we're able to better see emerging trends and connections,

allowing us to provide more of the answers people are seeking to more of their health needs.

Societal

While we're making healthcare more personal, we're simultaneously working to bring those benefits to more people than ever before. We aim to help three billion people per year by 2030. To achieve that ambitious goal, we've adopted design principles to help us innovate for greater access and affordability of care.

This can mean designing products to enable them to be used remotely, helping to reduce the need for care in higher-cost institutional settings. It can mean using materials that reduce product cost. Or it can mean delivering operational efficiency for health system customers, allowing them to care for people at lower cost, achieving greater impact at the societal level.



It also means helping communities build greater understanding of health and how to sustain it. Our *Future Well* Kids program educates children about chronic diseases and inspires them to make healthy choices for their futures, while *Future Well* Communities helps to address social drivers of health, such as access to nutritious food.

This means helping to build needed healthcare infrastructure, as we have through our partnership with the government of Tanzania over the past two decades. This includes creating physical infrastructure, such as the regional laboratory network we've helped build across the country, and human infrastructure, as we've done through the emergency medicine training program we created there. We prioritize projects that are sustainable over the long term, and we commit ourselves to maximizing their impact through the years.

Environmental

We also work across our operations to minimize the impact of our business on the environment, reducing our waste production, water usage, packaging materials, and emissions, because environmental sustainability is the foundation of human sustainability.

This report details Abbott's extensive efforts to advance sustainability throughout our operations in order to help more people than ever. As always, we thank you for your interest in, and support of, this important work.

A handwritten signature in black ink, appearing to read "Robert B. Ford".

ROBERT B. FORD

Chairman of the Board
and Chief Executive Officer
June 20, 2024

ABOUT ABBOTT

We believe a sustainable future starts with health. For more than 135 years, we've been improving people's health at all ages and stages of life — tackling some of the world's most pressing health problems with our innovative products and technologies.

TODAY, OUR PORTFOLIO INCLUDES:



Diagnostics systems and tests performed in laboratories, at the patient's bedside, in doctors' offices, or in the home that provide information to support better and more timely decisions for people and their doctors.



Medical devices that use the most advanced technologies to keep hearts healthy, treat chronic pain and movement disorders, and give people with diabetes more freedom and less pain and help them better understand and manage their glucose levels.



Medicines that are affordable and of high quality — to help people get and stay healthy.



Nutrition products that build and maintain health and strength from infancy onward.

OUR CORE VALUES GUIDE EVERYTHING WE DO:

Pioneering

We bring a spirit of innovation to everything we do, seeing needs first and delivering game-changing solutions to help people live fuller lives through better health.

Achieving

Abbott is all about execution. Millions of people worldwide depend on us in vital ways — we honor that trust by delivering for them, and all our stakeholders, every day.

Caring

We treat the people who depend on us like family. Dr. Wallace Abbott began our company to provide better care for his own patients. That spirit still inspires us.

Enduring

Abbott has been here for more than 135 years. We intend to be here for the next 135, bringing all the benefits that Abbott creates to all the people who need them.

2023 ABBOTT IN NUMBERS

\$40.1B

total 2023 revenue

160+

countries where Abbott is present

52

years of increasing dividends

\$2.9B

investment in R&D

114,000

employees

RECOGNIZED PERFORMANCE

DOW JONES SUSTAINABILITY INDICES
Top industry score for 11 years*

AMERICA'S MOST JUST COMPANIES
#1 in our industry

THE WALL STREET JOURNAL MANAGEMENT TOP 250 COMPANIES
Ranked #28 overall, #13 in innovation, and #16 in social responsibility

FORTUNE MAGAZINE 2023
Most admired company in our industry

DIVERSITYINC TOP 50 COMPANIES FOR DIVERSITY
20 consecutive years in 2023

A photograph showing a group of diverse children from different ethnicities and ages, all smiling and holding hands together in a circle. They are outdoors in a sunny environment. Some are wearing face masks. The image serves as the background for the entire page.

OUR 2030 SUSTAINABILITY PLAN

Progress

Launched in 2020, our 2030 Sustainability Plan priorities and supporting goals help us embed sustainability into everything we do, supporting our central focus of helping more people in more places live their healthiest possible lives. We're making good progress.

As the global health sciences and nutrition partner of the Real Madrid Football Club and global partner of the Real Madrid Foundation since 2021, we are making a lasting impact on the health of future generations.

OUR 2030 SUSTAINABILITY PLAN

Our goal is to improve the lives of 3 billion people a year by the decade's end — reaching 1 billion more than we did in 2020.

OUR PRIORITIES

Innovate for Access and Affordability



Make access and affordability core to new product innovation.



Transform care for chronic disease, malnutrition, and infectious diseases.



Advance health equity through partnership.

AVEIR DR

Minimally invasive device expands access to pacemakers ([Page 07](#))

Bigfoot Unity

Simplifying diabetes management ([Page 16](#))

Future Well Communities

Addressing health access and building capacity ([Page 18](#))

2B* lives improved through Abbott products and services in 2023

SUSTAINABILITY IN EVERYTHING WE DO

BUILD THE DIVERSE, INNOVATIVE WORKFORCE OF TOMORROW

35.3%

of U.S. leadership held by people from underrepresented groups¹ ([Page 25](#))

CREATE A RESILIENT, DIVERSE, AND RESPONSIBLE SUPPLY CHAIN

4,000+

suppliers engaged to reduce sustainability risks and opportunities² ([Page 42](#))

RESPONSIBLY CONNECT DATA, TECHNOLOGY, AND CARE

>200%

increase in the number of healthcare delivery organizations using Abbott's cybersecurity portal ([Page 21](#))

PROTECT A HEALTHY ENVIRONMENT

55%

of Abbott's high-water-impact manufacturing sites in water-stressed areas are AWS Certified** ([Page 33](#))

*Total number of lives improved was adjusted for indirect overlap between businesses using a binomial probability model and only adjusted for direct overlap within a business where data is currently available to support the adjustment.

**For more information, see [Page 14](#) and visit the Alliance for Water Stewardship (AWS) website at aws.org/certification.

PROGRESS AGAINST OUR 2030 SUSTAINABILITY PLAN

INNOVATE FOR ACCESS AND AFFORDABILITY

Central to our goal of helping 3 billion people each year by 2030 is our focus on innovating for access and affordability. Our 2030 goals guide the delivery and democratization of these life-changing technologies and products.

2030 GOAL

Make access and affordability core to new product innovation

Integrate access and affordability and data insights as design principles into our R&D work and portfolio.

PROGRESS AND NOTES

- Continued to incorporate our Innovate for Access and Affordability Design Principles into our R&D processes across all businesses, evolving the way we develop and bring technologies to the people who need them.
- Obtained significantly expanded Medicare coverage for the *FreeStyle Libre 3* system in the United States, providing potential new access to more than 2 million people with diabetes.
- Added a cancer screening tool for detecting high-risk human papillomavirus (HPV) infections to the *Alinity m* family of diagnostic assays. The *Alinity m HR HPV* assay was carefully designed to support patient care and streamline HPV testing.
- Obtained U.S. FDA approval for the *Proclaim XR* spinal cord stimulation (SCS) system to treat painful diabetic peripheral neuropathy, a debilitating complication of diabetes.
- Announced an agreement with Spain-based global biotech leader mAbxience that will provide new access to cutting-edge biosimilars to more people in key emerging markets.
- Introduced AVEIR DR, the world's first device to offer beat-to-beat wireless communication and synchronization between two leadless pacemakers, each of which is smaller than a AAA battery. Because more than 80% of people who need a pacemaker require pacing in two chambers of the heart (both the right atrium and the right ventricle), this system significantly increases access to leadless pacing for millions of people.

INNOVATE FOR ACCESS AND AFFORDABILITY (continued)**2030 GOAL****Transform care for chronic disease, malnutrition, and infectious diseases**

Support global efforts to address noncommunicable diseases, including diabetes and cardiovascular disease.

- Innovate to transform the standard of care for diabetes and support efforts to bend the diabetes curve through innovative technology, prevention and education, early diagnosis, treatment, and nutrition.
- Deliver breakthrough technologies, improve clinical outcomes, and impact the lives of people with or at risk of cardiovascular disease.

PROGRESS AND NOTES

- Released results from our Healthy Food Rx study in Stockton, California, which showed clinically significant benefits of home-delivered healthy food boxes for people with diabetes, as well as significant improvements in diabetes self-management and overall diet and food security at 12 months.
- Delivered our *Future Well Kids* program to more than 1,900 students across five countries in the school year, where we made more than 350 visits to about 75 classrooms to help children learn about noncommunicable diseases and lower their risks of developing chronic conditions. We also launched the program in India, delivering the curricula to more than 1,000 additional students.
- Delivered community-centric programming with Erie Family Health Centers, RUSH University Medical Center, the Alive Faith Network in Illinois, and the University of Minnesota Community-University Health Care Center in Minnesota that reached nearly 16,000 people through health screenings, education, and care provision.
- Launched Assert-IQ insertable cardiac monitor, giving physicians a new option to help them better understand their patients' irregular heartbeats.

Deliver scalable, integrated solutions to help reduce preventable deaths and infectious diseases (malaria, hepatitis B/C, HIV, COVID-19, and others) with diagnostics, treatment, and education programs, especially in high-prevalence areas.

- In 2023, we expanded the geographic footprint of the Abbott Pandemic Defense Coalition with two new sites in Mexico and Rwanda. The coalition also identified six new viruses and developed 13 new prototype assays. We trained and developed the next generation of virus hunters, supporting 32 trainees in 2023. Of these, seven were epidemiologists from low- and middle-income countries working on virus discovery and emerging pathogen studies. All trainees were provided with mentors from the Abbott Pandemic Defense Coalition. Their work extends the impact of the Coalition working with Ministries of Health in additional countries – India, Ethiopia, Nigeria, Kazakhstan, Pakistan, and Uganda.
- As a founding member of the Coalition for Global Hepatitis Elimination, Abbott contributed funding for the creation of the Hepatitis C Evaluations to Amplify Testing and Treatment (HEAT) program, which has supported seven countries to date.
- Abbott Fund has joined the Global Fund to fight AIDS, Tuberculosis, and Malaria and is contributing funding to advance laboratory systems' readiness and capability ratings in more than 20 low- and middle-income countries across Africa, Asia, and Latin America, helping them detect and respond to potential local health threats before they become global pandemics.

INNOVATE FOR ACCESS AND AFFORDABILITY (continued)**2030 GOAL****Advance health equity through partnership**

Expand affordable access to healthcare for underserved, diverse, and at-risk communities, including women and children, by delivering innovative, decentralized models of care that advance prevention and early diagnosis, improve nutrition, provide quality treatment and care, and lower total costs.

PROGRESS AND NOTES

- Through social investing and Abbott Fund programs, we provided decentralized healthcare services, helping more than 1.2 million people access healthcare close to where they live.
- As part of our ongoing work, we focused efforts on research infrastructure, continued training of diverse clinical research personnel, and improved diversity within Abbott's own clinical trials. Through a five-year plan, Abbott will work alongside the Institute for Health Equity at Norton Healthcare to build research program models that can be implemented by historically Black colleges and universities (HBCUs) and clinics serving underrepresented communities.
- As part of our ongoing partnership with the Tanzanian government, we completed the first models for emergency care at a district hospital emergency department and at a village emergency dispensary. Since 2010, we have provided emergency care services to nearly 1.3 million patients there. In the last decade, we have supported the training of nearly 200 emergency medicine doctors and nurses who are now leading care in Tanzania. In 2023, we also supported the ongoing training of more than 3,300 health workers, including doctors, surgeons, nurses, and social workers.
- The Abbott Center for Malnutrition Solutions (ACMS) supported the implementation of malnutrition screenings by providing more than 1,000 mid-upper arm circumference (MUAC) z-score tapes to community-based health workers and partners in 10 countries.
- Provided grants to food banks and health clinics in the United States and Puerto Rico in advance of hurricane season, enabling investments in generators, warehouse and staff equipment, and supplies that improved their efficiency and operational output following disasters, particularly Hurricane Idalia. When New Orleans, Louisiana, lost power following a tornado, a generator purchased through our grant helped preserve vaccines worth \$150,000.
- In India, we partnered with the Self Employed Women's Association (SEWA) to develop a model of care to address noncommunicable diseases in underserved communities. The community-based clinics and telemedicine services provide primary, acute, and noncommunicable disease care while also creating employment and entrepreneurship opportunities for SEWA members. The program runs in 35 districts across six states, reaching more than 174,000 community members in 2023.

INNOVATE FOR ACCESS AND AFFORDABILITY (continued)**2030 GOAL****PROGRESS AND NOTES****Advance health equity through partnership (continued)**

Partner with stakeholders to improve health outcomes by advancing standards and building access to affordable, integrated solutions.

- Through our licensing partnership with the Real Madrid Foundation, more than 25,000 hours of our *Future Well Kids* curriculum, which is focused on noncommunicable diseases, were delivered by the foundation's coaches, staff, and volunteers, reaching more than 5,000 children across nine countries.
- We supported eight health centers across the United States with the launch of the National Association of Community Health Centers (NACHC) Innovation Incubator. In 2023, the Innovation Incubator reached more than 45,000 people through innovations to patient portals, screenings, and apps, providing people access to information about their health in the language they need, through platforms they feel safe using, and in ways that work best for them. *Future Well Communities* partners Erie Family Health Centers and the University of Minnesota Community-University Health Care Center participated in the Innovation Incubator, increasing patient portal usage and supporting telehealth engagement in Illinois and Minnesota.
- Since 2019, we've partnered with the Rwandan Ministry of Health and the Society for Family Health to increase access to primary care for more than 520,000 people living in rural and hard-to-reach areas. The partnership also supported health workforce capability building, providing on-the-job skills training for more than 180 health post workers over the past two years.
- In India, we work with Amicares India to upgrade primary healthcare centers (PHCs) to health and wellness centers (HWCs), which offer enhanced reproductive, maternal, and neonatal health services; build capacity of PHC staff and accredited social health activists (ASHAs); and educate communities on communicable and noncommunicable diseases. We have expanded our initial commitment to upgrading more than 300 PHCs across 15 states by the end of 2026, improving access to quality and affordable healthcare to a potential 9.8 million people in underserved communities. By the end of 2023, we had upgraded 93 PHCs.

SUSTAINABILITY IN EVERYTHING WE DO

Our 2030 goals guide actions with our people, partners, supply chain, and environment — goals which we are advancing and, in some cases, have already exceeded.

2030 GOAL

Build the diverse, innovative workforce of tomorrow

Provide 2 million development and job opportunities for current and future employees.

Create opportunities in Abbott's science, technology, engineering, and math (STEM) programs and internships for more than 200,000 young people, including 50% from underrepresented groups.

Continue to drive diversity and inclusion strategies that create a meaningful employee experience and advance Abbott's culture to:

- Achieve gender balance across our global management team with at least 45% female representation.
- Achieve gender balance in STEM roles with at least 45% female representation.
- Ensure one-third of our leadership roles are held by people from underrepresented groups by 2025.
- Continue to drive 100% leadership accountability by tying executive compensation to diversity.

Anticipate Abbott's future workforce needs and achieve talent readiness.

Maintain or improve rates of internal succession for leadership roles.

Fill 50% of targeted new jobs with internal talent by upskilling, cross-skilling, and creating learning opportunities.

Continue to provide industry-leading programs that help people achieve their personal health and well-being.

PROGRESS AND NOTES

- Created more than 304,000 development and job opportunities for current and future employees in 2023. This brings our total to more than 813,700 since the launch of our 2030 Plan, just shy of our original goal of 1 million, which we have since increased to 2 million.

- Created more than 31,000 STEM opportunities globally for young people in 2023 — 55% from underrepresented groups — bringing our total to more than 103,000 since the launch of our 2030 Plan, exceeding our original goal of 100,000, which we have since increased to 200,000.

We continued to work toward building a more inclusive culture, achieving:

- 42.2% of global management positions filled by women.¹
- 45.1% female representation in STEM roles.¹
- 35.3% of leadership roles in the United States held by people from underrepresented groups.¹
- Approximately 97% of our people leaders have participated in the Leading With Impact training program, which helps develop stronger managers who cultivate more inclusive teams.
- All Abbott corporate officers, including our Chairman and CEO, carry a human capital goal.

- Designed and delivered solutions to develop three core skills: data analytics, data storytelling, and data-driven decision-making. These curated learning journeys include a skills assessment, and the learning is delivered based on the learner's level of competence, not job level.

- 88.7% of leadership roles filled based on succession plan.

- 50.5%* of targeted new jobs filled internally.

- Enhanced Abbott's family care support services for U.S. employees through the launch of Care.com.
- To further support female employees in Japan, we implemented several programs focused on physical, emotional, and financial wellness including, among other things, online medical care and childcare support resources.

*This percentage represents internal hires for non-entry-level positions. Entry-level positions are excluded from this calculation due to the nature of the job requirements.

SUSTAINABILITY IN EVERYTHING WE DO (continued)**2030 GOAL****Build the diverse, innovative workforce of tomorrow (continued)**

Support financial security of employees by helping those with college debt save for retirement, expanding Abbott's *Freedom 2 Save* program by providing \$10 million in matching contributions to participants' retirement accounts.

PROGRESS AND NOTES

- Nearly \$2.2 million total *Freedom 2 Save* employer contributions to participant retirement accounts were made in 2023, bringing our total to more than \$7.7 million total employer contributions since program inception in 2019.¹

Responsibly connect data, technology, and care

Be a trusted healthcare leader in secure and responsible data collection, use, management, and privacy in order to protect our patients and customers, empower them to make better, more complete decisions about their health, and drive innovation through insights and analytics.

- Developed an executive-level cross-functional Data Use and Ethics Board to establish data and artificial intelligence (AI) guiding principles, provide direction on strategic focus for data capabilities, and sponsor the creation of, or enhancements to, policies and standards around responsible data use.
- Obtained industry data security certifications for key Abbott online solutions.
- Provided healthcare delivery organizations direct access to key cybersecurity information on Abbott products through our cybersecurity portal, which was improved with more automation and enhanced access, search, and notification capabilities in 2023.
- Continued expansion of our product development and technical support teams learning platform and our cybersecurity awareness site.
- Engaged the Abbott Medical Device Cybersecurity Council (MDCC) to gain external perspective from expert advisors, including chief information officers (CIOs), chief information security officers (CISOs), and healthcare providers.
- Held a leadership role on the Health Sector Coordinating Council (HSCC) and actively served in other key external cybersecurity and privacy working groups, including the World Economic Forum Digital Trust Framework, Health Information Sharing and Analysis Center (Health-ISAC), and Medical Device Innovation Consortium (MDIC). Assisted in the development and release of the new HSCC five-year cybersecurity strategic plan.

SUSTAINABILITY IN EVERYTHING WE DO (continued)**2030 GOAL****PROGRESS AND NOTES****Create a resilient, diverse, and responsible supply chain**

Certify that 80% of newly contracted direct material spends are linked to contracts that incorporate social responsibility requirements.

- We are embedding social responsibility clauses in applicable procurement contracts, detailing our values and expectation that suppliers comply with our Supplier Guidelines and remediate identified issues.

Ensure ethical sourcing from all suppliers with high-risk sustainability factors through 100% auditing.

- 90% of direct material suppliers by spend screened for inherent sustainability risk in 2023.
- More than 900 potential at-risk suppliers engaged through desktop assessments to evaluate sustainability risks and opportunities in 2023.

Ensure an inclusive environment by increasing spending with diverse and small businesses 50% by 2030, and Black- and women-owned businesses 150% by 2025, from a 2020 baseline.

- 64% spend increase from the 2020 baseline with diverse and small businesses.*
- 83% spend increase from the 2020 baseline with Black- and women-owned businesses.*
- Committed almost \$13 million of the \$37.5 million pledged in growth capital and small business loans to diverse small businesses through our collaboration with Local Initiatives Support Corporation (LISC) since March 2022.
- Inducted into the Billion Dollar Roundtable, an organization for corporations that spend > \$1 billion with diverse suppliers annually.
- Expanded supplier diversity program to include Brazil, Australia, Canada, and the United Kingdom in 2023.

Protect a healthy environment

Reduce absolute Scope 1 and 2 carbon emissions by 30% from 2018 baseline by the end of 2030, consistent with the objectives of the Science Based Targets initiative (SBTi).

- 7% absolute reduction in Scope 1 and 2 emissions in 2023 (versus 2018 baseline).¹
- In 2023, a dedicated environmental sustainability capital fund of \$15 million annually was established to support the completion of priority energy efficiency projects.

Our SBTi goal calls for 82% of our suppliers by emissions covering purchased goods and services and upstream transportation and distribution to have science-based targets by 2026.

- Approximately 33% of our suppliers by emissions covering purchased goods and services and upstream transportation and distribution have science-based targets.³
- In 2023, about 95% of targeted suppliers were assessed for carbon maturity. We also collaborated with 375 of our most carbon-intensive suppliers to understand their carbon management practices to inform future opportunities.

^{*}Supplier diversity key performance indicators (KPIs) are calculated using the U.S. government fiscal year (October 1–September 30). Spend data represents U.S.-based suppliers for both United States and outside of the United States spend for 2023 reporting.

SUSTAINABILITY IN EVERYTHING WE DO (continued)**2030 GOAL****PROGRESS AND NOTES****Protect a healthy environment (continued)**

Achieve water stewardship certification at all high-water-impact manufacturing sites in water-stressed areas.

- Four additional sites achieved water stewardship certification in 2023, bringing the total number of Abbott manufacturing sites to six. In 2023, Abbott facilities achieved AWS Core Certification in Singapore; Santiago, Chile; Sylmar, California; and Baddi, India.*

Implement accredited water stewardship management practices in more than 75% of all manufacturing sites operating in water-stressed areas.

- Implemented Abbott's internal water stewardship management practices at three manufacturing sites, representing 23% of all manufacturing sites operating in water-stressed areas not classified as high impact.

Work with 50 key suppliers in high water-stressed areas to reduce water quality and quantity risks to Abbott and the community.

- Three suppliers engaged to reduce risks to water quality and quantity in 2023.
- Initiated engagements with nine suppliers to explore opportunities to reduce risks to water quality and quantity in the future.

Address 50 million pounds of packaging through high-impact sustainable design programs that:

- Employ circularity principles through smart design and material selection.
- Eliminate and reduce materials.
- Improve the energy efficiency of Abbott's products.
- Optimize packaging, pallet, and truckload efficiency.

- Approximately 30 million pounds of packaging impacted through sustainable design programs in 2020–2023. This includes:
 - More than 1.6 million pounds of packaging transitioned to more circular options.
 - More than 28 million pounds of material eliminated or reduced.

Reduce waste impacts using a circular economy approach to achieve and maintain at least a 90% diversion rate.

- Achieved a 91% waste diversion rate in 2023.
- In 2023, two manufacturing facilities were certified under Abbott's internal Zero Waste-to-Landfill Program. This brings our total to 53 facilities certified since our internal program began in 2012.

Engage with key suppliers to reduce the environmental impact of materials sent to Abbott that become waste in our operations, and develop and track supplier waste diversion initiatives.

- 15 suppliers engaged to improve inbound materials management across Abbott's value chain in 2023.
- Initiated engagements with 15 additional suppliers to explore opportunities to improve inbound materials management across Abbott's value chain in the future.

*Alliance for Water Stewardship Certified Core site. For more information, visit a4ws.org/certification.

INNOVATE FOR ACCESS AND AFFORDABILITY

Innovate

By 2030, we aim to improve the lives of one in every three people on Earth each year through our products and services.



Abbott's *HeartMate 3* Left Ventricular Assist Device is making a lifesaving difference for Lakeisha Brown, helping her live a full life with end-stage heart failure.

MAKE ACCESS AND AFFORDABILITY CORE TO NEW PRODUCT INNOVATION

Our product design, development, manufacturing, and commercialization processes are guided by a clear set of design principles. We leverage novel technologies — as well as our global presence, strategic partnerships, and community insights — to create measurable, real-world change.

THE SCIENTIFIC GOVERNING BOARD

Abbott's Scientific Governing Board (SGB) is a 16-member team — comprising the R&D heads from each Abbott business — that oversees product and service innovation. The Board meets regularly to discuss Abbott's innovation progress, health technology developments, and areas for cross-business collaboration on product design. It is also responsible for driving the implementation of our Innovate for Access and Affordability Design Principles across the company.

ABBOTT'S DESIGN PRINCIPLES



Design for broader reach and equity:

Build an innovative portfolio that reaches more people, including new geographies and communities with limited access to care.



Design for access:

Identify and overcome barriers to access and adoption, prioritizing inclusive design as well as manufacturing, distribution, and technology strategies across the value chain.



Design to optimize reach and value:

Make intentional decisions throughout the design process to optimize four factors: people reached, consumer benefit, business value, and societal value.

These principles have been fully integrated into our processes since 2022, helping us identify barriers to access for products in development and address opportunities to optimize reach.

INNOVATION RECOGNITION

- **CES 2024 Innovation Awards:** AVEIR DR recognized in the Digital Health category
- **TIME Best Inventions:** AVEIR DR named among the best inventions of 2023 by TIME magazine
- **Digital Health Awards:** FreeStyle Libre 3 won the Personal Digital Health Devices/Wearables category in 2023
- **Golden Bridge Business and Innovation's Globee Business Awards:** In 2023, Eterna SCS System received Gold recognition in the Healthcare Technology Solution category
- **Chicago Innovation Awards:** Eterna SCS System won the Corporate Innovator Award in 2023. With 13 total awards, Abbott is the most recognized company in 22 years of Chicago Innovation history

SIMPLIFYING DIABETES MANAGEMENT

Abbott's 2023 acquisition of Bigfoot Biomedical served to highlight our company's continuing effort to use the best available technologies to transform the experience of living with diabetes.

Our association with Bigfoot Biomedical began in 2017, with a partnership focused on the *Bigfoot Unity System*, which includes smart pen caps for long-acting and rapid-acting insulin. The system uses glucose data captured every minute by the *FreeStyle Libre 2* sensor to display on-demand insulin dosing recommendations based on instructions from the user's healthcare provider.



TRANSFORM CARE FOR CHRONIC DISEASE, MALNUTRITION, AND INFECTIOUS DISEASES

Our Approach

Innovating new solutions for disease management is just one aspect of enhancing quality of care.

Abbott is also working to expand capabilities in disease detection and prevention. We're partnering to educate more people to help them live healthier lives.

- Support global efforts to address noncommunicable diseases, including diabetes and cardiovascular disease. Innovate to transform the standard of care for diabetes, and support efforts to bend the diabetes curve through innovative technology, prevention and education, early diagnosis, treatment, and nutrition
- Deliver breakthrough technologies, improve clinical outcomes, and impact the lives of people with or at risk of cardiovascular disease. Deliver scalable, integrated solutions to help reduce preventable deaths and infectious diseases

For additional disclosures, see [Page 79](#).

BROADENING ACCESS TO BIOLOGIC MEDICINES

In 2023, Abbott entered into an agreement with Spain-based global biotech leader mAbxience to bring several biosimilars to emerging markets.

With our large footprint in emerging countries and our commitment to put access and affordability at the center of what we do, this strategic collaboration will help more people in more places have access to affordable biosimilar medicines.

With worldwide population aging and changing lifestyles, noncommunicable diseases such as cancer are on the rise. In emerging countries, people often lack access to care due to limited availability of the latest innovations.

This limited access to treatment options and care is one of the reasons why people in emerging countries are much more likely to die from these diseases than people in wealthier countries. More than three-quarters of all deaths worldwide from chronic diseases happen in emerging countries. In Brazil and Mexico, up to 40% of cancer patients who may benefit from biologics do not receive the therapy they need.

This collaboration will help introduce lifesaving treatments in key oncology, women's health, and respiratory diseases for the first time in some countries — at a fraction of the cost of originator biologics — making it more accessible and affordable for healthcare systems in these countries.



SHIFTING THE PARADIGM FOR TBI

Traumatic brain injuries (TBIs), including concussions, lead to roughly 4.8 million ER visits annually.

With our Alinity i TBI assay — the first commercially available laboratory TBI blood test — as well as our *i*-STAT Alinity rapid test that's portable and can be used bedside — our suite of tests are designed to help physicians quickly assess brain injury.

By providing objective tests, our portfolio of TBI assays has the potential to change the standard of care for brain injury.

ADVANCE HEALTH EQUITY THROUGH PARTNERSHIPS

- Expand affordable access to healthcare for underserved, diverse, and at-risk communities, including women and children, by delivering innovative, decentralized models of care that advance prevention and early diagnosis, improve nutrition, provide quality treatment and care, and lower total costs
- Partner with stakeholders to improve health outcomes by advancing standards and building access to affordable, integrated solutions

Our health equity work builds on Abbott's core competencies as a healthcare innovator, connecting partners and supporting communities to help them live their healthiest lives in three ways:

- Advancing care coordination
- Addressing social drivers of health
- Building capacity

OUR RESULTS

Building on Our Strong Presence in Tanzania

Abbott has been helping improve health and healthcare systems in Tanzania for more than 20 years. In 2023, the Abbott Fund Tanzania team delivered on our comprehensive strategy while engaging new partners to help expand our impact.

Thirteen years ago, Tanzania did not have hospitals with emergency medicine facilities. In 2023, the first class of residents from the Abbott-supported emergency medicine training program in Tanzania celebrated the 10-year anniversary of their graduation from the residency program. Nearly 1.3 million people in Tanzania have received emergency care since 2010.

In partnership with the Tanzanian Ministry of Health, we have continued to expand our village emergency care model, making significant strides in improving healthcare access in rural areas.

Our first facility, the Bantu village emergency dispensary, has improved access to healthcare services to 84% of the village population, up from 11%. Half of the target community received training on emergency conditions, and community awareness of when to seek emergency care increased from 44% to 58%.

The dispensary serves an average of 280 patients monthly, with an average of roughly six lifesaving interventions every month. We've designed this model to be sustainable without outside support. We also supported the installation of the government hospital information system in December 2023. This will enable the dispensary to track patient and revenue information electronically.

Future Well Communities Programs Address Health Access and Build Capacity

Stockton, California

In Stockton, a city of more than 322,000 people just south of Sacramento, about 57% of residents are prediabetic or living with diabetes. To address this, last year, our partners and programs provided support for about 11,000 people.

In partnership with University of the Pacific, we established community-based diabetes care clinics. This initiative, led by the university's School of Pharmacy, provides free glucose, cholesterol, and blood pressure testing, as well as prediabetes screenings and immunizations in underserved neighborhoods. Since launching the clinics in 2022, more than 1,400 people have received health screenings.

A Holistic Approach to Diabetes Management

Improving access to health in our communities extends well beyond the products and services we offer. That's why, in 2021, we worked with partners in Stockton, California, to launch our Healthy Food Rx program, making a difference in the lives of people living with diabetes by delivering free, recipe-based food boxes to participants' homes and providing hands-on education about managing their diabetes through nutrition.

Roughly 450 people participated in the study, and their results demonstrated the positive impact programs like this can have.

Most importantly, these changes made a measurable difference for participants. During this study, participants with A1c levels outside of target range saw their A1c levels decrease by 0.8% on average, which exceeds the widely accepted 0.5% benchmark that is considered clinically significant. A1c is a measure of the average amount of glucose (sugar) in a person's blood over the past three months.

Waukegan, Illinois

In Waukegan, we're partnering with Erie Family Health Centers to build a community-based system of care that addresses food insecurity, care coordination, and critical mental health needs for approximately 2,100 people, including children. In 2023, our programs helped deliver strong improvements in diabetes and hypertension control rates.

Minneapolis, Minnesota

In Minneapolis, through our partnership with the University of Minnesota Community-University Health Care Center (CUHCC), we're deploying innovative practices and collaborations among community health workers, physicians, interpreters, and pharmacists to improve chronic disease outcomes for more than 1,800 people. CUHCC provides culturally relevant care to patients who speak a combined 54 languages, with about 50% using an interpreter to access healthcare.

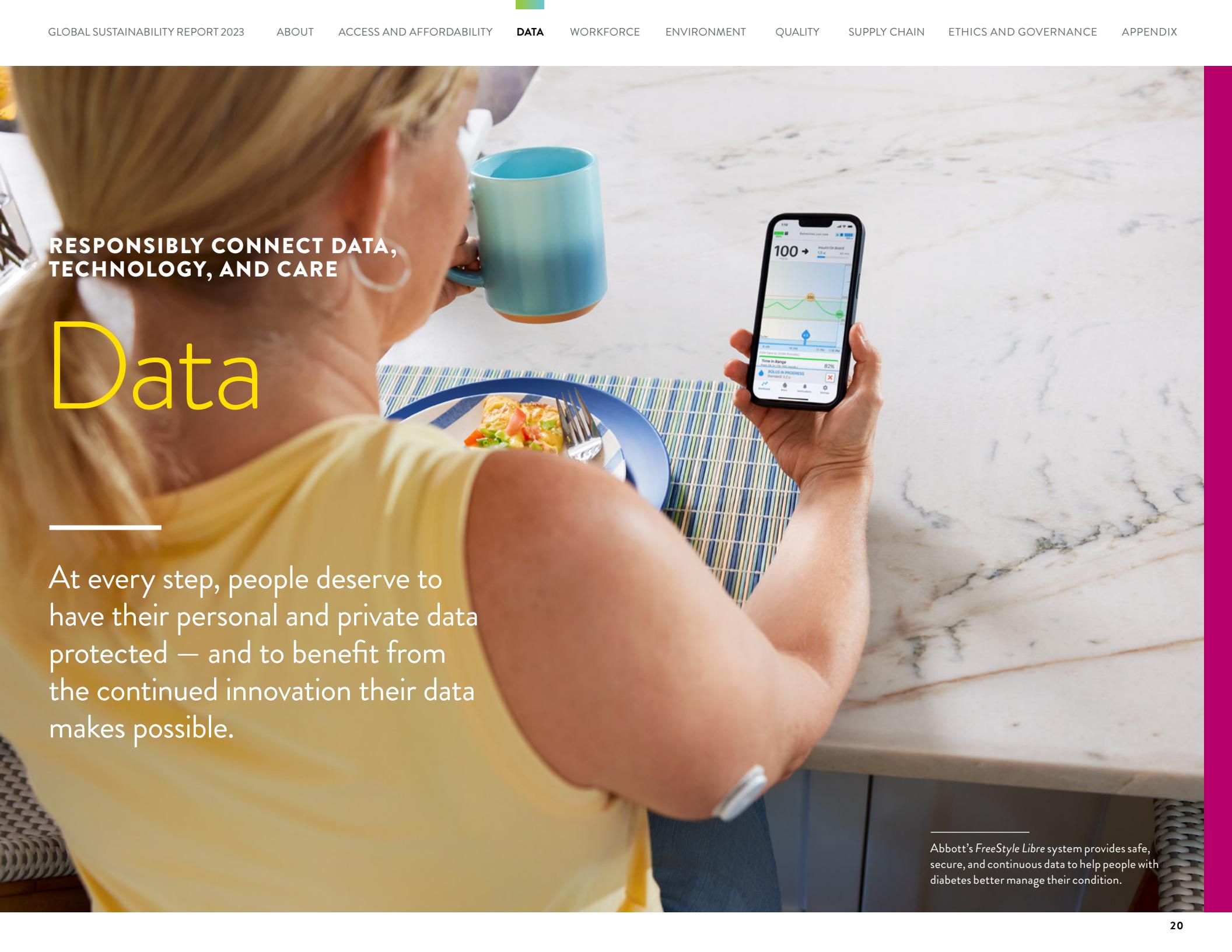
When we launched our partnership in 2020, about 67% of people with diabetes in CUHCC's system had A1c levels within target range. By 2023, Abbott Fund support has helped increase that number to 75%, which places CUHCC in the top quartile of community health centers nationwide. Place-based outreach in two new shelters helped connect immigrant residents to primary care.

Chicago, Illinois

In Chicago, we partner with Alive Faith Network and RUSH University Medical Center to help address the 10-year life expectancy gap for Black residents on Chicago's west side. In 2023, Alive Faith Network expanded its trusted network of churches, increasing access to services and generating research partnerships to address health equity for more than 11,800 participants.

In partnership with the National Association of Community Health Centers, Abbott has been delivering a first-of-its-kind Innovation Incubator health center program, partnering with eight health centers to build their capacity and design new solutions to digital and health literacy challenges and sharing learnings to a network of more than 1,400 organizations.



A photograph of a woman from behind, wearing a yellow t-shirt. She is holding a blue mug to her mouth and looking down at a smartphone held in her left hand. The phone screen displays a glucose monitoring app with a graph and data. On the table in front of her is a plate of food and a fork. The background shows a marble countertop.

RESPONSIBLY CONNECT DATA,
TECHNOLOGY, AND CARE

Data

At every step, people deserve to have their personal and private data protected — and to benefit from the continued innovation their data makes possible.

Abbott's *FreeStyle Libre* system provides safe, secure, and continuous data to help people with diabetes better manage their condition.

RESPONSIBLY CONNECT DATA, TECHNOLOGY, AND CARE

We are committed to secure and responsible data collection, use, management, and privacy in order to protect our patients and customers; empower them to make better, more complete decisions about their health; and drive innovation through insights and analytics.

We work to earn the trust our customers place in us by helping Abbott devices, products, and systems meet comprehensive security standards. That commitment guides our approach to data privacy, protection, and responsible data use across our businesses.

DATA PRIVACY AND SECURITY GOVERNANCE

Our centralized cybersecurity and privacy governance model helps the organization fully implement our security and privacy processes, standards, and principles related to data collection, use, sharing, and security. Executive management takes an active role in the development of our cybersecurity and privacy programs, and our Board of Directors receives regular updates on program progress.



THE PRINCIPLES OF DATA USE

Each day, the people who use Abbott products trust us with information about their health. It is a privilege to learn from our customers, and our goal is to be transparent, responsible, and intentional in our approach to data collection and use.

Our commitment to the following principles are reflected in Abbott's data-management policy and programs.



Transparent

in communicating to people and letting them know how their data will be used.



Responsible

in our role in enabling the power of data and also in its appropriate use and protection.



Intentional

in how we connect our technology, what data we collect, and how we use it and protect it.

Privacy and Security by Design

To identify potential privacy and cybersecurity risks, we conduct privacy and security risk assessments and embed data protection into the products and services we design and develop.

Our company-wide data protection framework is supported by standards, processes, assurance practices, and training. The framework is designed to drive compliance, consistency, and employee understanding of the importance of appropriate data protection controls throughout the product development life cycle.

Actively engaging in the healthcare community, we influence new standards and best practices to remain at the forefront of cybersecurity and privacy, drawing on multi-stakeholder partnerships to collaborate on new standards and share best practices.

We can only deliver more personalized technologies if people trust us with their personal data. Abbott participated in development of the World Economic Forum Digital Trust Framework, a resource designed to establish global consensus on what digital trust means and how it can be achieved, and will continue to support its implementation.

Enhancing Our Security Efforts

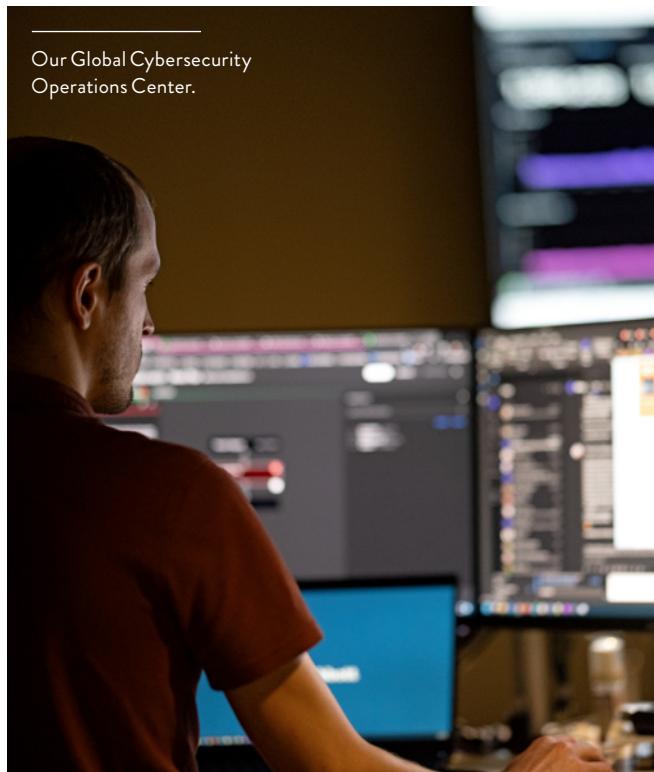
To advance our commitment to data transparency, we have implemented an Abbott cybersecurity portal. The platform, which is open to healthcare delivery organizations (HDOs), enhances the speed and ease with which these customers can access relevant product documentation. In 2023, there was a more than 200% increase in the number of HDOs using the portal.

UNDERSTANDING CYBERSECURITY

We have taken several steps to strengthen our internal understanding of cybersecurity, including:

- **Launching cybersecurity and privacy communication videos** to help employees understand the importance of data privacy and security
- **Updating cybersecurity capability training** to offer employees a variety of role-based learning paths — including mentorship and certification
- **Convening our Medical Device Cybersecurity Council.** This group of physicians, CIOs, CISOs, and other healthcare cybersecurity experts meet several times a year to offer counsel on Abbott's cybersecurity program and focus areas

Our Global Cybersecurity Operations Center.



SAFELY HARNESSING THE POWER OF AI

Abbott is responsible, intentional, and transparent in our approach to data protection and AI.

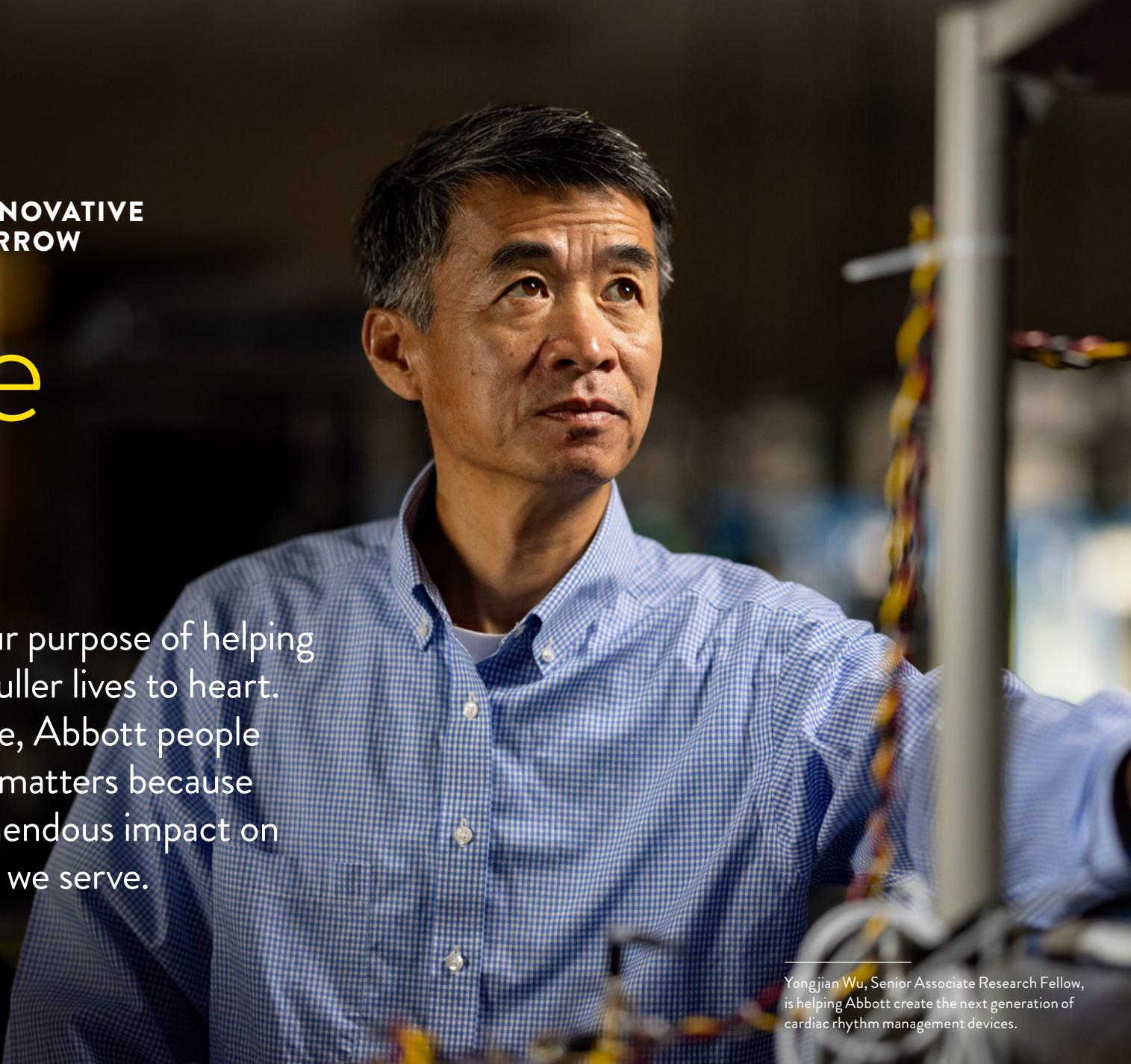
Abbott is committed to helping make sure our devices, products, and systems meet security standards. That commitment guides our approach to data privacy, protection, and ethical data use across all of our businesses and is particularly apparent in our company's approach to the use of AI.

We're being intentional with how we employ AI, developing products with a good understanding of where generative AI could have the biggest impacts across healthcare.

- In diagnosis, AI will allow us to identify conditions faster, earlier, and more accurately so effective actions can be taken.
- In treatment, AI will enable the discovery of new therapeutics, making the process faster and more effective, helping doctors understand how to better treat people.

- For consumers, AI will help improve consumer adherence by providing our customers greater empowerment and personalization in managing their health and care.
- Operationally, AI will allow for greater efficiency and streamlining of services and administrative processes.

From the clinic to the cloud, data is changing healthcare — we believe AI should make life better for humans. AI has the potential to affect all aspects of society, and we will strive to deliver AI solutions to positively impact people. We will leverage AI-enabled technologies and tools to make life-changing products and services more accessible around the world.



BUILD THE DIVERSE, INNOVATIVE
WORKFORCE OF TOMORROW

People

At Abbott, we take our purpose of helping people live healthier, fuller lives to heart. Regardless of their role, Abbott people know their work truly matters because what we do has a tremendous impact on the lives of the people we serve.

Yongjian Wu, Senior Associate Research Fellow, is helping Abbott create the next generation of cardiac rhythm management devices.

BUILDING THE BEST WORKFORCE

People count on us to develop solutions that help them improve their lives through better health. We rely on the innovative ideas, commitment, dedication, and the life experiences of a diverse workforce to bring those solutions to life.

In return, we offer an environment that provides opportunities for our people to develop and grow in their careers; the security to take care of themselves and their families through physical, mental/emotional, financial, and social well-being; and the ability to be a part of a global community working together to help people lead healthier lives.

Abbott prides itself on being a place where people can do purposeful work as part of a global community dedicated to making life better for others.

To reach our ambitious goals, we need the right talent in the right places across the company. Our talent management approach focuses on attracting, retaining, engaging, and developing a diverse workforce.

TALENT ACQUISITION

Our talent acquisition team helps us build the diverse, innovative workforce of tomorrow through an integrated strategy that includes early-career programs, diversity recruitment, and hiring the best people to build our talent pool.

Expanding Our STEM Pipeline

The team has an active presence at major STEM conferences (Society of Women Engineers, National Society of Black Engineers, and Society of Hispanic Professional Engineers) as well as additional conferences serving diverse communities, such as women, minorities, veterans, individuals with disabilities, and LGBTQ+. Two divisional vice presidents serve as executive sponsors with every major STEM conference.

Thanks to this proactive strategy, Abbott was able to increase our volume of diverse hiring last year, often making offers to top talent at these conferences. Over the past two years, our involvement in diversity conferences has resulted in more than 140 diverse candidates choosing careers at Abbott.

Expanding Opportunities for Students in STEM

We provide opportunities for students to learn and get excited about STEM. Our STEM Discovery Program is a virtual engagement event that was curated by Abbott's Early Careers team to engage a large student base across the globe. The event gave students the opportunity to meet and engage with our STEM experts and gain valuable insights about careers in STEM.

They also had the opportunity to hear from Abbott leaders on the importance of STEM to the future of medical science and technology.

The program attracted more than 8,800 students across 51 countries globally; 46% were from underrepresented minorities. The program also engaged educators, parents, schools, and other institutions interested in understanding and exploring STEM.

DIVERSITY, EQUITY, AND INCLUSION

We are committed to creating an environment that fosters diversity, equity, and inclusion (DEI) — propelling our business forward, fueling our creativity, and inspiring collective innovations that can serve more people.

We strive to maintain an inclusive culture where each person can bring their true self to work and where everyone is valued for their contributions. One way we do this is through our Executive Diversity Council — a group that drives cross-company DEI strategy development and implementation. The council meets throughout the year to establish priorities and discuss progress.

For detailed insights into 2023 workforce diversity, see our [2023 Diversity, Equity, and Inclusion Report](#).

Communities of Support

Ten employee networks bring our employees together to expand visibility and create opportunities to engage with local communities, develop professionally, and seek or provide mentorship. With more than 18,000 members overall, our employee networks take a leadership role in helping to bring attention to DEI-related issues. Each network is sponsored by an Abbott corporate officer and supported by our diversity and inclusion team.

Our Employee Network Groups

ORGANIZATION

FOUNDED

Women Leaders of Abbott (WLA)	2000
Black Business Network (BBN)	2001
Flex Network (part-time/flexible employees)	2001
Asian Leadership and Cultural Network (ALCN)	2001
LA VOICE Network	2005
PRIDE Network	2007
Women in STEM (W-STEM)	2016
Veterans Network	2017
Early Career Network (ECN)	2018
disABILITY Network	2021

UNLOCKING HIRING OPPORTUNITIES

Abbott unlocks hiring opportunities by tapping into our deep bench of experts to share knowledge and create engagement opportunities with diversity-focused organizations. At many of the conferences, we have STEM or commercial business leaders featured in speaker sessions or joining expert panels.

In October, as part of the Society of Women Engineers annual conference, Jackie Reeves, an Abbott technology veteran who focuses on end-user experience, was featured on an industry podcast. Then, in November, as part of the Society of Hispanic Professional Engineers annual conference, we cohosted a cybersecurity challenge that attracted participation from the event's top tech talent.



Abbott colleagues at the 2023 Society of Women Engineers conference.

EMPLOYEE DEVELOPMENT

Abbott employees can build new skills and gain new perspectives by accessing growth and development opportunities — such as mentoring, leadership training, and personalized career development tools — at every stage of their career. These programs are designed to support the development of all our employees, and they are particularly important to our goal of increasing women and diverse talent in STEM and management roles.

We Offer a Variety of Opportunities to Support Employee Development

Across all of our offerings, more than 50,000 of our employees engaged in at least one formal development opportunity.

Broad Access to Training

Abbott's global training site provides access to on-demand, online, and in-person training and educational resources through our e-learning catalog. The content includes topics across leadership development, business and management skills, digital transformation, personal development, and technology.

Team Training

The extensive catalog of content in our training library can be tailored to fit the specific needs of a business or function. Examples of this type of training include team effectiveness, which leverages personal assessments of communication styles and preferences to help teams work together more effectively, and trust workshops, which build the higher levels of trust and engagement teams need to optimize both their individual and team performances.

Key Talent Programs

We identify high-potential employees early in their careers and offer training that's specific to their roles and areas of the business. Employees who participate in programs such as our Emerging Leaders Program also expand their internal networks as they meet colleagues from different parts of the company and work with peers on important projects that span our businesses.

Global Development Week

Abbott's Global Development Week encourages employees to explore the range of resources available to help them realize their full potentials and build their best careers. In May 2023, as part of Global Development Week, more than 23,000 employees (roughly 20% of our total population) attended more than 180 virtual webinars, panel discussions, and educational sessions. Nearly 200 leaders served as instructors, facilitating and engaging employees and sharing their own development journeys.

ENGAGING MANUFACTURING

In 2023, we extended our training and development efforts, focusing on strengthening engagement across our manufacturing locations. We helped location leadership identify ways to improve engagement, providing leadership training and managerial effectiveness workshops for

managers and frontline leaders. We offered frontline employees opportunities to participate in local development fairs, lunch and learns, and micro-learning sessions focused on development topics that impact manufacturing employees.



EMPLOYEE WELL-BEING

Supporting Employees' Self-Care

We encourage our employees to prioritize their emotional and mental well-being, and we offer a suite of benefits and support services to help them.

Spring Health, our mental healthcare provider for U.S. employees, provides personalized, confidential mental health resources to employees and their covered family members. Spring Health offers one-to-one support throughout the journey to better mental health, as well as free life/work services, parenting coaching, legal and financial services, and more.

Through Spring Health, our employees also have quick access to care through online appointment requests. On average, employees will have an appointment with a therapist within one to two

days. Many of the therapists are in-network for most plans, helping employees access affordable care.

Outside of the United States, we offer a variety of programs to support the mental health needs of our employees:

- In India, we implemented our BeStrong wellness strategy, which consolidates physical, emotional, financial, and social benefits into one program. The program includes an active wellness employee resource group, on-site counselors, and targeted events around physical and mental health. There is also dedicated office space for employees to meditate. Frequent communications promote vaccination efforts, flu prevention, cancer awareness, cardiovascular health, and financial literacy programs.
- In Europe and the Middle East, we introduced Mind Matters, a year-long mental health awareness program delivered across the region,

connecting employees with training, tools, and resources to support their mental health and overall well-being. The program is delivered in nine languages. Employees were invited to attend a live training with Optum, our global well-being provider, on topics that impact mental and emotional well-being. Additionally, employees were provided with short e-learning resources via Mind Tools, one of Abbott's online training platforms, relative to the monthly well-being theme.

- In Latin America, we created VIDA PLENA (which in English means “full life”), an integrated health and wellness strategy and communications program that consolidates human resources and Environmental Health and Safety initiatives across the region. Part of the program’s success has been through our network of champions who serve as ambassadors to activate VIDA PLENA in each country.

EXERCISE ACROSS ABBOTT ENCOURAGES HEALTHY HABITS AND STRENGTHENS TEAMS

Our Exercise Across Abbott event is an easy, high-impact way to foster well-being, teamwork, and connection among our employees. It is a health and wellness challenge that's always a highlight of the Abbott calendar. In 2023, we had our highest participation to date. Our goal was to increase employee participation to 30,000 worldwide — with 25,000 employees joining a team. We exceeded our goal with more than 33,000 employees participating and nearly 29,000 joining a team.



Financial Well-Being⁴

Our financial and retirement programs help our employees build a solid financial future for themselves and their families.

We work to make sure our employees are compensated fairly and without discrimination — regardless of race, ethnicity, or gender.

Fair compensation is based on three concepts:

- Base salaries and benefits that are market competitive
- Annual and long-term incentives linked to performance, with a balance of short- and long-term financial and strategic objectives
- Compensation that encourages behavior consistent with the ethical values in Abbott's Code of Business Conduct

In addition to providing equitable compensation, we help employees build an ownership stake in Abbott. Offerings (where applicable) include retirement savings programs, employee stock purchase plans, and restricted stock units (RSUs) awarded as long-term incentives.

Freedom 2 Save

Our first-in-the-nation *Freedom 2 Save* program helps U.S. employees save for retirement while repaying student loans. Since its launch in 2018, more than 2,600 employees have enrolled in the program. Those putting at least 2% of eligible pay toward student loan repayments receive a 5% 401(k) contribution from Abbott. In 2023, *Fortune Magazine* cited the groundbreaking nature of this program when it named Abbott on its Change the World list, which recognizes companies that deliver shared value by making an important social impact.

To date, we've contributed more than \$7.7 million to *Freedom 2 Save* participants' 401(k)s, with a goal of \$10 million in matching contributions by 2030. Our *Freedom 2 Save* model was codified in 2023 by the U.S. federal government through the SECURE 2.0 Act.

FreeU

In 2023, more than 100 people enrolled in our *FreeU* program — a virtual program to help employees pursue a bachelor's degree on flexible schedules at no personal cost when combined with our tuition reimbursement program. Abbott pays 100% of the cost of tuition, required core classes, textbooks, and academic advising.

EMPLOYEE HEALTH AND SAFETY

Keeping employees and contractors healthy and safe is nonnegotiable for Abbott. Our Environmental Health and Safety (EHS) Leadership Council is made up of business and global EHS leaders who develop and drive our EHS programs, including those related to employee health and safety.

At the end of 2023, 24 Abbott sites were certified to International Organization for Standardization (ISO) 45001:2018. Sixteen of those sites are manufacturing, and eight sites are non-manufacturing.

We evaluate commercial operations, manufacturing, and R&D sites on a regular basis. Using an EHS scorecard, senior leadership monitors performance with results used to identify corrective actions.

For additional information on Abbott's employee health and safety programs, see [Page 83](#).

HONORS AND RECOGNITIONS

FAIR360:

- #9 Company for Diversity

FAIR360 TOP COMPANIES

SPECIALTY LISTS:

- #3 Executive Diversity Councils
- #4 Supplier Diversity
- #6 Environmental, Social, and Governance
- #11 LGBTQ+ Employees
- #14 Mentoring
- #15 Asian American Executives
- #17 Sponsorship
- #18 People With Disabilities
- #19 Native American and Pacific Islander Executives
- #19 Latino Executives
- #27 Black Executives
- #28 Employee Resource Groups

VAULT RANKINGS:

- #1 Best Health Sciences Internships
- #1 Best Internships for Finance

CHOOSEMYCOMPANY:

- #1 Worldwide Internship Program

SERAMOUNT:

- 23-Time 100 Best Company and Hall of Fame Member
- 4-Time 100 Best Company for Women in India (by Avtar/Seramount)
- 16-Time Top Company for Executive Women and Hall of Fame Member
- 4-Time Inclusion Index Company
- 5-Time Best Company for Multicultural Women

HUMAN RIGHTS

We are committed to protecting human rights.

Our processes for managing human rights risks are embedded throughout the business, encompassing workforce policies, ethics and compliance programs, supply chain management, and more. We regularly evaluate risk exposure, including annual risk assessment of identified suppliers in our supply chain.

We aim to proactively identify and mitigate potential human rights impacts across our operations and supply chain, including risks of:

- Discrimination and unequal pay
- Unsafe working conditions
- Human trafficking
- Child labor
- Forced or bonded labor

We maintain policies — including our Code of Business Conduct and policy on workplace harassment — that reinforce our zero tolerance for any discrimination. They detail steps for reporting instances of workplace harassment or discrimination and clearly define escalation processes.

Anti-Harassment Training

Every two years, U.S. employees are required to complete workplace anti-harassment training covering a variety of scenarios, including sexual harassment. Managerial employees are required to complete unconscious bias training.

Our global problem-solving policy encourages employees and management to maintain open lines of communication, calling attention to issues as they arise. The policy also details alternative steps employees can take to resolve issues or concerns.

We investigate all reported allegations of harassment or discrimination in a confidential manner and, where necessary, take corrective action. Consequences for employees include disciplinary action up to and including termination. Read more about our processes for reporting, investigating, and addressing instances of harassment and discrimination on [Page 95](#).

All employees must adhere to relevant laws and Abbott's policies, procedures, principles, and standards. Our Code of Business Conduct prohibits illegal and inappropriate labor conditions and cruel or inhumane treatment.

Human Rights in Our Supply Chain

In our supply chain, we establish human rights expectations of suppliers we enter a business relationship with. We detail our expectations through our Supplier Guidelines and conduct assessment, auditing, and monitoring of higher risk, strategic suppliers to identify and mitigate potential risks, including those related to human rights. For further information, see [Pages 39–42 and 90](#).

We also address human rights risks in our other business relationships, including through our Third-Party Compliance Process, which requires Abbott businesses, subsidiaries, and affiliates outside the United States to complete due diligence before engaging third-party companies. This involves screening companies, identifying high-risk partners, and monitoring and mitigating any potential risks, including human rights risks. For further information, see [Page 90](#).

Find more about our discrimination and harassment approach on [Page 95](#), compensation and benefits on [Page 28](#), and health and safety on [Page 28](#).

PROTECT A HEALTHY ENVIRONMENT

Environment

We rely on natural resources to manufacture and supply products that help people around the world live healthier, fuller lives. We are committed to using them responsibly in order to preserve a healthy environment — now and for future generations.



Our sites deliver projects to address environmental impacts unique to their region around the world — from big cities to beaches.

A UNIFIED APPROACH TO ENVIRONMENT, HEALTH, AND SAFETY PROGRAMS

Abbott's EHS programs are managed and monitored by a single function. We're working across our operations and with key suppliers to sustainably manage our water use and to address climate change by reducing carbon emissions and expanding our use of renewable energy. We are also attempting to reduce the environmental impact of our product packaging and minimizing waste across our broader operations through reuse and recycling approaches.

EHS GOVERNANCE

Abbott's EHS organization reports to the Senior Vice President, Quality Assurance, Regulatory and Engineering Services, who reports to our Chairman and CEO. The Senior Vice President is also the executive sponsor for the development and implementation of our environmental strategy, including climate change and water. The Board of Directors and its committees oversee Abbott's environmental, social, and governance practices.

Three leadership councils support implementation of EHS programs, covering concepts from product and facility design to operations to sales and service.

- **Global Operations Council**

Oversees operations strategy across manufacturing, supply chain, engineering, and EHS

- **Commercial EHS Executive Council**

Sets EHS priorities, goals, and objectives for commercial operations

- **EHS Leadership Council**

Sets EHS strategy and supports execution of programs. Builds company awareness and sharing of EHS best practices

Environmental Impact Initiatives

Our sites regularly establish and deliver projects to address environmental impacts unique to their region.

In 2023, 102 projects were completed at 45 sites across 20 countries. The energy and emission reduction projects resulted in approximately 28 million kWh annual energy savings and approximately 7,300 metric tons of CO₂e emissions reduced. The water reduction projects resulted in approximately 140 megaliters of water savings, while the waste initiatives resulted in approximately 1,900 metric tons of waste eliminated. For more details on some of these initiatives, see [Pages 85–87](#).

Additionally in 2023, a dedicated environmental sustainability capital fund of \$15 million annually was established to support the completion of priority energy efficiency projects.

Building on efforts across our sites, we also work with local partners to advance environmental initiatives within communities where we operate. For example, in 2023, we supported the installation of water filtration units to provide access to clean drinking water at six elementary schools in Baddi, India, a water-stressed area. This aligns with our commitment to water stewardship. See [Pages 85–87](#) and the [United Nations Sustainable Development Goals index](#) for more information.

ENERGY AND GREENHOUSE GAS EMISSIONS

Reducing climate impact is key to a healthy planet. We're working to deliver results against near-term science-based targets to reduce carbon emissions.

Abbott aims to reduce absolute Scope 1 and 2 carbon emissions by 30% from 2018 baseline by the end of 2030.

Our global EHS Governance team works with our cross-divisional Energy Council to reduce our emissions, focusing on:

- Energy efficiency in manufacturing operations
- Low-carbon energy investments
- Transportation fleet efficiency
- Supply chain carbon footprint

Our energy and air emissions recording and reduction programs are outlined in our energy policy, technical standards, and energy guidelines.

OUR 2023 PERFORMANCE

In 2023, our Scope 1 and 2 emissions production decreased by 1% compared with 2022. See [Page 85](#) for more information on impact reduction projects initiated in 2023. See [Page 56](#) for key emissions metrics.

Science-Based Emission Targets⁵

Abbott's near-term science-based greenhouse gas (GHG) emission reduction targets, which were approved by the SBTi in 2022, include Scope 1 and 2 targets that align with a well-below 2°C trajectory.

To reach our goal to reduce absolute Scope 1 and 2 emissions by 30% by 2030 versus 2018 (target boundary includes land-related emissions and removals from bioenergy feedstock), we have a program that targets reductions through:

- Operational energy efficiency and reduced energy demands
- Purchase of renewable energy
- Electrification of industrial processes, spaces, and fleets
- Conversion to cleaner fuel options
- Integration of sustainable engineering technologies and concepts into projects
- Business and manufacturing site-specific carbon reduction goals⁶

Actions to achieve our targets are driven through our energy policy, practices, and strategic plan. For more information, see [Page 84](#).

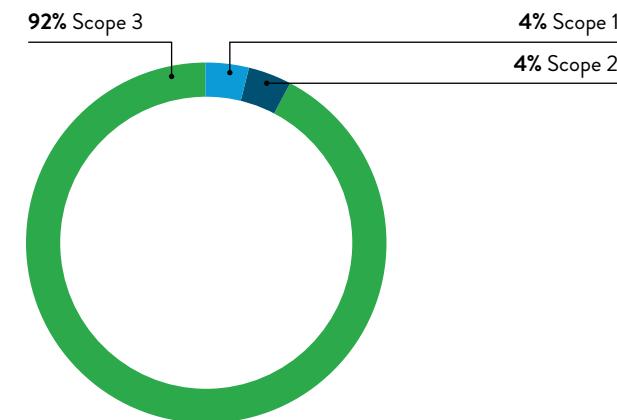
Scope 3 emissions are estimated annually using the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard, referring to the categories³ applicable to Abbott. We are working with key carbon-intensive suppliers to reduce our Scope 3 footprint. See [Page 58](#) for more information on Scope 3 emissions.

ENERGY USE

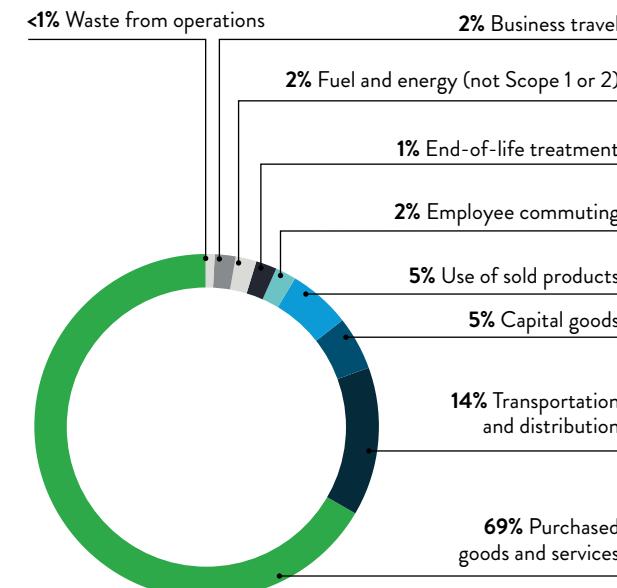
Our ongoing Renewable Energy Procurement initiative drives efforts to increase the use of renewables. In 2023, we purchased more than 260 million kWh of low-carbon and renewable energy, resulting in savings of about 64,000 metric tons of CO₂e. These savings were complemented by the roughly 3.9 million kWh generated from solar installations at 13 of our sites.

See our Task Force on Climate-Related Financial Disclosures index on [Pages 113–115](#) for details of climate-related risks and disclosures.

Our Carbon Footprint³



Scope 3 Breakdown^{3*}



^{*}Sum of percentages listed does not equal 100% due to rounding.

WATER STEWARDSHIP

We're committed to responsible water use in the communities where we operate.

We are working to achieve water stewardship certification at all high-water-impact manufacturing sites in water-stressed areas and are implementing accredited water stewardship management practices in more than 75% of all manufacturing sites operating in water-stressed areas.

Every year, we conduct a mapping process to help us understand where we source and discharge water, giving us deeper insight into the impact our operations have on local basins. Most of our sites discharge water to municipal treatment plants before it is released into the environment. Those that discharge water directly treat it on-site in compliance with relevant local regulations.

Wherever we use and discharge water, we work to minimize the impact we have on the quality and quantity of local sources. In some instances, we have established initiatives that address the most pressing local needs — whether that's quality, quantity, or other concerns for those who rely on this precious natural resource.

OUR 2023 PERFORMANCE

In 2023, Abbott continued our efforts to reduce our water use and impacts. Total water intake in 2023 decreased by about 3% versus the previous year. See [Pages 85–86](#) for more information on impact reduction projects initiated in 2023.

Water Management Principles

Our water management approach centers around four principles as communicated through our position statement on access to clean water:

- **Reduce:** Continuously work to improve water-use efficiency in our operations
- **Prevent:** Manage water discharges that could adversely impact human health or the environment
- **Educate:** Emphasize to our employees and suppliers the importance of protecting groundwater and other water resources vulnerable to overuse or contamination — and the role they play in doing so
- **Engage:** Develop and apply key water management principles and best practices across our company

We tailor this approach, and our efforts to mitigate potential risks, to local circumstances for business continuity. See [Pages 85–86](#) for more information on our water management programs.



Abbott's facility in California, USA, collaborated with local government to help safeguard water quality at a local pond.

Water Stewardship Certification

Twenty-four Abbott manufacturing sites operate in areas of water stress. Of those, 46% use fewer than 15 million gallons (57 megaliters) of water. Considering basin water stress, basin water depletion level, and water usage, Abbott classified 11 manufacturing sites as high-water-impact facilities and aims to have all of them achieve AWS Certification by 2030.*

AWS Certification indicates site commitment to:

- Good water governance
- Sustainable water balance
- Good water quality status
- Important water-related areas
- Safe water, sanitation, and hygiene (WASH)

In 2023, four additional Abbott sites in high water-stressed regions — Singapore; Santiago, Chile; Baddi, India; and Sylmar, California — achieved AWS Certification, bringing Abbott's total to six sites.*

Abbott identified an additional 13 Abbott manufacturing sites as being in water-stressed areas but did not classify these as high-water-impact sites. In 2023, three of these sites implemented accredited water stewardship management practices.

WASTE MANAGEMENT

Products have potential impacts on human health and the environment at every stage of their life cycle. We are committed to reducing these impacts beyond the manufacturing phase.

Abbott has an established target to reduce waste impacts, using a circular economy approach to achieve and maintain at least a 90% waste diversion rate⁷ in our operations.

Our waste management strategy commits us to finding efficient ways to reduce the volume and hazardous characteristics of our waste and helps support proper disposal practices. We don't stop there. We are committed to maximizing recovery of resources and improve operating efficiency while reducing environmental risks and impacts.

We work to reduce the waste associated with our operations at every stage of the product life cycle:

- Procurement:** We strive to procure raw materials and processed goods and services in a sustainable manner
- Design, production, and distribution:** We consider the environmental and social impacts of how we produce and deliver our products
- Consumption:** We aim for our products to be consumed and disposed of in environmentally responsible ways

Our waste technical standard outlines expectations for sites to perform waste management opportunity assessments and identify methods to reduce waste streams, reduce waste hazards, and manage materials in accordance to a circular economy to minimize environment impacts.

Read about our waste management initiatives with key suppliers on [Pages 86–87](#).

OUR 2023 PERFORMANCE

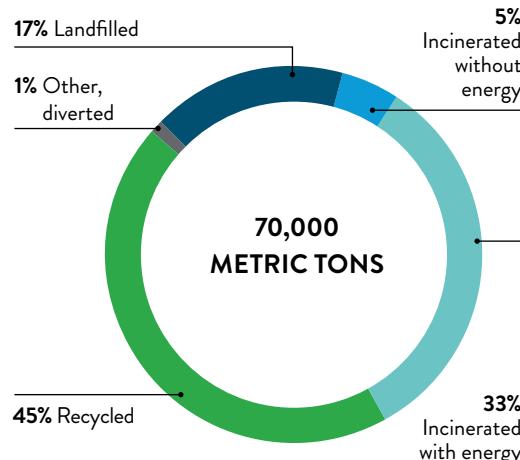
Our circular economy approach continues to help Abbott divert more than 90% of our waste from landfills. In 2023, we reached a 91% rate

by diverting approximately 59% of materials to beneficial use and a further 32% away from incineration without energy recovery and landfill. Waste increased by about 6% in 2023 compared to 2022.

In 2023, two additional Abbott manufacturing facilities – in Belo Horizonte, Brazil, and Lima, Peru – received Zero Waste-to-Landfill Certification. Our internally managed Zero Waste-to-Landfill Program now includes 41 manufacturing and 12 non-manufacturing facilities certified since the program began in 2012.

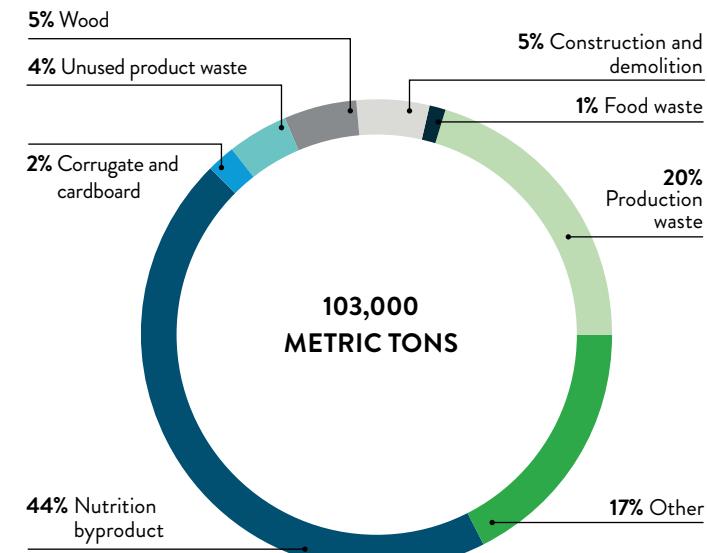
OUR OPERATIONAL WASTE FOOTPRINT

WASTE GENERATED IN 2023*



BENEFICIAL USE IN 2023 ^{8*}

Beneficial use is sending material that otherwise would have been waste off-site to be used as an effective substitute for a commercial product or commodity.



*Sum of percentages listed does not equal 100% due to rounding.

PACKAGING

Our packaging design and manufacturing processes comply with applicable regulations while balancing the need for protecting the product with protecting the planet.

Through multiple efforts, including sustainable packaging principles implemented in 2020, Abbott aims to address 50 million pounds of packaging through high-impact sustainable design programs by 2030.

We're designing our packaging for recyclability, efficiency, and increasingly positive impact. Our Sustainable Packaging Council has designed a database for reporting predicted progress against division projections for packaging projects. These figures guide Abbott functions as they collaborate to design and manufacture packaging with environmental sustainability as a priority.

Sustainable Packaging Guiding Principles inform existing packaging upgrades and target new, more sustainable designs. To keep things simple, we've distilled these down to four primary objectives.

Optimize Material Efficiency

This means eliminating components that don't provide a functional benefit, reducing weight and volume to improve the package-to-product ratio.

Employ Smart Design and Material Selection

Circularity principles in our packaging design help us to optimize recyclability, including the elimination of problematic components. We look to use renewable content from bio-based and natural resources that can be replenished through certified sustainable practices such as those set forth by the Forest Stewardship Council. We work to design

packaging that can be easily deconstructed so that their constituent materials and components can be separated in a way that retains their value and ability to be recycled at the end of life.

Take a Holistic View of Our Entire Packaging System

We design primary, secondary, and tertiary packaging for optimal case, pallet, and transport efficiency.

Including Suppliers in Our Circular Economy Approach

We're engaging suppliers in our efforts to lower the impact of packaging as part of our circular economy approach. Read more about our supplier partnerships for environmental impacts on [Page 93](#).

OUR 2023 PERFORMANCE

Sustainable Packaging Project Road Map

We maintain a detailed road map for sustainable packaging projects, including capital investment and environmental sustainability benefits. We actively collect packaging project metrics across our various businesses and monitor progress with a KPI tracking system to help monitor that we are on track to achieve our 2030 packaging commitment.

Our medicines business conducted a pilot to utilize an electronic leaflet for select products'

usage instructions. This resulted in the elimination of the physical leaflet, leading to material savings of about 9,000 pounds in 2023. We plan to expand the pilot to additional products and geographies in future years.

Another road map example initiated in 2023 includes a material efficiency optimization of select nutrition business products. By reducing the weight of powder packaging overcaps, we reduced about 80,000 pounds of plastic.



Our medicines business continually explores ways to reduce packaging for its products.

COMMITMENT TO OUR CUSTOMERS

Quality

Every day, people around the world rely on Abbott to provide life-changing products and services. Delivering high-quality, safe, and effective products and technologies is fundamental to our business.



Tony Daly, born prematurely with a life-threatening opening in his heart, was the first patient to receive the Amplatzer Piccolo Occluder.

OUR PLEDGE TO CUSTOMERS

At Abbott, we all put the people we serve at the center of everything we do. We make our products and services as if they were for our own families. We live Abbott's purpose of creating a healthier world where everyone can have better, fuller lives. We know that every one of us plays a vital role in bringing our life-changing solutions around the globe to the people who need them.

ESTABLISHING A CULTURE OF QUALITY

We have management systems that include documented quality management system (QMS) standards, corresponding training and strict compliance assessments, and closely monitored corrective action if needed. These processes are in place for all of our products, and we are committed to continually assessing and improving these processes as information, technologies, and practices evolve to support our patients and customers.

We also work with our suppliers to promote the same commitment to quality and safety through qualification programs, audits, and other tools.

Global subject matter experts lead more than 20 quality-focused working groups, which delve into emerging issues and learnings from events to improve practices and processes.

QUALITY MANAGEMENT SYSTEM

Abbott's QMS model and metrics are continuously reviewed to track site-, business-, and company-level performances.

We capture and apply key learnings and best practices, including those from external intelligence, and industry-specific issues are examined and escalated as appropriate. We analyze root causes for performance indicators and take appropriate corrective actions. In targeted use cases, machine learning enhances potential risk predictions.

To enhance data analysis and decision-making, Abbott Quality and Regulatory (AQR) and advanced-analytics teams in Abbott divisions are increasingly harnessing machine learning and artificial intelligence to modernize processes.

We conduct compliance auditing at the site, division, and corporate levels. Each operating business maintains a QMS and performs audits in line with governing regulations. Surveillance results feed into continuous improvement initiatives. Supplier quality audits and assessments are completed by internal Abbott teams following a risk-based approach determined by the goods or service, including monitoring key performance metrics and supplier corrective action, as required.

Our quality system is based on established regulations and industry standards that govern the quality framework for Abbott businesses. We have policies, processes, and procedures that encompass the total product life cycle, including the design of cybersecurity controls, to help support quality design, product safety, and efficiency at every stage.

Our operations cross many jurisdictions, with 90 manufacturing sites and oversight from more than 100 quality and regulatory agencies. Our quality framework drives regulatory compliance wherever we operate.

New employees are trained on QMS elements, with an annual QMS refresher course delivered to existing and part-time personnel.

Independent Quality Certifications

Our manufacturing sites adhere to applicable QMS regulations and requirements, including current Good Manufacturing Practices (GMP). Abbott's QMS and Quality Manual integrate the requirement of relevant ISO standards and are implemented at all manufacturing sites. Our nutrition manufacturing operations maintain certifications relevant to food safety as well.

All manufacturing operations hold relevant GMP certifications, including ISO 13485, ISO 9001, Safe Quality Food (SQF) and country certification for quality management systems. Inclusive in this number, 100% of applicable Abbott finished device manufacturing sites are certified under ISO 13485. 100% of our international nutrition manufacturing sites are ISO 22000 certified, and all applicable sites are also ISO 9001 certified. 100% of domestic nutrition finished goods manufacturing sites hold SQF Food Safety Certification.

Across Abbott, our sites comply with various standards, including⁹:

- ISO 9001:2015, ISO 13485:2016, ISO 14001:2015, ISO/Independent Ethics Committee 17025:017, and ISO 22000:2018
- National Sanitation Foundation International
- GMP Plus and Food Safety Assurance
- Hazard Analysis Critical Control Points
- Association for the Advancement of Medical Instrumentation
- American Society for Testing and Materials International
- International Society for Pharmaceutical Engineering

OUR PERFORMANCE

Product Quality Indicators

Regulatory agencies around the world regularly assess our quality performance across our locations.

TOTAL FDA WARNING LETTERS ISSUED

2022	2023
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1	1
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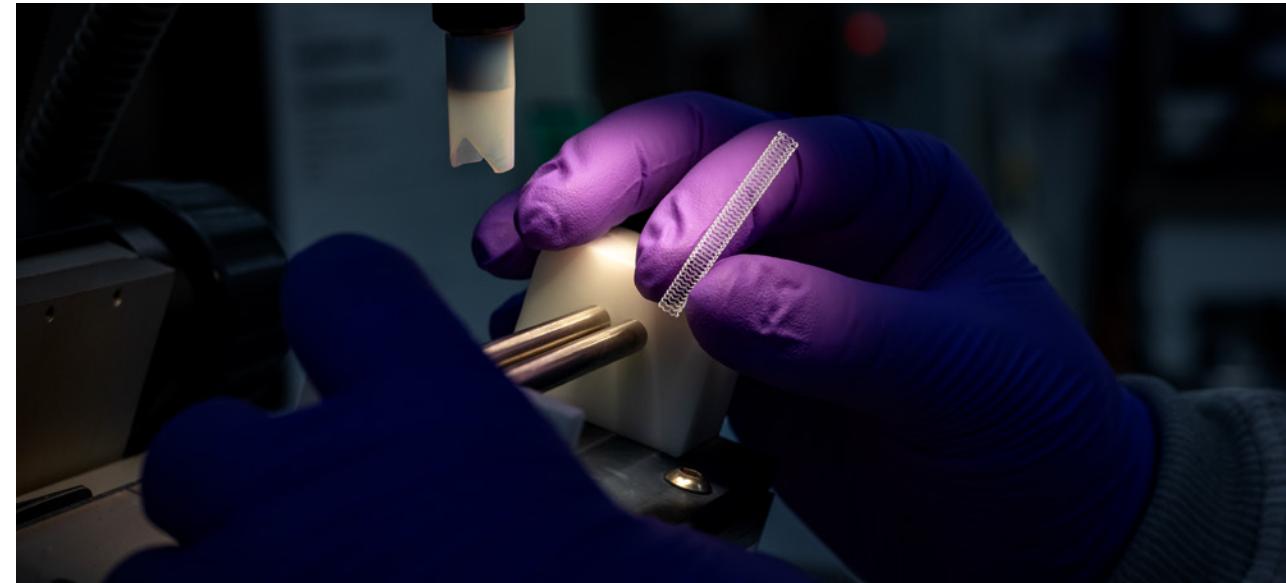
2023 FDA CLASS I AND CLASS II RECALLS

Business	Class I	Class II
Med Device	3	7
Diagnostics	0	4
Medicines*	N/A	N/A
Nutrition	0	2

*Abbott does not distribute medicines in the United States.

QUALITY INSPECTIONS AND AUDITS

	2022	2023
Quality/regulatory inspections by global health authorities	560	576
% resulting in zero observations	77%	78%
FDA site inspections	22	24
% resulting in zero observations	68%	79%
Average number of observations per inspection	0.64	0.38
Internal, independent, corporate-level audits to help support compliance with Abbott quality standards	158	216



**CREATE A RESILIENT, DIVERSE, AND
RESPONSIBLE SUPPLY CHAIN**

Supply Chain

We are dedicated to improving
the sustainability and resilience of our
global supply chain.



Dedicated employees like Rasheeda Greene-Woods, who works in a distribution warehouse in Lake County, Illinois, are committed to delivering a resilient supply chain.

SUPPLY CHAIN GOVERNANCE

Abbott is committed to leveraging our global supply chain for positive social and environmental change.

We maintain a governance structure that provides oversight of supply chain-related activities, including sustainability, reporting up through Abbott's Executive Vice President of Finance, who reports to our Chairman and CEO. We have established global policies that guide our efforts across the supplier life cycle, including supplier selection, performance, and relationship management. Each Abbott business is responsible for its respective supply chain, with enterprise efforts coordinated through our Global Operations Council.

Abbott's supply chain sustainability programs and processes are governed by Global Procurement, while accountability for execution is integrated into each Abbott business. Program performance is reported to executive leadership regularly. These programs and processes are designed to help ensure the products we make — and those made for us — are sourced and produced responsibly.

Our global network, comprising roughly 75,000 suppliers located in more than 150 countries, makes it possible for us to deliver life-changing products to people around the world.

SUPPLIER EXPECTATIONS

We are committed to upholding the fundamental principles of environmental protection, human rights, and fair labor practices to drive long-term business success for Abbott and our suppliers and to improve lives around the world.

DESIGNING FOR SUPPLY

Decisions made early in product development impact later stages. To safeguard our ability to manufacture and supply products after launch, we've enhanced collaboration between our R&D and Supply Chain teams to improve the resilience of the supply chain. In addition, we are updating design processes to place a greater focus on product and material life-cycle management.

Through our Design for Supply initiative, we're continuing to develop design principles, tools, and supplier engagement models that address risk throughout the product development life cycle, from design to scaled production. This allows Abbott to be more resilient in dynamic market conditions.

Our Abbott Supplier Guidelines establish sustainability management and performance expectations for suppliers. They are aligned with internationally recognized and industry-accepted standards such as the Pharmaceutical Supply Chain Initiative (PSCI) Principles for Responsible Supply Chain Management. Our guidelines focus on the following priorities:

- Management systems
- Human rights and labor
- Health and safety
- Ethics
- Environmental management and compliance
- Supply chain management

The guidelines detail our expectations that suppliers conduct business in compliance with relevant legal requirements and industry codes. When asked, suppliers are expected to demonstrate compliance at the request and to the satisfaction of Abbott through our Supplier Sustainability Due Diligence program. We expect suppliers to fully support the guidelines, driving sustainability principles into their own supply chains, systems, and employee practices.

Our Tier 1 suppliers are expected to cascade the values represented in our Supplier Guidelines into their own supply chains and drive responsible sourcing practices to Abbott's Tier 2 suppliers and beyond.

For a more detailed discussion of our supplier expectations, see [Page 89](#).

MANAGING SUPPLIER SUSTAINABILITY RISK

We have a formal, risk-based program for conducting sustainability due diligence — with attention focused on direct and select indirect suppliers.

- Screening direct and select indirect suppliers to identify potential sustainability risk
- Assessing potentially high-sustainability-risk suppliers
- Auditing a selection of supplier sites following globally recognized standards
- Remediation of identified adverse impacts

SUPPLY CHAIN SUSTAINABILITY DUE DILIGENCE PROGRAM

Managing Supplier Sustainability Risk

Our Supply Chain Due Diligence program works to minimize impacts associated with human health and labor and the environment, minimize reputational and continuity risks, and monitor conformance with our Supplier Guidelines. In addition, we maintain strategic category- and region-specific supplier assessment and audit programs to identify and address sustainability risk.

In 2023, our due diligence program activities included screening 90% of direct suppliers by spend, evaluating more than 900 potentially high-sustainability-risk suppliers through desktop assessments and, where necessary, completing on-site audits of high-sustainability-risk suppliers.

Through our 2023 due diligence programming, we engaged with select suppliers to address employee health and safety, environment, and supply chain management issues.

Supply Chain Resilience, Product Traceability, and Critical Materials

Our Supply Chain Resilience program was launched in 2021 to help further safeguard our business and supply chain against unforeseen events. We monitor issues that could impact our operations and those of our suppliers, including political instability, acute and chronic weather events, labor shortages, and inadequate capacity.

To accelerate recovery following disruptions, we expanded mapping efforts to include sub-tier supplier data — covering who they are, what they supply, and where they are from — bringing greater visibility to our supply chain. Through the Supply Chain Resilience program, we map suppliers and components that are directly traceable to Abbott's finished products. We apply 19 risk metrics and 13 resilience indicators to guide how we assess topics at different supply, product, or business points. We continue to review metrics and indicators to help ensure they remain important areas of focus.

BILLION DOLLAR ROUNDTABLE

In 2023, Abbott was one of only seven companies inducted into the Billion Dollar Roundtable, an organization that promotes supply chain diversity excellence. Members demonstrate spend of \$1 billion or more annually on a Tier 1 basis to advance supply chain opportunities for certified diverse suppliers.

Recognition for diversity also includes:

Fair360:
Top Companies for
Supplier Diversity
#4 Supplier Diversity

2023 Minority Business Economic Forum CIO of the Year:
Sabina Ewing, CIO and Senior Vice President, Business and Technology Services

“Best of the Best” Program by:

- *Black EOJ Journal*
- *Hispanic Network Magazine*
- *Professional Woman’s Magazine*
- *U.S. Veterans Magazine*

RESPONSIBLE SOURCING AND PRODUCT STEWARDSHIP

Hazardous Chemicals and Conflict Minerals

Hazardous chemicals are those that pose a risk to human and environmental health. We comply with relevant regulations for product use, recycling, and disposal. Product marketing and sales comply with current regulations for hazardous chemicals, not just those in place at the time of development. Conflict minerals include tantalum, tin, tungsten, and gold – also known as 3TG minerals. We file an annual Form SD¹⁰ and Conflict Minerals Report with the U.S. Securities and Exchange Commission, accessible via our conflict minerals webpage. As a member of the Responsible Minerals Initiative, we use their reporting template to survey suppliers on conflict materials.

STRATEGIC SUPPLY CHAIN INITIATIVES

We partner with strategic suppliers to address shared sustainability impacts, prioritizing responsible sourcing, supplier diversity, and continuity of supply. In 2023, we continued partnering with suppliers from key sourcing categories, engaging more than 4,000 suppliers on sustainability risks and opportunities and influencing more than 42% of our supply chain spend.

Our supply chain initiatives prioritize topics such as human rights and labor and environment to drive collective action at the enterprise, category, business, and regional levels. This is achieved through issue-specific initiatives to address targeted topics and sourcing-specific initiatives to address multiple risks and opportunities in high-sustainability-risk areas.

Supplier Diversity

We are committed to partnering with organizations globally to advance diverse supplier advocacy.

In 2023, we expanded our supplier diversity program to include Brazil, Australia, Canada, and the United Kingdom. In the United States, we continued our program with the LISC to promote diverse healthcare supply chains. To date, we have engaged with more than 500 businesses through the initiative and have committed almost \$13 million in investments for diverse small business in the United States, splitting funding across growth capital grants, business loans, and technical assistance.

Supply Chain Emissions Management³

Scope 3 emissions account for approximately 92% of Abbott's carbon footprint. We are engaging our key carbon-intensive suppliers to implement Scope 3 reductions. Our SBTi Scope 3 target calls for 82% of our suppliers by emissions covering purchased goods and services and upstream transportation and distribution to have SBTi-approved targets by 2026.

As of 2023 year-end, approximately 33% of our suppliers by emissions covering purchased goods and services and upstream transportation and distribution have adopted SBTi-approved science-based targets, and an additional 13% have committed through the SBTi to adopt science-based targets. In addition, Abbott met with more than 45 suppliers who had not adopted science-based targets to encourage carbon management growth in 2023.

For more information on our strategic supply chain initiatives, see [Pages 91–93](#).

STANDARDS OF BUSINESS CONDUCT

Ethics and Governance

Acting ethically and with integrity is foundational to building trust — in Abbott, our solutions, and the care we aim to deliver for people.



Our Code of Business Conduct — available in 29 languages — is foundational to ethical conduct. Employees are required to read and certify adherence, with an emphasis on employees' responsibility at every level to report concerns of noncompliance.

ETHICS AND INTEGRITY

Our Global Ethics and Compliance program reflects the fundamental elements of an effective corporate compliance program as detailed in the Office of Inspector General guidance and U.S. Federal Sentencing guidelines. The program is regularly reviewed by an independent, external party, who offers suggestions for refinements or improvements.

Clear Leadership and Accountability

Abbott's Chief Ethics and Compliance Officer (CECO) is the corporate officer responsible for leading our Ethics and Compliance program and managing our Office of Ethics and Compliance (OEC). The CECO provides regular briefings to our Chairman and CEO, executive leaders, Board of Directors, and the Public Policy Committee.

Written Standards of Conduct

Our Code of Business Conduct – available in 29 languages – is foundational to ethical conduct at Abbott. Every employee is required to read and certify adherence to the Code annually. It outlines our company values and the expectation for our employees to live them every day.

Processes for Reporting Concerns

Our Code emphasizes employees' responsibility to report concerns of noncompliance. We have defined avenues and processes for asking questions and reporting suspected or actual violations of our Code, policies, or procedures. This includes our SpeakUp tool – available 24 hours per day and seven days per week – through which employees and external parties can confidentially and (where permitted) anonymously raise concerns of potential misconduct. Abbott has a strict policy against retaliation in any form for reporting concerns.

Auditing and Monitoring

OEC personnel supporting each Abbott business unit and country perform an annual risk assessment to identify and address areas of potential compliance risk. Based on assessment outcomes, they then establish monitoring plans for the year, which includes selecting a risk-based sampling of interactions with healthcare providers and reviewing supporting documentation to assess compliance with Abbott's policies. Abbott conducts sales and marketing compliance audits of global operations to assess the effectiveness of our compliance programs.

Processes for Investigations and Corrective Actions

All reports of potential Code violations – including those related to discrimination and harassment – by employees and third parties who perform certain services on our behalf are thoroughly investigated. Any employee violating our Code of Business Conduct, policies, or procedures is subject to appropriate disciplinary action, which may include termination. Employees refusing to cooperate in investigations – or knowingly

reporting false concerns or ones intended to threaten, intimidate, or retaliate – may also be subject to disciplinary action.

Third-Party Compliance

Third parties with whom Abbott works (for example, distributors, dealers, wholesalers, resellers, or marketing partners promoting and selling Abbott products) are expected to hold themselves to the same ethical and legal compliance standards as Abbott does. We detail our expectations in the Third-Party Guidelines, available online in 18 languages. We also maintain processes for completing diligence before engaging third parties, including screening the third party and mitigating identified potential risks, as well as monitoring third-party activities after engagement. An e-learning platform provides and tracks online training for third parties undergoing due diligence.

Company-Wide Training and Communications

Offered in 93 countries and available in 32 languages, our online Legal and Ethics Resource Network (LERN) training educates employees on our Code of Business Conduct. The LERN program also shares practical guidance on recognizing and responding to legal and ethical issues. In 2023, more than 99.7% of active employees completed the annually assigned Code of Business Conduct training course and certification.

Compliance leadership, training, and communication are detailed on [Page 94](#).

BOARD OVERSIGHT

The Board has risk oversight responsibility for Abbott, which it administers directly and with assistance from its committees. Throughout the year, the Board and its committees engage with management to discuss a wide range of enterprise risks. The Board has regular discussions with management on sustainability matters, as well as workplace, management, emerging governance practices and trends, global compliance matters, and sustainability reporting.

RISK MANAGEMENT

Our enterprise risk management (ERM) process evaluates likelihood, impact, and velocity of risks that potentially impact business performance. At Abbott, we have four reportable business segments with 13 global businesses, each with unique markets, competitors, and risks. In order to maintain the flexibility required to appropriately manage the unique risks within each business, risk management is a core job responsibility for our executive leadership, who identify, own, and manage the risks embedded within their respective businesses. This drives a culture that aligns ownership with business strategy.

Our ERM Network team – 16 functional experts led by Abbott’s Vice President of Internal Audit – integrates ERM throughout Abbott by working with management to establish a risk management framework that identifies, assesses, and manages key risk exposures. The ERM Network facilitates an annual risk survey that seeks feedback from our global leaders on enterprise risk exposure that exceeds existing mitigation plans. The results of the survey are presented to the Audit Committee.



The top enterprise risks are prioritized and used to inform strategic action plans. The Board exercises risk oversight by focusing on areas of high priority identified, including business strategy, human capital, cybersecurity and data protection, and Abbott’s sustainability, environmental, and social responsibility practices.

Our OEC has embedded risk assessment into Abbott’s global compliance program. It oversees periodic compliance risk assessments and monitors the external risk environment, including evolving industry best practices and government guidance. OEC risk assessments are completed at least annually for the countries in which we operate and for the business activities in which we engage. These assessments include elements such as the affiliate business footprint, the

external environment (including local regulations and enforcement as well as the Corruption Perceptions Index rating for the country), the controls associated with business activities, and prior internal monitoring, investigations, or audit findings. The results of these assessments help inform OEC activities, including training, monitoring, and other actions.

We also maintain an Anti-Corruption Compliance Enhancement (ACE) program that focuses on in-person reviews of business activities in selected countries in order to identify potential opportunities for continuing enhancements to our program and include corruption risks in enterprise-wide risk assessments conducted by our corporate internal audit group.

SUSTAINABILITY GOVERNANCE

Operating sustainably is key to the future of healthcare. Our 2030 Sustainability Plan formalizes our commitment to improve lives; embedding sustainability into our governance structure sets this plan as a priority, making it a shared responsibility.

OUR PRINCIPLES OF SUSTAINABILITY

We seek to uplift people, society, and the planet through better health. Four principles inform how we maximize impact:

- Apply our unique business strengths to identify and invest in life-changing innovations, evolving to meet emerging needs and finding impactful ways to address challenges
- Identify our top environmental, social, and governance (ESG) priorities and determine how best to address the growing needs of those we serve
- Embed sustainability throughout the business through governance
- Partner with stakeholders to have societal health impact

ESG-LINKED COMPENSATION

Our 2030 Sustainability Plan is integrated into our business plans, financial planning processes, and existing governance structures, including oversight from our Board of Directors. Overall responsibility for sustainability sits with management, and our leadership covenant reinforces this by explicitly stating that senior leaders are accountable for the achievement of Abbott's 2030 Sustainability Plan goals. Each of our officers, including our Chairman and CEO, carries human capital goals to help create a diverse and innovative workforce that is ready for the future. To learn more, visit the Executive Compensation section in our [2024 Proxy Statement](#).

ESG GOVERNANCE

Senior management oversees Abbott's sustainability policies and practices. The Board provides oversight through its Public Policy Committee.

Global Sustainability Team

Leads strategy implementation across global operations and oversees ESG performance and reporting.

Reports to:

- Vice President, Global Marketing and External Affairs, who reports to our Chairman and CEO

Sustainability Goal Leads and Operations Functions

Responsible for managing execution and enterprise-wide operationalization of our 2030 Sustainability Plan.

Representatives from:

- Global Environment, Health, and Safety
- Ethics and Compliance
- Quality and Regulatory Affairs
- Information Technology and Cybersecurity
- Human Resources
- Supply Chain
- Legal
- Finance
- Research and Development
- Investor Relations
- Public Affairs
- Government Affairs
- Corporate Procurement
- Commercial Operations
- Affiliate operations in key markets

ESG Disclosures Committee

Responsible for monitoring regulatory, legal, and financial reporting requirements and advises on company approach and readiness.

Representatives from:

- Global Environment, Health, and Safety
- Ethics and Compliance
- Quality and Regulatory Affairs
- Information Technology and Cybersecurity
- Human Resources
- Supply Chain
- Legal
- Finance
- Research and Development
- Investor Relations
- Public Affairs
- Government Affairs
- Internal Audit
- Tax
- Treasury

Global Operations Council

Oversees strategy execution for all operations, using internal assessments, risk profiles, and industry best practice to improve performance.

Members:

- Chair: Senior Vice President, Quality Assurance, Regulatory, and Engineering Services
- Senior leaders, including four Corporate Officers and 38 Divisional Vice Presidents

Global Citizenship Advisory Council

External experts who provide guidance on strategic sustainability issues, including risks and opportunities.

Members:

- Margaret Flaherty, Professor of Practice at IESEG School of Management, and Professor at Business School Lausanne
- Dr. Sandro Galea, Dean and Robert A. Knox Professor at Boston University School of Public Health, Physician, and Epidemiologist
- Jane Nelson, Senior Fellow and Director, CSR Initiatives at Harvard Kennedy School
- Steven Tebbe, CEO of the Global Footprint Network
- David Vidal, Emeritus Fellow at The Conference Board

ENDNOTES

- 1 Common rounding convention utilized. See Appendix for detailed data.
- 2 Suppliers engaged is inclusive of all 2030 supply chain sustainability targets and strategic initiatives.
- 3 Abbott estimates Scope 3 emissions using the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Transportation and Distribution includes Upstream and Downstream. Scope 3 estimations may be adjusted annually to account for data availability and methodology enhancements. Sourcing category spend allocations are subject to change year over year in alignment with business strategy. Abbott's estimated Scope 3 footprint excludes known sources in Downstream Transportation, Processing of Sold Products, Use of Sold Products, and Investment categories. Collectively, these omissions are estimated to represent approximately 4% of our total Scope 3 footprint.
- 4 Eligibility for non-salary benefits follows local regulations and practices. In most countries, this means we offer benefits to full-time employees and part-time employees working more than a certain number of hours. We typically provide benefit programs above and beyond government requirements.
- 5 Scope 1 emissions result from owned and controlled sources. Scope 2 emissions are produced during generation of purchased electricity and energy.
- 6 Manufacturing sites that produce more than 25,000 metric tons of CO₂e annually are required to set additional carbon reduction goals.
- 7 Abbott's diversion rate is calculated as follows: (Total Waste + Beneficial Use - Landfilled and Incineration Without Energy Recovery)/(Total Waste + Beneficial Use). Waste noted as "Other, Diverted" is diverted from Landfilled and Incineration Without Energy Recovery.
- 8 Abbott defines beneficial-use activities as sending material that otherwise would have been waste off-site to be used as an effective substitute for a commercial product or commodity. Beneficial-use material is used as is or in substantially the same form as it was generated.
- 9 This list represents a sample of the standards our sites maintain and that are frequently used as indicators of product quality.
- 10 A Form SD is an Exchange Act Form used to satisfy special disclosure requirements implemented under the Dodd-Frank Wall Street Reform and Consumer Protection Act.

APPENDIX

We align our reporting with respected ESG reporting frameworks, including the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), United Nations Sustainable Development Goals (UNSDGs), and Task Force on Climate-Related Financial Disclosures (TCFD).

Abbott's policies and standards guide our business decisions, ethical conduct, and commitment to the environment. We strive for transparency by providing information on policies and standards applicable to each priority area. These documents are available on the [Policies page of our website](#).

SCOPE OF THIS REPORT

All financial information is stated in U.S. dollars. All data reflects Abbott's activities, with a focus on 2023 results. The boundary of our reporting, unless otherwise noted, is all activities under Abbott's global, operational control as consolidated in our financial reporting.

Abbott trademarks and products in-licensed by Abbott are shown in italics in the text of this report.

REPORTING FEEDBACK

Development of our sustainability strategy was informed by the expertise of several external sources. These experts also guide stakeholder engagements, the development of our [Responsibility webpages](#), and the production of this report. We gratefully acknowledge the counsel we receive from Corporate Citizenship and Abbott's Global Citizenship Advisory Council, among others.

We welcome feedback on our report. Send us an email at responsibility@abbott.com to share yours.

EXTERNAL ASSURANCE

We engaged Apex Companies, an independent assurance provider, to conduct limited assurance of selected 2023 environmental and safety data. Our website includes a PDF of the [Apex Assurance Statement](#).



STAKEHOLDER ENGAGEMENT

We pursue a continuous dialogue with a range of stakeholders, including patients, customers, employees, suppliers, partners, shareholders and other investors, financial and ESG analysts, rating agencies, governmental bodies, the media, nongovernmental organizations (NGOs), and educational and research institutions through a variety of channels. Regular communication with key stakeholders enables us to identify important trends and developments in society and in our business.

INTERNAL ENGAGEMENT

Employees

- Abbott World intranet and myHR portal
- All-employee Chairman and CEO communications
- Annual all-employee meeting with our Chairman and CEO
- Annual all-employee survey and other *ad hoc* surveys
- Business and functional town hall meetings
- Employee network groups
- Let's Talk sessions
- Manufacturing site huddles
- Quarterly leadership forums
- Weekly HR briefings for managers
- Weekly news digest

EXTERNAL ENGAGEMENT

Community Partners

- Alive Faith Network
- Americares
- CARE
- Easterseals
- Erie Family Health Centers
- Feeding America
- The Global FoodBanking Network
- The Global Fund
- Muhimbili National Hospital
- National Association of Community Health Centers
- Real Madrid Foundation
- RUSH University Medical Center
- Self Employed Women's Association (SEWA)
- Tanzanian Ministry of Health
- University of Minnesota Community-University Health Care Center (CUHCC)
- University of the Pacific

STEM Education

- Advancing Minorities' Interest in Engineering (AMIE)
- Business sustainability through Broad-Based Black Economic Empowerment (B-BBEE), South Africa
- Discovery Education
- Historically Black Colleges and Universities (HBCUs)
- National Society of Black Engineers
- Society of Hispanic Professional Engineers
- Society of Women Engineers

Environment

- Alliance for Water Stewardship (AWS)
- Science Based Targets Initiative (SBTi)

Healthcare

- American Diabetes Association
- Coalition for Global Hepatitis Elimination (CGHE)
- Health Information Sharing and Analysis Center (Health-ISAC)
- Institute for Health Equity, a part of Norton Healthcare
- Medical Device Innovation Consortium (MDIC)
- World Health Organization (WHO)

Supply Chain

- Canada Aboriginal and Minority Supplier Council (CAMSC)
- Local Initiatives Support Corporation (LISC)
- Minority Supplier Development UK (MSDUK)
- Pharmaceutical Supply Chain Initiative (PSCI)
- WEConnect International

Industry Associations

- AdvaMed
- APACMed
- Business Roundtable
- Consumer Brands Association
- Mecomed
- Medical Device Manufacturers Association
- MedTech Europe
- U.S. Chamber of Commerce
- World Economic Forum Digital Trust Framework

See our [Corporate Political Participation](#) page for more information.

Customers

- Business and country representatives (global locations and contacts)
- Clinical trials
- Customer call centers
- Customer meetings
- Field service representatives
- Focus groups
- Net Promotor Score (NPS) surveys*
- Sales ambassadors and customer relationship managers

*Net Promoter Score (NPS) is an externally recognized metric for customer satisfaction. Internally, it is used as a key indicator of our ability to continuously meet customers' needs.



ESG PRIORITIES

To build our 2030 Sustainability Plan, an in-depth, two-year planning process began with a detailed analysis of over 200 topics that were relevant to internal and external stakeholders, which we prioritized by impact to our long-term business strategy, ERM process, and our most important ESG topics. Senior management reviews and assesses these priorities at least annually.

A COMPREHENSIVE APPROACH

Supported by external consultants from Corporate Citizenship, we identified and ranked Abbott's ESG priority issues.

1. Extensive research on potential issues:

Conducted research, including peer and competitor benchmarking, emerging issue tracking, customer ratings and rankings, organization engagement, best practices identification, and detailed analysis of more than 200 sustainability topics.

2. Stakeholder interviews:

Conducted interviews with more than 100 internal and external stakeholders, including customers, suppliers, investors, healthcare providers, NGOs, sustainability experts, and employees.

3. Issue ranking:

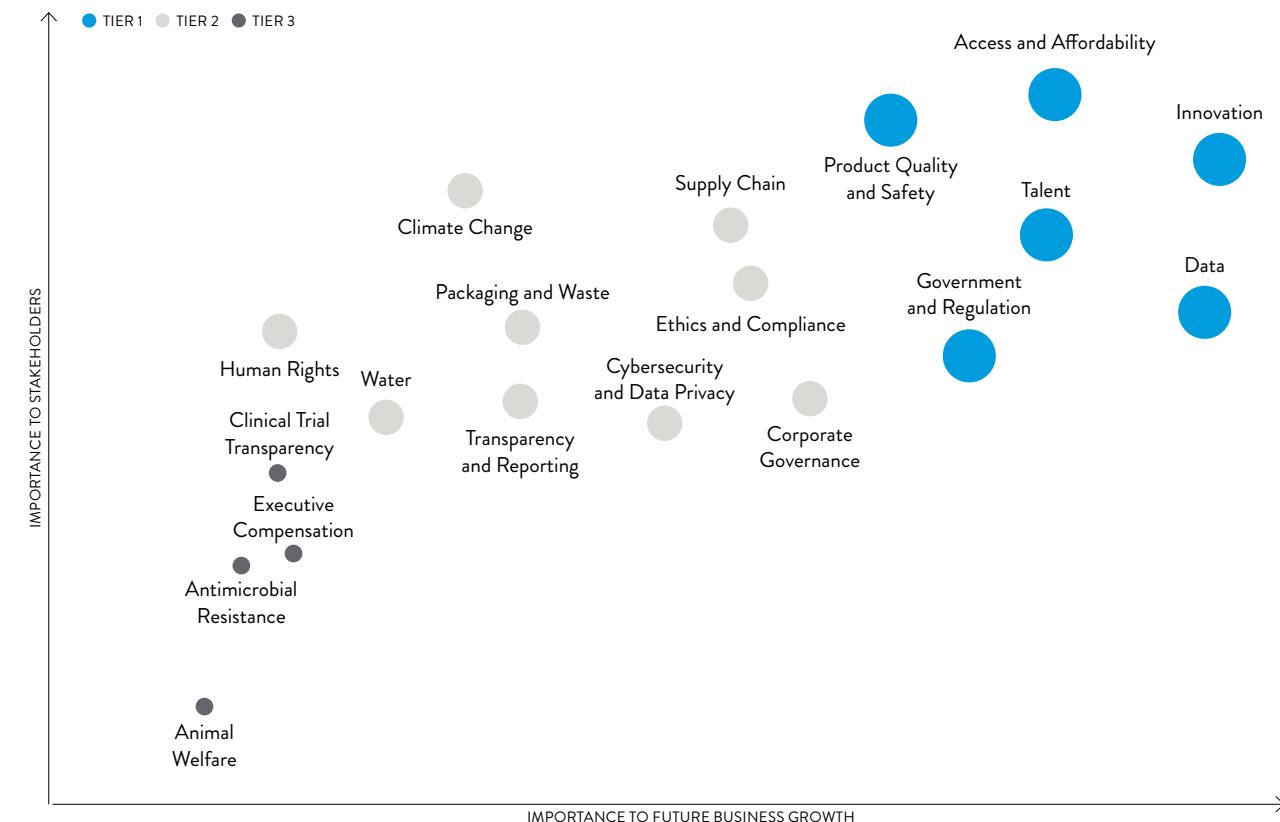
Using feedback from the interview process, our Executive Leadership team prioritized topics according to importance to stakeholders and importance to the future success of our business. Considerations included the relationship of each issue to our ERM process.

The information supported development of our ESG priorities matrix and ESG topics that will drive our strategy over the next 5–10 years.

4. Working groups: Created working groups to address each priority issue. Our Finance and Corporate Audit teams were engaged to help integrate Abbott's targets into our business strategy and financial plan.

5. Sustainability Plan summit: To define our 2030 Sustainability Plan goals, targets, and KPIs, we held a day-long summit with more than 100 cross-company leaders. Leaders offered cross-business and cross-function representation for alignment across the global business. Outcomes of the summit have guided our progress, drive improvement, and bolster Abbott's future competitiveness.

OUR ESG PRIORITIES MATRIX



EMERGING RISKS AND OPPORTUNITIES

GENERATIVE AI

The risks to Abbott resulting from implementing AI-driven strategies are twofold: failure to bring to market innovative technology as quickly as competitors, and conversely, deploying a nascent technology where a regulated framework does not yet exist.

- The proliferation of AI has accelerated the convergence of healthcare and digital technology. This presents a challenge in that we face competition not only from within our industry but also from technology players who are currently making strides into the healthcare sector. We view these challenges as an accelerator to our innovation and as an opportunity to develop products that are even more directly responsive to patient needs.
- We also recognize the potential ethical exposures that could arise from the use of such a rapidly evolving technology. The lack of a regulatory framework could lead to technologies that inadvertently perpetuate biases in the data used to train them, leading to disparities in health outcomes.

Impact

We've identified three major categories of use for AI that we believe will have meaningful impact across our business.

- In diagnosis, generative AI may allow us to identify conditions faster, earlier, and more accurately. But we must test AI algorithms to make sure they are safe and reliable. Improperly trained or validated algorithms may lead to misinformation.
- In treatment, AI may have the same kind of impact on the discovery of new therapeutics — from medical technology to medicines to nutrition — making the process vastly more efficient. Generative AI can more rapidly explore hypotheses, examine alternatives, and play out scenarios, resulting in more and better products, faster and more effectively. It can help us build models to predict which patients may have better outcomes with one therapy versus another — or tailor treatment to a patient's personal anatomy, disease, and characteristics. But in order for us to use AI to successfully revolutionize treatment capabilities and manage the risk of bias, we must help ensure the data used to train the technology is representative of the patients we treat.
- AI may help us to significantly improve consumer empowerment. AI will not only allow us to engage more deeply with the people who use our products, but it will also let them do so with their caregivers through the power of connectivity, from wireless implants to wearable sensors that link to medication delivery devices and diagnostic tests with results available through mobile platforms and smartphone apps. This could improve their adherence to treatment, resulting in better outcomes.

Abbott's Response

Through our commitment to innovative technologies, Abbott is already well-versed in AI. We employ it in multiple applications, including *Ultreon*, our newest optical coherence tomography imaging system which uses AI to automatically analyze key patient metrics to help optimize procedures. We've also used our vast body of clinical trial data on our *XIENCE* drug-eluting stents to create machine learning models for individual risk prediction. In addition, our *a:care* initiative, which helps patients and healthcare professionals improve medicine adherence, offers digital solutions, developed with behavioral science and AI at its core, to build healthy habits, giving patients and healthcare providers tools, tips, and resources. These tools can help improve interactions between patients and healthcare professionals, as well as help reduce healthcare costs.

The medical therapies and AI solutions we develop can only be as strong and inclusive as the people who design, develop, and participate in our clinical trials. To prevent bias in our AI initiatives, we are working to make those clinical trials more inclusive. In 2023, we created a new Diversity in Research Office focused on ensuring diverse representation in clinical trials. Overall, our data insights and connected technologies help people and their doctors make better, faster, and more complete decisions about their health and drive innovation through insights and analytics.

EMERGING RISKS AND OPPORTUNITIES

THE RISE OF MISINFORMATION AND DISINFORMATION

The rise of misinformation and disinformation throughout society has led to decreased trust in many of society's institutions, from government to industry. Given the reach of social media, unreliable information can spread further and faster than ever before. That increased reach carries the potential for negative impact on those affected. The associated costs can be real, not only to society at large, but also to individuals as they make healthcare choices that may not be based on scientific evidence.

Impact

Misinformation can erode trust in healthcare providers, institutions, and products, leading patients and consumers to avoid necessary treatments or seek unproven remedies. This hinders response to public health emergencies and could potentially undermine the value of Abbott's products and therapies. For example, Abbott could be impacted if our products are targeted by misinformation campaigns, leading to potential product boycott and resulting in revenue and market share loss.

Misinformation can also attract regulatory scrutiny or enforcement actions, which may result in fines, restrictions, or registration delays. It could expose Abbott to investigations or recalls based on false information. Additionally, misinformation can be the subject of partisan friction, which can politicize public health positions, targeting companies like Abbott.

Abbott's Response

Abbott products combat misinformation by providing patients and healthcare providers with data and tools to make better, faster, and more complete decisions about their health. In addition, Abbott works to proactively provide transparent, evidence-based information through clear communication, community outreach, and demonstrated commitment to the patients we serve.

Here are examples of how we empower people by putting more products, data, and information in the hands of the end users:

- The *FreeStyle Libre 3* continuous glucose monitor provides unsurpassed 14-day accuracy, optional glucose alarms, and continuous real-time glucose readings automatically delivered to a person's smartphone. Real-world and clinical data show that this technology helps people with diabetes improve their glucose control, lower their HbA1cs (a measure of glucose levels over time), decrease diabetes-related hospital admissions, and improve their quality of life.
- The *Panbio HIV Self Test* delivers reliable, actionable information directly to users, empowering them to make their best healthcare choices in consultation with their healthcare providers.

- Our initiative to increase diversity in our clinical trials is designed to raise the level of care in historically underrepresented communities while working to mitigate deep-seeded levels of distrust for institutions among the groups we're striving to help. The new Diversity in Research Office within Abbott is responsible for ensuring that research efforts include diversity plans and key performance goals and foster collaboration across Abbott, the industry, and regulatory bodies.

- The *Future Well Kids* program combats misinformation by providing kids ages 10–13 unbiased, science-based information about noncommunicable diseases and the ways that they can stay healthy and reduce their risk of developing chronic diseases later in life.



KEY FINANCIAL METRICS

SALES WORLDWIDE

Dollars in Millions



SOCIAL INVESTING^a

Dollars in Millions



R&D INVESTMENT

Dollars in Millions



U.S. EMPLOYEE GIVING CAMPAIGN RESULTS^b

Dollars in Millions



DIVIDENDS PAID

Dollars in Millions



Totals and percentage changes may differ from listed metrics due to rounding.
To ensure data accuracy, the most accurate number has been used.

Refer to [Page 77](#) for metrics endnotes.

KEY SOCIAL METRICS

SUPPLIER DIVERSITY: PERFORMANCE METRICS

SUPPLIER DIVERSITY BY CLASSIFICATION

Dollars in Millions	2020	2021	2022	2023
Small Business	\$1,433	\$1,897	\$2,358	\$2,061
Veteran Owned	\$99	\$153	\$187	\$214
Small Disadvantaged	\$102	\$208	\$134	\$202
Women Owned	\$442	\$509	\$936	\$777
Historically Underutilized Business Zone	\$17	\$23	\$39	\$56
Minority Owned	\$251	\$430	\$663	\$534
LGBTQ+ Owned	0	\$2	\$2	\$2
Disadvantaged Business Enterprise	N/A	N/A	\$94	N/A
Total	\$2,343	\$3,221	\$4,413	\$3,846

Notes:

- (1) 2020 is the baseline year.
- (2) Supplier diversity KPIs are calculated using the U.S. government fiscal year (October 1–September 30).
- (3) Spend data represents U.S.-based suppliers for both United States and outside of the United States spend for 2023 reporting.
- (4) Individual classification data is subject to overlap.
- (5) Women Owned includes Women Owned Large and Women Owned Small spend classifications.
- (6) Veteran Owned includes Veteran Owned and Service-Disabled Veteran Owned.
- (7) Diverse supplier spend decreased from reporting years 2022 to 2023 due to reduced spend associated with the winding down of our response to the COVID-19 pandemic, where we had deliberately and successfully sought to include small and diverse suppliers to support associated manufacturing, marketing, and distribution of COVID-19-related product.

EMPLOYEES

2023



Total (Global)	% of Management Who Are Women (U.S.) ^c	% of Management Who Are Minorities (U.S.) ^c
114,000	44%	35%
115,000	43%	35%
113,000	43%	33%

WOMEN IN MANAGEMENT POSITIONS (GLOBAL)

Women in Junior Management Positions	43%
Women in Top Management Positions	34%
Women in Management Positions in Revenue-Generating Functions	43%

FULL-TIME EMPLOYEES BY AGE GROUP (GLOBAL)

<30 Years Old	18%
30–50 Years Old	63%
>50 Years Old	19%

FULL-TIME EMPLOYEES (U.S.)*

Total Employee Turnover Rate	17%
Voluntary Employee Turnover Rate	12%

*Based on employees' expected schedule hours.

Totals and percentage changes may differ from listed metrics due to rounding.
To ensure data accuracy, the most accurate number has been used.

[2023 DEI Report](#)

Refer to [Page 77](#) for metrics endnotes.

KEY SOCIAL METRICS^d

OCCUPATIONAL ILLNESS FREQUENCY RATE

Illnesses per Million Hours (Employee and Contractor)



RECORDABLE INJURY OR ILLNESS RATE

Cases per 100 Workers^e



LOST-TIME CASE RATE

Cases per 100 Workers^e



Total Employee and Contractor	Employee	Contractor
0.15	0.16	0.06
0.12	0.13	0.06
0.13	0.13	0.12

GLOBAL VEHICLE ACCIDENT RATE

Accidents per Million Miles Driven (Field-Based Employees Only)



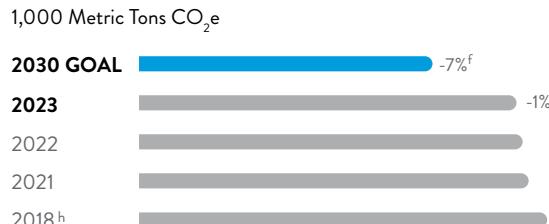
FATALITIES

	2021	2022	2023
Total Fatalities (Employees and Contractors)			
	0	0	0

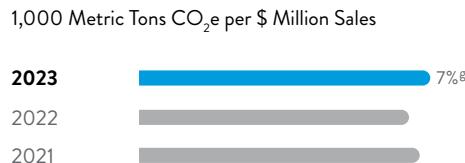
*Occupational Illness Frequency Rate increased due to internal data validation that reclassified cumulative trauma-related injuries as illnesses.

Totals and percentage changes may differ from listed metrics due to rounding. To ensure data accuracy, the most accurate number has been used.

Refer to [Page 77](#) for metrics endnotes.

KEY ENVIRONMENTAL METRICS – ENERGY AND EMISSIONS^d**ENERGY AND EMISSIONS GLOBAL PERFORMANCE****SCOPE 1 AND 2 CARBON EMISSIONS**

Total (Scope 1 and 2) Market-Based CO ₂ e Emissions ^{i,j}	Total (Scope 1 and 2) Location-Based CO ₂ e Emissions	Purchased Fuels (Scope 1) CO ₂ e Emissions ^k	Refrigerant (Scope 1) CO ₂ e Emissions ^l	Total Direct (Scope 1) CO ₂ e Emissions	Purchased Energy (Scope 2) Market-Based CO ₂ e Emissions ^j	Purchased Energy (Scope 2) Location-Based CO ₂ e Emissions ^m
917	981	499	11	510	407	471
929	1,014	516	17	533	397	482
940	1,020	526	12	538	402	482
987	1,062	526	12	538	449	525

SCOPE 1 AND 2 CARBON EMISSIONS INTENSITY – NORMALIZED TO SALES

Total (Scope 1 and 2) Market-Based CO ₂ e Emissions ^j	Total (Scope 1 and 2) Location-Based CO ₂ e Emissions	Total Direct (Scope 1) CO ₂ e Emissions	Purchased Energy (Scope 2) Market-Based CO ₂ e Emissions ^j	Purchased Energy (Scope 2) Location-Based CO ₂ e Emissions
23	24	13	10	12
21	23	12	9	11
22	24	12	9	11

Totals and percentage changes may differ from listed metrics due to rounding.
To ensure data accuracy, the most accurate number has been used.

Refer to [Page 77](#) for metrics endnotes.

KEY ENVIRONMENTAL METRICS – ENERGY AND EMISSIONS^d**ENERGY AND EMISSIONS GLOBAL PERFORMANCE (CONTINUED)****SCOPE 1 AND 2 CO₂e EMISSIONS BY DIVISION**1,000 Metric Tons CO₂e – Market-Based Factors

	2021	2022	2023
Scope 1 and 2 Carbon Emissions			
Corporate	253	261	252
Diagnostics	110	117	106
Medicines	134	131	141
Medical Devices	89	90	90
Nutrition	352	329	327

SCOPE 1 AND 2 CO₂e EMISSIONS INTENSITY BY DIVISION – NORMALIZED TO SALESMetric Tons CO₂e per \$ Million Sales

	2021	2022	2023
Scope 1 and 2 Carbon Emissions			
Diagnostics	7	7	11
Medicines	28	27	28
Medical Devices	6	6	5
Nutrition	42	44	40

SCOPE 1 AND 2 CARBON EMISSIONS BY ENERGY SOURCEⁿ1,000 Metric Tons CO₂e – Market-Based Factors

	2021	2022	2023
Stationary Sources			
Electricity (Purchased)	397	392	400
Natural Gas	387	360	351
Fuel Oils	7	10	5
Coal	-	-	-
Miscellaneous Fuels	13	14	14
Purchased Steam, Hot Water, and Chilled Water	5	5	6
Biofuels	<1	<1	<1
Generated Electricity (Cogeneration)	-	-	-
Generated Electricity (Renewables)	-	-	-
Stationary Total	810	781	776
Mobile Sources			
Sales Fleet Gasoline	90	100	102
Sales Fleet Diesel	22	25	19
Sales Fleet Electric Vehicles (EVs)	-	-	1
Aviation Fuel	5	6	5
Plant/Shuttle Fleet (Diesel, Gasoline, E85, and Propane)	1	1	2
Mobile Total	118	132	130

Totals and percentage changes may differ from listed metrics due to rounding.
To ensure data accuracy, the most accurate number has been used.

Refer to [Page 77](#) for metrics endnotes.

KEY ENVIRONMENTAL METRICS – ENERGY AND EMISSIONS^d**ENERGY AND EMISSIONS GLOBAL PERFORMANCE (CONTINUED)****2023 SCOPE 3 CARBON EMISSIONS BY CATEGORY^e**

1,000 Metric Tons CO ₂ e	
Upstream	
1: Purchased Goods and Services	7,357
2: Capital Goods	526
3: Fuel- and Energy-Related Activities (Not Included in Scope 1 or Scope 2)	221
4: Upstream Transportation and Distribution	1,469
5: Waste Generated in Operations	9
6: Business Travel	214
7: Employee Commuting	194
8: Upstream Leased Assets	-*
Downstream	
9: Downstream Transportation and Distribution	-†‡
10: Processing of Sold Products	-‡△
11: Use of Sold Products	562 [‡]
12: End-of-Life Treatment of Sold Products	113
13: Downstream Leased Assets	-*
14: Franchises	-
15: Investments	-‡

*Energy consumed in buildings and vehicles that are leased to Abbott are included in Scope 1 and 2.

†Abbott pays for the majority of transportation of products to retailers and customers in efforts to control costs, and those transportation costs are therefore considered part of the Upstream Transportation and Distribution category. It is assumed that downstream transportation and distribution emissions are affiliated with retail space to store and sell products, which is marginal in the Transportation and Distribution category.

‡Abbott's estimated Scope 3 footprint excludes known sources in Downstream Transportation, Processing of Sold Products, Use of Sold Products, and Investment categories. Collectively, these omissions are estimated to represent approximately 4% of our total Scope 3 footprint.

^aAbbott assumes that the majority of our products are not further processed after they leave Abbott's manufacturing facilities.

Totals and percentage changes may differ from listed metrics due to rounding.
To ensure data accuracy, the most accurate number has been used.

Refer to [Page 77](#) for metrics endnotes.

BIOGENIC EMISSIONS

1,000 Metric Tons

**SCOPE 1 AND 2 CO₂e EMISSIONS BY GREENHOUSE GAS**

1,000 Metric Tons – Market-Based Factors

	2021	2022	2023
CO ₂ (Scope 1)	524	515	498
CO ₂ (Scope 2)	400	395	404
CH ₄ (Scope 1)	<1	<1	<1
CH ₄ (Scope 2)	<1	<1	<1
N ₂ O (Scope 1)	<1	<1	<1
N ₂ O (Scope 2)	<1	<1	<1
Hydrofluorocarbons (HFCs) (Scope 1)	12	16	10
HFCs (Scope 2)	-	-	-
Perfluorocarbons (PFCs) (Scope 1)	<1	-	-
PFCs (Scope 2)	-	-	-
SF ₆ (Scope 1)	-	-	-
SF ₆ (Scope 2)	-	-	-
NF ₃ (Scope 1)	<1	<1	<1
NF ₃ (Scope 2)	-	-	-

OTHER EMISSIONS

1,000 Metric Tons

	2021	2022	2023
Volatile Organic Compound (VOC) Emissions	1.50	1.28	1.21
Sulfur Oxide (SO _x) From Combustion ^p	0.05	0.06	0.05
Nitrous Oxide (NO _x) From Combustion ^p	0.35	0.33	0.32
Particulate Matter	0.08	0.08	0.08

KEY ENVIRONMENTAL METRICS – ENERGY AND EMISSIONS^d**ENERGY AND EMISSIONS GLOBAL PERFORMANCE (CONTINUED)**

ENERGY CONSUMPTION 1,000 Gigajoules			
	2021	2022	2023
Purchased Fuels (Scope 1) ^k	9,746	9,457	9,161
Purchased Energy (Scope 2) ^m	4,866	4,796	4,779
Total (Scope 1 and 2) Energy Consumption	14,612	14,253	13,939

ENERGY CONSUMPTION BY SOURCE 1,000 Gigajoules			
	2021	2022	2023
Stationary Sources			
Electricity (Purchased)	4,572	4,570	4,514
Natural Gas	7,742	7,199	7,022
Fuel Oils	98	138	68
Coal	-	-	-
Miscellaneous Fuels	170	178	180
Purchased Steam, Hot Water, and Chilled Water	92	94	119
Biofuels	8	8	6
Generated Electricity (Cogeneration)	196	123	122
Generated Electricity (Renewables)	7	9	14
Stationary Total	12,885	12,319	12,044
Mobile Sources			
Sales Fleet Gasoline	1,326	1,475	1,514
Sales Fleet Diesel	315	349	272
Sales Fleet EVs	-	-	9
Aviation Fuel	69	89	78
Plant/Shuttle Fleet (Diesel, Gasoline, E85, and Propane)	17	21	23
Mobile Total	1,728	1,934	1,895

Totals and percentage changes may differ from listed metrics due to rounding.
To ensure data accuracy, the most accurate number has been used.

Refer to [Page 77](#) for metrics endnotes.

ENERGY CONSUMPTION INTENSITY – NORMALIZED TO SALES Gigajoules per \$ Million Sales			
	2021	2022	2023
Purchased Fuels (Scope 1) ^k	226	217	228
Purchased Energy (Scope 2) ^m	113	110	119
Total (Scope 1 and 2) Energy Consumption	339	327	348

RENEWABLE ENERGY CONSUMPTION 1,000 Gigajoules			
	2021	2022	2023
Generated On-Site From Renewables	7	9	14
Energy Purchased From Renewable Sources	678	697	777

PURCHASED ENERGY CONSUMPTION BY TYPE 1,000 Gigajoules			
	2021	2022	2023
Grid-Sourced Electricity	3,893	3,872	3,737
Energy Purchased From Renewable Sources	678	697	777
Electricity Consumed Total	4,572	4,570	4,514
% of Grid-Sourced Electricity	85%	85%	83%
% of Purchased Renewable Energy	5%	5%	6%
% of Grid-Sourced of Total Energy	27%	27%	27%

KEY ENVIRONMENTAL METRICS – ENERGY AND EMISSIONS^d**ENERGY AND EMISSIONS REGIONAL PERFORMANCE****SCOPE 1 AND 2 CARBON EMISSIONS BY REGION**1,000 Metric Tons CO₂e – Market Based (Corporate Emission Factors)

	2021	2022	2023
Asia Pacific			
China	34	28	24
India	41	42	50
Indonesia	4	4	4
Japan	2	2	2
South Korea	4	5	3
Malaysia	9	10	9
Pakistan	26	26	22
Singapore	44	43	39
Vietnam	6	7	7
Commercial and Other Buildings Region Total	66	71	70
Region Total	238	238	229
Caribbean and Latin America			
Argentina	5	6	6
Brazil	5	6	4
Chile	<1	<1	3
Colombia	4	4	4
Costa Rica	<1	<1	<1
Mexico	13	13	13
Peru	1	1	2
Puerto Rico	13	13	15
Commercial and Other Buildings Region Total	16	16	18
Region Total	59	59	66

	2021	2022	2023
Europe			
Belgium	<1	<1	<1
Germany	14	13	11
Ireland	31	33	33
Netherlands	34	31	31
Norway	<1	<1	2
Russia	22	20	20
Spain	10	10	5
Switzerland	<1	<1	<1
United Kingdom	11	11	12
Commercial and Other Buildings Region Total	35	37	35
Region Total	157	155	149
North America			
Canada	15	14	14
United States	419	415	411
Commercial and Other Buildings Region Total	51	48	48
Region Total	486	477	473
Total for All Regions			
	940	929	917

Totals and percentage changes may differ from listed metrics due to rounding.
To ensure data accuracy, the most accurate number has been used.

Refer to [Page 77](#) for metrics endnotes.

KEY ENVIRONMENTAL METRICS – ENERGY AND EMISSIONS^d**ENERGY AND EMISSIONS REGIONAL PERFORMANCE (CONTINUED)****SCOPE 1 (DIRECT) CARBON EMISSIONS BY REGION**1,000 Metric Tons CO₂e – Market Based (Corporate Emission Factors)

	2021	2022	2023
Asia Pacific			
China	9	7	5
India	18	19	17
Indonesia	1	1	1
Japan	<1	<1	<1
South Korea	<1	<1	<1
Malaysia	<1	<1	<1
Pakistan	20	17	11
Singapore	23	22	19
Vietnam	<1	<1	<1
Commercial and Other Buildings Region Total	41	43	42
Region Total	113	111	96
Caribbean and Latin America			
Argentina	3	3	3
Brazil	3	4	3
Chile	<1	<1	<1
Colombia	1	1	1
Costa Rica	<1	<1	<1
Mexico	13	11	12
Peru	<1	<1	<1
Puerto Rico	<1	1	<1
Commercial and Other Buildings Region Total	14	13	16
Region Total	34	33	36

	2021	2022	2023
Europe			
Belgium	<1	<1	<1
Germany	12	11	11
Ireland	31	32	32
Netherlands	34	31	31
Norway	<1	<1	<1
Russia	11	10	11
Spain	6	6	4
United Kingdom	4	3	3
Commercial and Other Buildings Region Total	30	33	30
Region Total	129	127	122
North America			
Canada	12	10	9
United States	212	210	207
Commercial and Other Buildings Region Total	38	42	41
Region Total	262	262	256
Total for All Regions	538	533	510

Totals and percentage changes may differ from listed metrics due to rounding.
To ensure data accuracy, the most accurate number has been used.

Refer to [Page 77](#) for metrics endnotes.

KEY ENVIRONMENTAL METRICS – ENERGY AND EMISSIONS^d**ENERGY AND EMISSIONS REGIONAL PERFORMANCE (CONTINUED)****SCOPE 2 (PURCHASED ENERGY) CARBON EMISSIONS BY REGION**1,000 Metric Tons CO₂e – Market Based (Corporate Emission Factors)

	2021	2022	2023
Asia Pacific			
China	25	21	19
India	23	23	33
Indonesia	3	3	3
Japan	2	2	2
South Korea	4	4	3
Malaysia	9	10	9
Pakistan	6	9	11
Singapore	21	21	19
Vietnam	6	6	6
Commercial and Other Buildings Region Total	25	28	28
Region Total	125	128	133
Caribbean and Latin America			
Argentina	3	4	3
Brazil	2	2	2
Chile	<1	<1	3
Colombia	3	3	3
Costa Rica	<1	<1	<1
Mexico	1	1	1
Peru	1	1	1
Puerto Rico	13	12	14
Commercial and Other Buildings Region Total	3	3	2
Region Total	25	25	30

	2021	2022	2023
Europe			
Belgium	<1	<1	<1
Germany	2	2	<1
Ireland	-	<1	1
Netherlands	-	-	-
Norway	<1	-	2
Russia	10	10	10
Spain	4	4	1
Switzerland	<1	<1	<1
United Kingdom	8	8	8
Commercial and Other Buildings Region Total	5	4	5
Region Total	29	28	27
North America			
Canada	3	3	6
United States	207	205	204
Commercial and Other Buildings Region Total	13	7	7
Region Total	223	215	217
Total for All Regions	402	397	407

Totals and percentage changes may differ from listed metrics due to rounding.
To ensure data accuracy, the most accurate number has been used.

Refer to [Page 77](#) for metrics endnotes.

KEY ENVIRONMENTAL METRICS – ENERGY AND EMISSIONS^d**ENERGY AND EMISSIONS REGIONAL PERFORMANCE (CONTINUED)****TOTAL ENERGY CONSUMPTION (SCOPE 1 AND 2) BY REGION**

1,000 Gigajoules

	2021	2022	2023
Asia Pacific			
China	328	255	217
India	456	482	458
Indonesia	24	21	23
Japan	18	18	17
South Korea	66	69	59
Malaysia	52	54	55
Pakistan	416	328	235
Singapore	663	638	575
Vietnam	38	39	40
Commercial and Other Buildings Region Total	774	815	807
Region Total	2,835	2,719	2,486
Caribbean and Latin America			
Argentina	95	100	95
Brazil	121	113	120
Chile	26	29	29
Colombia	72	67	71
Costa Rica	106	103	107
Mexico	308	274	289
Peru	25	24	29
Puerto Rico	100	107	134
Commercial and Other Buildings Region Total	260	251	288
Region Total	1,113	1,069	1,162

Totals and percentage changes may differ from listed metrics due to rounding.

To ensure data accuracy, the most accurate number has been used.

Refer to [Page 77](#) for metrics endnotes.

	2021	2022	2023
Europe			
Belgium	3	3	3
Germany	354	343	338
Ireland	854	887	897
Netherlands	980	936	941
Norway	21	20	21
Russia	329	301	307
Spain	177	178	144
Switzerland	2	3	3
United Kingdom	148	144	145
Commercial and Other Buildings Region Total	516	547	519
Region Total	3,383	3,360	3,318
North America			
Canada	391	368	343
United States	6,175	6,046	5,944
Commercial and Other Buildings Region Total	714	691	686
Region Total	7,280	7,105	6,973
Total for All Regions			
	14,612	14,253	13,939

KEY ENVIRONMENTAL METRICS – ENERGY AND EMISSIONS^d**ENERGY AND EMISSIONS REGIONAL PERFORMANCE (CONTINUED)****ENERGY CONSUMPTION – PURCHASED FUELS (SCOPE 1) BY REGION**

1,000 Gigajoules

	2021	2022	2023
Asia Pacific			
China	155	106	81
India	285	298	272
Indonesia	11	8	10
Japan	<1	<1	<1
South Korea	6	6	4
Malaysia	1	1	<1
Pakistan	315	229	128
Singapore	465	442	393
Vietnam	4	4	5
Commercial and Other Buildings Region Total	612	652	625
Region Total	1,854	1,747	1,518
Caribbean and Latin America			
Argentina	52	56	51
Brazil	50	40	40
Chile	2	3	2
Colombia	18	15	19
Costa Rica	2	3	3
Mexico	259	226	239
Peru	4	2	3
Puerto Rico	6	11	7
Commercial and Other Buildings Region Total	205	201	244
Region Total	598	557	608

	2021	2022	2023
Europe			
Belgium	1	1	1
Germany	224	207	204
Ireland	603	616	623
Netherlands	680	617	617
Norway	<1	<1	<1
Russia	229	207	212
Spain	131	129	88
United Kingdom	63	56	59
Commercial and Other Buildings Region Total	439	487	444
Region Total	2,369	2,320	2,248
North America			
Canada	228	205	172
United States	4,116	4,009	4,008
Commercial and Other Buildings Region Total	581	620	606
Region Total	4,925	4,833	4,786
Total for All Regions	9,746	9,457	9,161

Totals and percentage changes may differ from listed metrics due to rounding.
To ensure data accuracy, the most accurate number has been used.

Refer to [Page 77](#) for metrics endnotes.

KEY ENVIRONMENTAL METRICS – ENERGY AND EMISSIONS^d**ENERGY AND EMISSIONS REGIONAL PERFORMANCE (CONTINUED)****ENERGY CONSUMPTION – PURCHASED ENERGY (SCOPE 2) BY REGION**

1,000 Gigajoules

	2021	2022	2023
Asia Pacific			
China	173	149	136
India	171	184	186
Indonesia	13	13	13
Japan	18	18	17
South Korea	60	63	55
Malaysia	51	53	54
Pakistan	101	99	107
Singapore	198	196	182
Vietnam	33	34	35
Commercial and Other Buildings Region Total	163	162	182
Region Total	981	972	968
Caribbean and Latin America			
Argentina	43	44	44
Brazil	71	73	80
Chile	24	26	27
Colombia	53	52	52
Costa Rica	104	101	104
Mexico	50	49	50
Peru	21	22	26
Puerto Rico	94	96	126
Commercial and Other Buildings Region Total	55	50	44
Region Total	515	512	554

	2021	2022	2023
Europe			
Belgium	2	2	2
Germany	130	136	134
Ireland	252	270	274
Netherlands	300	319	325
Norway	21	20	21
Russia	101	94	95
Spain	46	49	55
Switzerland	2	3	3
United Kingdom	85	88	86
Commercial and Other Buildings Region Total	77	60	75
Region Total	1,015	1,040	1,071
North America			
Canada	163	163	171
United States	2,060	2,038	1,936
Commercial and Other Buildings Region Total	133	71	80
Region Total	2,355	2,272	2,187
Total for All Regions	4,866	4,796	4,779

Totals and percentage changes may differ from listed metrics due to rounding.
To ensure data accuracy, the most accurate number has been used.

Refer to [Page 77](#) for metrics endnotes.

KEY ENVIRONMENTAL METRICS – ENERGY AND EMISSIONS^d**ENERGY AND EMISSIONS REGIONAL PERFORMANCE (CONTINUED)****RENEWABLE ENERGY CONSUMPTION BY REGION**

1,000 Gigajoules

	2021	2022	2023
Asia Pacific			
Electricity Generated On-Site From Renewables	4	6	11
Energy Purchased From Renewable Sources	-	-	22
Region Total	4	6	33
Caribbean and Latin America			
Electricity Generated On-Site From Renewables	1	1	1
Energy Purchased From Renewable Sources	33	39	14
Region Total	33	39	15

	2021	2022	2023
Europe			
Electricity Generated On-Site From Renewables	2	3	2
Energy Purchased From Renewable Sources	583	640	691
Region Total	585	642	693
North America			
Electricity Generated On-Site From Renewables	<1	<1	<1
Energy Purchased From Renewable Sources	63	19	50
Region Total	63	19	51
Total for All Regions	685	707	791

Totals and percentage changes may differ from listed metrics due to rounding.
To ensure data accuracy, the most accurate number has been used.

Refer to [Page 77](#) for metrics endnotes.

KEY ENVIRONMENTAL METRICS – WATER^d**WATER GLOBAL PERFORMANCE****WATER WITHDRAWAL^a****WATER WITHDRAWAL INTENSITY – NORMALIZED TO SALES^a****WATER WITHDRAWAL – WATER-STRESSED SITES^{a, r}****WATER WITHDRAWAL INTENSITY – WATER-STRESSED SITES – NORMALIZED TO SALES^{a, r}****WATER CONSUMED IN PROCESS**

Megaliters

	2021	2022	2023	% Change From 2022 to 2023
Total Water Consumed	2,418	2,344	2,360	1%

WATER CONSUMED IN PROCESS INTENSITY – NORMALIZED TO SALES

Megaliters per \$ Million Sales

	2021	2022	2023	% Change From 2022 to 2023
Total Water Consumed	0.06	0.05	0.06	10%

Totals and percentage changes may differ from listed metrics due to rounding.
To ensure data accuracy, the most accurate number has been used.

Refer to [Page 77](#) for metrics endnotes.

KEY ENVIRONMENTAL METRICS – WATER^d**WATER GLOBAL PERFORMANCE (CONTINUED)****WATER DISCHARGED**

Megaliters

	2021	2022	2023	% Change From 2022 to 2023
Total Water Discharged (Impaired)	9,228	9,204	8,724	-5%
Total Water Discharged (Non-Impaired)	2,240	2,261	2,322	3%

WATER WITHDRAWAL BY SOURCE^a

Megaliters

	2023
Fresh Surface Water	748
Groundwater	2,378
Municipal Supply	10,146
Rainwater	25
Other	108
Total Water Intake	13,405

WATER DISCHARGED INTENSITY – NORMALIZED TO SALES

Megaliters per \$ Million Sales

	2021	2022	2023	% Change From 2022 to 2023
Total Water Discharged (Impaired)	0.21	0.21	0.22	3%
Total Water Discharged (Non-Impaired)	0.05	0.05	0.06	12%

WATER RECYCLED

Megaliters

	2023
Recycled Water	1,616

Totals and percentage changes may differ from listed metrics due to rounding.
To ensure data accuracy, the most accurate number has been used.

Refer to [Page 77](#) for metrics endnotes.

KEY ENVIRONMENTAL METRICS – WATER^d**WATER GLOBAL PERFORMANCE (CONTINUED)****WATER WITHDRAWAL BY REGION^a**

Megaliters

	2021	2022	2023
Asia Pacific			
China	378	344	250
India	585	625	603
Indonesia	27	21	22
Japan	9	9	10
South Korea	35	38	24
Malaysia	83	82	78
Pakistan	603	493	503
Singapore	799	811	849
Vietnam	56	53	56
Region Total	2,576	2,474	2,394
Caribbean and Latin America			
Argentina	148	148	163
Brazil	73	63	65
Chile	44	44	46
Colombia	73	94	97
Costa Rica	99	130	149
Mexico	128	135	144
Peru	19	25	22
Puerto Rico	77	89	90
Region Total	661	728	776

	2021	2022	2023
Europe			
Belgium	1	1	1
Germany	179	166	169
Ireland	726	797	810
Netherlands	1,410	1,468	1,466
Norway	3	4	5
Russia	192	174	174
Spain	301	325	316
Switzerland	<1	2	3
United Kingdom	21	22	20
Region Total	2,834	2,959	2,964
North America			
Canada	888	846	827
United States	6,927	6,803	6,444
Region Total	7,815	7,649	7,271
Total for All Regions	13,887	13,810	13,405

Totals and percentage changes may differ from listed metrics due to rounding.
To ensure data accuracy, the most accurate number has been used.

Refer to [Page 77](#) for metrics endnotes.

KEY ENVIRONMENTAL METRICS – WASTE^d**WASTE GLOBAL PERFORMANCE****DIVERSION RATE^s**

Percentages

**TOTAL HAZARDOUS WASTE^t**

Metric Tons

**TOTAL WASTE^t**

Metric Tons

**TOTAL HAZARDOUS WASTE INTENSITY – NORMALIZED TO SALES^t**

Metric Tons per \$ Million Sales

**TOTAL WASTE INTENSITY – NORMALIZED TO SALES^t**

Metric Tons per \$ Million Sales

**TOTAL NONHAZARDOUS WASTE^t**

Metric Tons

**TOTAL NONHAZARDOUS WASTE INTENSITY – NORMALIZED TO SALES^t**

Metric Tons per \$ Million Sales

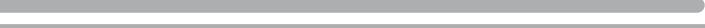


Totals and percentage changes may differ from listed metrics due to rounding.
To ensure data accuracy, the most accurate number has been used.

Refer to [Page 77](#) for metrics endnotes.

KEY ENVIRONMENTAL METRICS – WASTE^d**WASTE GLOBAL PERFORMANCE (CONTINUED)****BENEFICIAL USE^e**

Metric Tons

2023		102,836
2022		103,765
2021		110,302

2023 BENEFICIAL USE BY WASTE TYPE^e

Metric Tons/Percentages

	Quantity	%
Cafeteria	1,517	1%
Construction and Demolition	5,429	5%
Nutrition Byproduct	45,602	44%
Corrugate/Cardboard	1,695	2%
Wood	5,612	5%
Production Waste	20,894	20%
Unused Production Waste	4,602	4%
Other	17,486	17%
Total Beneficial Use	102,836	100%

Totals and percentage changes may differ from listed metrics due to rounding.
To ensure data accuracy, the most accurate number has been used.

Refer to [Page 77](#) for metrics endnotes.

BREAKDOWN OF TOTAL WASTE BY FATE^{s, t}

Metric Tons

	2021	2022	2023
Landfilled	18,356	14,664	11,716
Incinerated (Without Energy Recovery)	3,639	2,775	3,221
Incinerated (With Energy Recovery)	13,142	15,604	23,102
Recycled	35,199	32,685	31,712
Other, Diverted	-	633	409
Total	70,336	66,361	70,160

BREAKDOWN OF HAZARDOUS WASTE BY FATE^{s, t}

Metric Tons

	2021	2022	2023
Landfilled	374	394	311
Incinerated (Without Energy Recovery)	1,778	1,668	2,037
Incinerated (With Energy Recovery)	3,493	3,386	5,335
Recycled	2,227	2,656	3,089
Other, Diverted	-	58	321
Total	7,871	8,161	11,093

BREAKDOWN OF NONHAZARDOUS WASTE BY FATE^{s, t}

Metric Tons

	2021	2022	2023
Landfilled	17,982	14,270	11,405
Incinerated (Without Energy Recovery)	1,861	1,107	1,184
Incinerated (With Energy Recovery)	9,649	12,218	17,767
Recycled	32,972	30,030	28,622
Other, Diverted	-	575	88
Total	62,465	58,199	59,066

**KEY ENVIRONMENTAL METRICS – WASTE^d****WASTE GLOBAL PERFORMANCE (CONTINUED)****IT EQUIPMENT RESOLD AND RECYCLED**

Metric Tons

	2021	2022	2023
Total Resold	60	71	76
Total Recycled	192	283	240

TOTAL CUMULATIVE PACKAGING ADDRESSED^v

Pounds

	2021	2022	2023
Cumulative Reduction	530,213	29,586,137	29,961,437
Employing Circularity Principles	14,779	1,405,218	1,668,739
Optimizing Material Efficiency	515,434	28,180,919	28,292,698

Totals and percentage changes may differ from listed metrics due to rounding.
To ensure data accuracy, the most accurate number has been used.

Refer to [Page 77](#) for metrics endnotes.

KEY ENVIRONMENTAL METRICS – WASTE^d**WASTE REGIONAL PERFORMANCE****TOTAL WASTE BY REGION^t**

Metric Tons

	2021	2022	2023
Asia Pacific			
China	1,849	1,643	1,183
India	3,386	3,099	2,955
Indonesia	26	23	43
Japan	581	608	557
South Korea	1,556	2,303	1,819
Malaysia	107	132	158
Pakistan	574	859	1,170
Singapore	1,950	1,972	2,356
Vietnam	151	121	154
Commercial and Other Buildings Region Total	1,537	1,881	1,599
Region Total	11,718	12,641	11,994
Caribbean and Latin America			
Argentina	513	549	374
Brazil	791	977	1,206
Chile	469	547	730
Colombia	1,348	1,374	1,218
Costa Rica	1,071	1,228	1,564
Mexico	250	248	270
Peru	278	294	381
Puerto Rico	369	367	411
Commercial and Other Buildings Region Total	401	480	317
Region Total	5,491	6,065	6,471

Totals and percentage changes may differ from listed metrics due to rounding.
To ensure data accuracy, the most accurate number has been used.

Refer to [Page 77](#) for metrics endnotes.

	2021	2022	2023
Europe			
Belgium	293	314	301
Germany	3,045	3,034	4,943
Ireland	3,129	3,466	5,927
Netherlands	5,348	4,919	4,886
Norway	374	399	430
Russia	4,474	2,204	2,136
Spain	1,084	1,289	1,368
Switzerland	33	36	37
United Kingdom	919	909	943
Commercial and Other Buildings Region Total	541	942	734
Region Total	19,241	17,513	21,705

	2021	2022	2023
North America			
Canada	743	713	754
United States	32,712	28,542	28,776
Commercial and Other Buildings Region Total	430	887	460
Region Total	33,886	30,141	29,991
Total for All Regions			
	70,336	66,361	70,160

KEY ENVIRONMENTAL METRICS – WASTE^d**WASTE REGIONAL PERFORMANCE (CONTINUED)****HAZARDOUS WASTE BY REGION^e**

Metric Tons

	2021	2022	2023
Asia Pacific			
China	216	217	198
India	665	716	752
Indonesia	18	16	32
Japan	56	46	40
South Korea	78	78	342
Malaysia	78	79	90
Pakistan	87	146	361
Singapore	19	21	38
Vietnam	58	40	46
Commercial and Other Buildings Region Total	71	109	69
Region Total	1,345	1,468	1,967
Caribbean and Latin America			
Argentina	262	359	192
Brazil	290	334	293
Chile	239	237	269
Colombia	298	336	372
Costa Rica	342	403	561
Mexico	34	53	64
Peru	119	115	95
Puerto Rico	24	33	37
Commercial and Other Buildings Region Total	137	131	103
Region Total	1,746	2,000	1,985

Totals and percentage changes may differ from listed metrics due to rounding.
To ensure data accuracy, the most accurate number has been used.

Refer to [Page 77](#) for metrics endnotes.

	2021	2022	2023
Europe			
Belgium	15	12	12
Germany	505	531	738
Ireland	677	767	3,105
Netherlands	1,945	1,591	1,642
Norway	74	59	77
Russia	268	223	203
Spain	4	4	5
Switzerland	1	<1	<1
United Kingdom	160	161	163
Commercial and Other Buildings Region Total	66	102	50
Region Total	3,715	3,450	5,995
North America			
Canada	122	121	99
United States	786	898	862
Commercial and Other Buildings Region Total	157	226	184
Region Total	1,064	1,244	1,146
Total for All Regions			
	7,871	8,161	11,093

KEY ENVIRONMENTAL METRICS – WASTE^d**WASTE REGIONAL PERFORMANCE (CONTINUED)****NONHAZARDOUS WASTE BY REGION^t**

Metric Tons

	2021	2022	2023
Asia Pacific			
China	1,633	1,426	985
India	2,721	2,383	2,204
Indonesia	8	7	11
Japan	525	562	518
South Korea	1,478	2,225	1,477
Malaysia	29	53	68
Pakistan	487	713	808
Singapore	1,931	1,952	2,317
Vietnam	94	81	108
Commercial and Other Buildings Region Total	1,466	1,772	1,530
Region Total	10,373	11,174	10,026
Caribbean and Latin America			
Argentina	251	191	182
Brazil	502	643	913
Chile	230	311	461
Colombia	1,050	1,038	845
Costa Rica	728	825	1,003
Mexico	216	195	206
Peru	159	180	287
Puerto Rico	344	334	374
Commercial and Other Buildings Region Total	264	348	214
Region Total	3,745	4,065	4,485

Totals and percentage changes may differ from listed metrics due to rounding.
To ensure data accuracy, the most accurate number has been used.

Refer to [Page 77](#) for metrics endnotes.

	2021	2022	2023
Europe			
Belgium	277	303	289
Germany	2,539	2,502	4,205
Ireland	2,452	2,699	2,822
Netherlands	3,403	3,329	3,244
Norway	301	340	353
Russia	4,207	1,981	1,932
Spain	1,080	1,284	1,363
Switzerland	33	36	37
United Kingdom	760	748	780
Commercial and Other Buildings Region Total	475	840	684
Region Total	15,526	14,063	15,709
North America			
Canada	621	592	655
United States	31,926	27,644	27,914
Commercial and Other Buildings Region Total	274	660	276
Region Total	32,821	28,897	28,845
Total for All Regions			
	62,465	58,199	59,066



EHS FINES, NOTICES, AND INSPECTIONS

EHS FINES, NOTICES OF VIOLATION, AND GOVERNMENT AGENCY INSPECTIONS

EHS FINES

U.S. Dollars

	2021	2022	2023
Environmental Fines	0	0	\$625
Health and Safety Fines	0	\$14,694	0
Total EHS Fines	0	\$14,694	\$625

EHS NOTICES OF VIOLATION

	2021	2022	2023
Total EHS Notices of Violation	25	11	5

EHS GOVERNMENT AGENCY INSPECTIONS

	2021	2022	2023
Total EHS Inspections	194	518	515

Totals and percentage changes may differ from listed metrics due to rounding.
To ensure data accuracy, the most accurate number has been used.

Refer to [Page 77](#) for metrics endnotes.

METRICS ENDNOTES

All environmental data has been adjusted to account for acquisitions and divestitures, in accordance with the methodology prescribed in the World Resources Institute (WRI) and World Business Council for Sustainable Development Greenhouse Gas Protocol (GHGP). We report data from acquisitions as soon as is practical. With the exception of supplier diversity performance metrics and where we report one year of data, our metrics tables include data for the following: the reporting year, the two years prior to the reporting year, and a baseline year, where applicable.

- (a) Abbott Fund, Citizenship, business contributions, and product donations.
- (b) 2021 marked the first year of our enhanced employee giving program. See [Page 53](#).
- (c) These percentages are as of December 31, 2023. Percentages represent a count of U.S. employees, excluding the Rapid Diagnostics business.
- (d) Per our environmental, health, and safety metrics reporting protocols, metrics data published in previous years were adjusted in this report to reflect minor corrections, method adjustments, etc.
- (e) Annual incident rates are calculated per 100 employees, assuming the average employee works 40 hours per week and 50 weeks per year. This is equivalent to 200,000 hours worked.
- (f) This change represents 2023 progress toward our 2030 goal of 30% reduction from 2018.
- (g) This is the percentage change from 2022 to 2023.
- (h) This is the baseline year.
- (i) Progress toward our 2030 carbon goal is reported using the GHGP Scope 2 market-based methodology.

- (j) Scope 2 emissions are calculated using the GHGP market-based methodology. Per the GHGP, where market-based information is not available, location-based results have been used as proxy.
- (k) Reported purchased fuels Scope 1 sources consist of fuel consumed by manufacturing, R&D, and warehouse facilities under Abbott's control, sales fleet, and Abbott-owned aviation.
- (l) Per the GHGP, Scope 1 refrigerant CO₂e emissions include only those covered in the Kyoto Protocol.
- (m) Reported Scope 2 sources consist of energy directly purchased by Abbott, such as electricity, steam, and hot and chilled water, as well as emissions from leased locations. Unless specified otherwise, emissions are calculated according to the GHGP Scope 2 market-based method.
- (n) Abbott's non-energy consumption GHG emissions, such as refrigerant releases and process air emissions, are omitted. The total CO₂ equivalents from non-energy sources are noted in the Total Emissions (Scope 1 and 2) table.
- (o) Abbott estimates Scope 3 emissions using the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Transportation and Distribution includes Upstream and Downstream. Scope 3 estimations may be adjusted annually to account for data availability and methodology enhancements. Sourcing category spend allocations are subject to change year over year in alignment with business strategy. Abbott's estimated Scope 3 footprint excludes known sources in Downstream Transportation, Processing of Sold Products, Use of Sold Products, and Investment categories. Collectively, these omissions are estimated to approximately 4% of our total Scope 3 footprint.
- (p) This reflects emissions from fuel combusted by manufacturing, R&D, and warehouse facilities under Abbott's control.
- (q) Water withdrawal is equivalent to water intake.
- (r) Water-stressed locations have been determined using the WRI Aqueduct global water risk mapping tool. Sites rated as having high or extremely high baseline water stress in the tool are classified as being water stressed.
- (s) Abbott's diversion rate is calculated as follows: (Total Waste + Beneficial Use - Landfilled and Incineration Without Energy Recovery)/(Total Waste + Beneficial Use). Commercial and other building activities specific to beneficial use are included in this rate after 2018. Waste with an unknown disposal fate is included with Landfill fate. Waste with an Other, Diverted fate is diverted from Landfilled and Incineration Without Energy Recovery.
- (t) Waste generation data does not include materials that are reused beneficially.
- (u) Abbott defines beneficial-use activities as sending material that otherwise would have been wasted off-site to be used as an effective substitute for a commercial product or commodity. Beneficial-use material is used as is or in substantially the same form as it was generated.
- (v) Savings based on annualized calculations.

DISCLOSURES: ACCESS AND AFFORDABILITY

DISASTER RESILIENCE

Our comprehensive disaster resilience strategy helps communities prepare for, respond to, rebuild from, and mitigate the impacts of disasters by leveraging our cash grants, products, and employees.

PREPARE

Since 2006, we have partnered with Feeding America and Direct Relief to provide nutritional and healthcare products to food banks and health centers in disaster-prone communities across the United States and Puerto Rico in advance of hurricane season.

RESPOND

This year, we provided immediate assistance in response to global disasters, including earthquakes, wildfires, hurricanes, and conflicts.

REBUILD

In partnership with International Medical Corps to rehabilitate three hospitals in Ukraine, we distributed critical medical equipment and supplies, finished renovations to one of the three hospital bomb shelters, and provided services to nearly 270,000 people.

MITIGATE

Through Abbott Fund, we provide grants to food banks and health clinics to support investments in things such as generators, equipment and supplies, and rechargeable batteries to improve partners' operational effectiveness and efficiency.

GLOBAL HUNGER

Fighting Malnutrition Around the World

In 2023, Abbott, Real Madrid, and the Real Madrid Foundation announced the launch of the Beat Malnutrition campaign. The new campaign empowers communities to help children reach their full potential through nutrition education and malnutrition screening, and furthers Abbott's partnership with Real Madrid and the Real Madrid Foundation to reduce global childhood malnutrition.

Advancing Pediatric Nutrition in Vietnam

In 2023, we partnered with Americares to support more than 3,100 school-age children across 15 schools in rural communities in Vietnam, providing nutritious meals and supplements, food for families, and nutrition education for caretakers. Among participating students, this resulted in an 18% overall reduction in the prevalence of anemia and, in ten of the schools, a reduction in the prevalence of underweight children between 13% and 19%.

Food Banks

Through our collaboration with Feeding America, we supported more than 37,000 children and their families through the child hunger programs throughout the United States and Puerto Rico.

In partnership with The Global FoodBanking Network, Abbott supported more than 500 children through the child hunger and backpack programs in Mexico City, Mexico, and Cali, Colombia.

HEALTH ACCESS

Increasing Healthcare Access in Tanzania

In Msoga, part of the Chalinze District in Tanzania, the Abbott Fund emergency department became operational in 2023, serving more than 15,000 patients with nearly 10% being emergency and/or lifesaving interventions.

Our partnership continues to strengthen Muhimbili National Hospital as a center of excellence. In 2023, pediatric intensive care unit mortality decreased from 59% to 29%, resulting in more than 85 lives saved. In the adult High-Dependency Unit, mortality was 40% in November 2021 and decreased to 26% by June 2023.

COMMUNITY EDUCATION

Strengthening Communities in Tanzania

In 2023, more than 450 children attended the Abbott Fund Kimberly and Miles White Primary School. Abbott Fund Tanzania (AFT) is also helping to develop a strategy to improve the school's overall performance at regional and national levels. In 2023, AFT support helped fund educational materials, programs to support income-generating activities, and installation of electricity across all classrooms.

AFT also continues to support the Igogwe Orphanage Center as we have done since 2001, providing nutritional and medical care to more than 40 children. We are helping the National Children's Home make progress toward sustainability. In 2023, the center served nearly 200 children.

DISCLOSURES: ACCESS AND AFFORDABILITY

Future Well Kids

We've implemented a health and nutrition curriculum called *Future Well Kids*, created by Abbott Fund and Discovery Education through the Real Madrid Foundation, that has delivered more than 25,000 hours of education to children in nine countries (United States, United Kingdom, Brazil, Colombia, India, Israel, Kenya, Mexico, and the Philippines). Through the program, children learn about the relationship between diet and chronic illnesses, such as diabetes and cardiovascular disease.

Easterseals Partnership

In 2022, Abbott established a three-year partnership with Easterseals to address systemic barriers to high-quality education and healthcare experienced by children and families in underinvested communities.

In 2023, we:

- Launched a pilot program with 56 teachers and 1,355 students across 13 sites in southern California, metro D.C., and north Georgia
- Completed care plans for 100% of children in the program
- Beta-tested new curriculum with teachers on providing culturally appropriate support for children
- Delivered a new project data dashboard to measure progress and impact twice a year

EMPLOYEE GIVING AND VOLUNTEERING

Abbott offers a comprehensive Employee Giving Program, through which the company:

- Matches employees' donations to eligible nonprofit organizations
- Matches 100% of eligible donations
- Pays all processing fees so every cent goes to the charity of choice

The program includes an annual donation drive – part of Abbott's long-standing Employee Giving Campaign. During the 2023 campaign, 87% of employees in the United States and Puerto Rico pledged \$15 million* to about 9,900 charitable organizations in a single month.

Additionally, we provide U.S. employees eight hours per year of paid time to volunteer in their local communities.

2023 SOCIAL INVESTING	(in millions)
Cash contributions	\$41.0
In-kind giving, product, or service donations**	\$30.1
Administrative costs	\$3.3
Time or employee volunteering	\$1.3
TOTAL	\$75.7

*This figure includes employee donations and Abbott Fund donation matches. It also reflects payroll deduction pledges that are deducted during the 2023 calendar year and may be subject to change based on individual employee decisions.

**Abides by the World Health Organization guidelines for product donation.

***Excludes the impacts of business acquisition/divestitures and foreign exchange.

PRICING

In addition to building access and affordability into new products and services, we continually work to increase access to our existing products. Over the last 10 years, our organic business growth has been driven by expanding access rather than price increases, with volume growing at an average of 7.6% per year while prices have declined by an average of 0.5% per year.***

ANTIMICROBIAL RESISTANCE

We are committed to doing our part to counter the growing risk of drug-resistant bacteria. For example, our [Test Target Treat initiative](#) empowers healthcare providers to make targeted treatment decisions sooner — reducing inappropriate antimicrobial use and the spread of resistance.

Abbott's antimicrobial resistance (AMR) provisions, which cover branded generic medicines, include template contracts requiring antimicrobial suppliers to implement adequate liquid and solid waste management practices, adhere to antimicrobial discharge limits, and provide discharge-level information to Abbott upon request. We offer suppliers support to help with compliance, including free wastewater analysis to suppliers associated with high AMR risk. Suppliers associated with a higher risk of AMR and medicines in the environment are identified using a desktop, questionnaire-based assessment protocol. In the [2021 Access to Medicines Foundation's AMR Benchmark report](#), Abbott received the second-highest score of all generic medicines manufacturers assessed.

DISCLOSURES: DATA

PRIVACY AND CYBERSECURITY OVERSIGHT COMMITTEES

The CECO and Divisional Vice President for Global Privacy oversee our Global Privacy Office. Two oversight committees support this office, with further assistance from dedicated global professionals and country-specific privacy champions. Each committee has its own operational committees that engage key stakeholders at product and business levels.

The Cybersecurity Privacy Executive Committee oversees Abbott's cybersecurity and privacy program. The committee brings together corporate officers from Legal, Ethics and Compliance, Finance, Human Resources, Quality, and Information Technology to advise and oversee the cybersecurity and privacy programs. A Product Security Oversight Committee, made up of cross-company leadership, meets regularly to develop Abbott's strategy and approach to product security, monitor progress, and support company-wide compliance.

Abbott's senior cybersecurity and privacy leaders also provide regular progress updates to the Board of Directors and Board committees. Both the Audit Committee and Public Policy Committee have responsibilities related to cybersecurity and data privacy.

Cybersecurity Management

Our CISO leads Abbott's cybersecurity strategy and program as well as the cybersecurity and privacy incident response team, which is responsible for monitoring the detection of cybersecurity incidents and executing Abbott's cybersecurity incident response process, as needed. The CISO reports into Abbott's CIO. The CIO has overall responsibility for the cybersecurity program and organization and is a member of Abbott's operations committee, which reports to the CEO.

Enterprise Cybersecurity

We aim to create a strong cybersecurity foundation by reducing cybersecurity risks through:

- Education and awareness
- Building cybersecurity into our systems and applications
- Implementing incident monitoring and response efforts
- Protection of sensitive data
- Manufacturing cybersecurity
- Disaster recovery planning efforts

Company-wide training helps employees and contractors receive targeted instruction on company policies and emerging cybersecurity risks. For example, we conduct phishing awareness campaigns to help users identify and respond to phishing attempts. We monitor results to identify retraining requirements and help everyone at Abbott understand their shared responsibility to protect sensitive data and personal information. In 2022, we introduced and completed a new course on security controls for employees.

In 2023, we moved to standardized training for contractors so they receive the same training as employees.

Abbott divisions also have dedicated cybersecurity leaders to help address cybersecurity risks within their business. They provide updates to division leadership and work with corporate to look at how cybersecurity controls are applied across Abbott's businesses. Regional security leaders in key geographies support local and regional cybersecurity requirements.

RESPONSIBLE DATA MANAGEMENT AND PRIVACY

Product Cybersecurity

Our product cybersecurity organization partners across Abbott to help create products and systems that are secure by design and maintain security throughout the product life cycle. This includes secure development, testing, and ongoing security monitoring and maintenance.

Abbott products and services that process personal data are certified by an industry-recognized certification. To further protect data, we are working to expand this requirement to internet-based applications, such as websites.

DISCLOSURES: WORKFORCE

DEVELOPING TALENT

Talent Management Reviews

Our senior leadership conducts talent management reviews (TMRs) by division and function to review succession plans for our most critical positions. As part of these discussions, senior leadership considers employees with leadership potential who are early in their careers and discusses how they can continue to develop that talent. Our Board of Directors conducts an annual TMR to review succession plans and development actions for our senior positions, as well as discuss the overall health and diversity of our talent pipeline.

Real Talk. Real Impact.

“Real Talk. Real Impact.” is Abbott’s approach to effective and agile conversations between managers and employees. In addition to our formal, annual goal-setting and performance assessment process, we also encourage an ongoing dialogue, asking managers and employees to have regular conversations throughout each quarter about how the organization is doing, how the employee is performing, and how they can make a bigger impact. The dialogue can be initiated by the employee or manager and can follow different formats or scenarios. During those conversations, managers also seek to identify barriers and determine how they can better support the employee and their career aspirations.

We also offer employees the opportunity to participate in 360-degree assessments, 180-degree assessments, and self-assessments. These assessments provide multi-perspective feedback from managers, colleagues, peers, direct reports, and others. Results from the assessment present an expanded understanding of an employee’s strengths and development needs.

Mentoring

Our mentoring program connects employees with experienced mentors to receive professional guidance, development perspectives, and career coaching. The program is accessible in nine languages and is available to all employees globally.

Leading With Impact

Frontline managers play a vital role in building a supportive, inclusive, and rewarding work environment. Our Leading With Impact program, a two-time Brandon Hall Group Excellence Awards winner, reinforces these behaviors through topical peer pods, an interactive coaching workbook, leader podcasts, and more. As a result, we have seen scores on many components of manager effectiveness increase. Approximately 2,450 managers participated in completing the program in 2023 and approximately 97% of all of our leaders have participated in the program since it first rolled out in 2021.

Continuing to Learn and Grow

On average, Abbott full-time employees receive 24 hours of training and development per year. In 2023, we provided training around data-driven decision-making, a simulation for agility, and a learning content path for digital mindset training to prepare our employees for the future of healthcare.

Developing Our Future Leaders

In addition to the vast curriculum available to all employees, we offer various programs to support the personal development of emerging leaders.

- **New Leader Program:** Designed to support new managers in making a successful transition to managerial roles while honing leadership potential. Instruction is delivered over 12–14 weeks, with eight virtual, instructor-led sessions as well as various self-paced modules and on-the-job activities.
- **GM Acceleration Program:** Created to accelerate the readiness and quality of identified talent for general manager (GM) or commercial leadership roles. Across a year, three program phases include a business and finance workshop, an assessment center, and development opportunities to apply learned skills.
- **Global Citizen Development Program:** Brings together early-career employees to prepare them to be next-generation leaders. Cohorts of approximately 35 employees – from different divisions, functions, and geographies – complete blended learning sessions to develop leadership skills, build business acumen, and develop a strong network. The program spans six months and includes critical business challenges where participants apply their learnings.

DISCLOSURES: WORKFORCE

- **Operations Leadership Program:** Provides focused development for key talent within our operations functions, focusing on helping participants make cross-functional and cross-company decisions; understand key business drivers, future challenges, and strategic direction; practice how to anticipate issues, risks, and options for mitigation; and strengthen collaboration and relationship-building skills. By design, each cohort is global, culturally diverse, and geographically dispersed.
- **Emerging Leaders Program:** A global development program that identifies and develops cross-division talent for future leadership roles. The program spans five months and includes a virtual workshop to build broad leadership and communication skills as well as coaching and motivating skills. The program also includes private coaching, periodic cohort meetings, and a final group webinar to reflect on learnings and refine goals for progress. Program participants are promoted at higher rates than their peer group.

Learning and Progression Opportunities

In 2023, Abbott filled 45% of open positions with internal candidates. We also hired more than 17,000 new external employees. Our open positions include those filled by external hires, internal hires, and promotions. Last year, we provided more than 304,000 job and development opportunities. Additionally, we hosted a Global Development Week in 2023, where more than 23,000 unique employees participated for more than 63,000 hours.

High School STEM Program in South Africa

In South Africa, our high school STEM program is supporting poverty alleviation and making a positive impact by helping the business achieve its B-BBEE legal obligation. In early 2023, allies from across Talent Acquisition, Human Resources, and various business units of the employee networking group International Black Business Network explored how Abbott's high school STEM program could make real business impact. Abbott supported this new model by engaging PROTEC, a locally based NGO focused on providing education support to the least-advantaged high school students in South Africa. Together, PROTEC and Abbott engaged 10 high school students who completed the high school STEM program in June, providing them with their first work experience in the field of STEM. During their time at Abbott, the students worked on lab projects, learned about Abbott's operations in South Africa, took part in trainings, and had time to work closely with mentors. The program also funds tutoring for the students to help them succeed in school, aiming for all to graduate with the hope for them to return to Abbott as interns in the future. In 2024, Abbott in South Africa is planning to welcome a cohort of 10 new students, continuing the success of 2023.

UNDERSTANDING EMPLOYEE SENTIMENT

We provide an environment where each employee can be themselves and feel proud about coming to work each day. We actively listen to employees to better understand their expectations and how we can best meet them. On our Your Voice Counts survey, we ask employees questions that address their basic needs, contributions, teamwork, and growth. Our businesses have the opportunity to ask additional questions on topics that are most relevant to their people. We also include a question to measure employee satisfaction. In 2023, the Your Voice Counts survey was completed by 80% of our employees.

FLEXIBLE WORK OPTIONS

Abbott supports and encourages flexibility, both formally and informally, and offers a wide variety of flexible work options, including as-needed flex time, compressed workweek, telecommuting/remote work, reduced workweek/part-time hours, and job share.

FINANCIAL AND RETIREMENT BENEFITS

In 2023, approximately 14,000 employees across 75 countries were eligible to participate in Abbott's long-term incentive program. Abbott offered our employee stock purchase plan in 63 countries, with 43% of eligible employees participating.

DISCLOSURES: HEALTH AND SAFETY

Abbott's EHS organization reports to the Senior Vice President, Quality Assurance, Regulatory and Engineering Services, who reports to our Chairman and CEO. The commercial EHS organization is divided across six regions, each with a dedicated manager. Safety representatives and teams at each Abbott site work to implement internal EHS programs.

Our EHS Leadership Council is made up of business and global EHS leaders who develop and drive our EHS programs, including those related to employee health and safety.

OCCUPATIONAL HEALTH SERVICES

Our Global Occupational Health Services (GOHS) team develops and maintains occupational health policies, procedures, and guidelines; trains relevant employees; and consults on regulatory compliance. Together with the EHS team, the GOHS team leads our response to public health emergencies with the potential to impact our employees and our business. The team also implements Abbott's global employee health and productivity strategy, supported by our Occupational Health Services Standard, which requires each facility to have designated healthcare professionals with site-specific knowledge.

Today, more than 130 occupational health professionals support employee health and well-being and treat illnesses and injuries. They also conduct regular screenings and health education programs. Site and divisional leaders track implementation of occupational health and well-being initiatives using a Global Health Scorecard. We also have a Reproductive Hazard Management Standard for the health and safety of employees and their potential future children.

FOSTERING A CULTURE OF HEALTH AND SAFETY

In addition to our dedicated EHS Policy, we utilize several technical and management standards, including:

- Risk Assessment and Self-Assessment Management Standard to assess and mitigate health and safety risks
- Training and Awareness Management Standard to inform employees of risks and job-specific hazards
- Topic-specific technical standards, e.g., Fleet Safety, Control of Hazardous Energy, Confined Spaces, Ergonomics, Electrical Safety, Biological Safety, and Working at Heights
- Emergency Preparedness Standard to establish requirements for emergency preparedness planning for health and safety on-site and in surrounding communities

All EHS management and technical standards are detailed online.

ENGAGING EMPLOYEES

EHS employees are trained on relevant regulatory requirements and Abbott's standards. We further engage employees in environmental efforts through evaluations of EHS leaders against annual EHS performance goals, dedicated forums for discussing priority EHS issues, and our annual EHS Awards Program.

Our Excellence Awards recognize individuals or teams that improve our health and safety performance, improve our carbon footprint, reduce waste, and drive efficiency. We awarded 15 EHS Excellence Awards in Air and Energy, Water, Waste, Health and Safety, Community Outreach, and Product Stewardship categories.

OUR 2023 PERFORMANCE

We consistently update our protocols to safeguard against occupational injuries and illness. Each division actively implements initiatives to drive improvements while maintaining and evolving our existing practices. We also provide targeted training in key programs, such as ergonomic workstation improvements and targeted stretching programs.

	2021	2022	2023
Lost-Time Case Rate* <i>Employee and Contractor</i>	0.13	0.12	0.15
Vehicle Accidents <i>per Million Miles</i> <i>Field-Based Employees Only</i>	2.61	2.56	2.86
Recordable Case Rate* <i>Employee and Contractor</i>	0.30	0.25	0.28

*Annual incident rates are calculated per 100 employees, assuming the average employee works 40 hours per week and 50 weeks per year. This is equivalent to 200,000 hours worked.

DISCLOSURES: ENVIRONMENT

ENVIRONMENTAL POLICIES, COMPLIANCE, AND AUDITING

We maintain policies and standards that align with best practices, regulatory trends, and requirements in an effort to operate in accordance with applicable requirements. It is the responsibility of every worker to adhere to our policy and to report practices or conditions that are inconsistent with this policy or that pose recognized or unacceptable risks to human health or the environment. In addition, each employee is committed to following our policy when conducting business activities. Our comprehensive global audit program monitors compliance with applicable environmental regulations. It also identifies potential risks to our business and employees. We evaluate EHS risk factors for each site annually, using insights to determine audit frequency. Following audits, corrective action plans are developed, implemented, and monitored where needed. The audit program also informs standards and regulatory training requirements for relevant employees through the identification of potential risks to business.

Our [EHS policies and standards](#) are available online.

ECOSYSTEM PROTECTION

Recognizing the vital role protecting biodiversity and ecosystems plays in environmental management, we maintain technical standards designed to mitigate unpermitted environmental releases. Each Abbott facility must comply with these standards as well as relevant external regulations.

We assess environmental risk from our operations and our supply chain, and we are working across functions to establish a biodiversity program.

UTILIZING EXTERNAL STANDARDS

2023 ENVIRONMENTAL CERTIFICATIONS

Total Sites Certified to ISO 50001:2018 and/or ISO 14001:2015	73
Total ISO 14001:2015 Certifications	59
Manufacturing Sites Certified	42
Non-Manufacturing Sites Certified	17
Total ISO 50001:2018 Certifications	31
Manufacturing Sites Certified	18
Non-Manufacturing Sites Certified	13

We consider Leadership in Energy and Environmental Design (LEED) certification when building new facilities and have certified 20 projects under LEED standards, including one platinum, five gold, and six silver certifications. Additionally, we utilize our Energy and Environmental Impact Tool to identify and model energy-efficient and environmentally sustainable concepts for inclusion in the capital project design. We also consider external certifications – such as ISO – where they add business value.

By the end of 2023, 52% of manufacturing sites had been certified under ISO 14001:2015 (Environmental Management Systems) and/or ISO 50001:2018 (Energy Management Systems) standards. Meaning 69% of our square footage for sites with manufacturing are covered by these ISO certifications.

MERGERS AND ACQUISITIONS

Abbott develops multiyear integration plans to align acquisitions with our EHS management practices, standards, and policy. Integration progress is monitored and verified by an internal EHS compliance audit.

Our EHS Policy requires that EHS liability and compliance evaluations are completed on property and business acquisitions and divestitures. Abbott assesses EHS liability and compliance risk prior to making decisions on mergers and acquisitions. Compliance with our EHS Policy is also incorporated into all new acquisitions.

ENERGY MANAGEMENT

Abbott's energy policy, technical standards, and guidelines drive Abbott's energy management program. Elements of the program include the integration of energy efficiency concepts into business operations, goal-setting, and strategic planning. Our progress toward established targets and objectives is routinely monitored through the review of performance metrics. Concepts such as energy awareness are advanced throughout our energy community of practice (CoP). We seek opportunities for improvement by conducting periodic energy audits and through the evaluation of emerging technologies.

Our Global Energy Council monitors, evaluates, and reduces total energy consumption; negotiates energy contracts; and promotes financially beneficial conservation and alternative energy projects. Through our CoPs and award programs, we encourage a culture of continuous improvement and share best practices.

DISCLOSURES: ENVIRONMENT

Energy Efficiency Within Our Manufacturing Operations

We are continuing to target Scope 1 and 2 emission reductions by focusing on operational energy efficiency and reduced energy demands at our manufacturing facilities. Additionally, we seek to identify opportunities to improve energy performance. For example, several of our Rapid Diagnostics Infectious Disease manufacturing sites in Asia and Europe conducted coordinated third-party energy assessments, resulting in the identification of several energy-saving opportunities. Actions implemented in 2023 included:

- **Gyeonggi-do, South Korea:**

Installed and adjusted timers, controls, and devices to better control energy usage, resulting in projected annual savings of more than 278,000 kWh of electricity and about 60 metric tons CO₂e.

- **Hangzhou, China:**

Implemented multiple projects, including the installation of a control optimization system to monitor and control heating, ventilation, and air conditioning operations, with projected annual savings of about 320,000 kWh of electricity.

- **Jena, Germany:**

Replaced belt-driven air-handling unit fans with direct drive fans, which will result in a combined saving of 211,000 kWh of electricity and about 130 metric tons CO₂e per year.

Assessing Our Climate Risk

Our EHS Governance team, along with key Abbott functions such as Legal, Regulatory, Supply Chain, Risk Management, Business Continuity, and Finance, monitors emerging climate- and sustainability-related trends and regulations. This allows us to analyze potential business impacts, understand risk exposure, and develop appropriate mitigation strategies. The TCFD outlines how companies should report on climate-related risks and mitigation strategies. Our TCFD index details our disclosures. We also share information in our latest [CDP Climate Change Disclosure Response \(2023\)](#).^{*} The environmental metrics we track and report against are available on [Page 56](#).

Investing in Electrification and Renewable Energy

Abbott is continuing to invest in opportunities to electrify our business and renewable energy to drive down Scope 2 emissions. For example, in 2023:

- **Victoriaville, Canada:**

Installed a heat recovery and pump system projected to result in an annual decrease of about 7.4 million kWh of electricity and about 1,400 metric tons of CO₂e emissions.

- **Select sites in India, the United Kingdom, and Germany:**

Added on-site solar-power-generating capacity. Collectively, these installations will generate about 487,000 kWh and are projected to reduce about 300 metric tons CO₂e.

WATER MANAGEMENT

Our water position statement, water management technical standard, and water efficiency guidelines detail expectations for water management planning and monitoring Abbott's impact on resources in communities where we operate by:

- Implementing management plans and targets for mitigating risks
- Engaging key local stakeholders to fully understand water-related risks
- Identifying opportunities to reduce quantity and quality water-related impacts

Our communities of practice raise awareness of water management programs and share our successes.

Managing Water Risks

We use a context-based approach to water management, annually assessing for resilience using the WRI Aqueduct — a global water-risk mapping tool — to analyze local water stress and evaluate against our internal water-use intensity. This analysis allows us to tailor our water management systems accordingly to reduce impacts at sites identified as exposed to water stress.

Water mitigation requirements depend on water stress and water use. All our sites must comply with internal and external requirements regardless of their context. We also apply stronger mitigation measures in water-stressed sites and high water-use sites.

DISCLOSURES: ENVIRONMENT

High Water Use

Evaluate local water risks, identify opportunities to mitigate water-related risk, set and track water targets, and engage local stakeholders.

Medium to Low Water Use

Evaluate local water risks, identify opportunities to mitigate water-related risk, and set and track water targets.

Read more about how we manage water risks in our [CDP Water Security Disclosure Response \(2023\)*](#) (section W4.2b).

Water Stewardship Outcomes

Four additional high-water-impact sites located in water-stressed areas became AWS Core Certified sites in 2023 (see [Page 33](#)). For more information, visit a4ws.org/certification.

Among other steps, here's how our Medical Devices manufacturing facility in Sylmar, California, implemented its plan in 2023:

- Engaged with community and other stakeholders, including presenting the site's water stewardship efforts to a local organization to identify and collaborate on solutions to shared water challenges.
- Volunteered to help clean up a habitat in a local wildlife reserve in an important water-related area.

- Expanded access to WASH by committing to increasing filter changes of the site's touchless drinking water-dispensing stations from every two years to annually.
- Implemented multiple projects to reduce water use, including upgrading toilets and water fixtures to low-flow devices and optimizing chiller usage.

Water Use Reductions in Water-Stressed Locations

Abbott is committed to reducing water use at our sites located in water-stressed locations and continued to implement projects in 2023 with this strategy in mind. For example:

- Singapore:** Diverting wastewater to cooling towers, saving about 30 megaliters of water per year.
- Baddi, India:** Reuse of several water streams, including reverse osmosis (RO) reject water, ultra-filter backwash, and boiler condensate, saving about 26 megaliters of water per year.
- Arizona, USA:** Modified control scheme of recovery RO system to save about 25 megaliters of water per year.

WASTE MANAGEMENT

We have standards and guidelines addressing hazardous and nonhazardous waste, as well as beneficial-use activities. These include a range of waste management strategies, such as:

- Incorporating preventive maintenance and process design to eliminate waste generation
- Processing waste reduction through diagnosing and fixing problems that would otherwise result in waste generation

- Reducing waste through product design, material input, and purchasing decisions
- Partnering across other value chains to promote beneficial use
- Segregating waste material properly
- Recycling and incinerating with energy recovery

Our waste management program establishes requirements that drive waste generation minimization across our manufacturing operations. We do this through conducting assessments to identify opportunities to improve waste performance, establishing program objectives and targets, and monitoring progress. We also require sites to provide waste management awareness to employees on waste disposal practices and relevant reduction, reuse, and recycling programs.

Managing Hazardous and Chemical Waste

We are prioritizing reducing the proportion of waste classified as hazardous (current profile is around 16% of our 2023 waste footprint). Our waste management standard has requirements for proper management of hazardous waste and for decontaminating biohazardous waste prior to final disposal. It also details training requirements for any Abbott employee or contractor working with waste.

DISCLOSURES: ENVIRONMENT

Minimizing Waste Impacts Through Innovation

Abbott continues to look for ways to reduce the generation of waste at the site level.

In 2023, we implemented unique waste-reduction solutions at sites in:

- **Diagnostics manufacturing facility located in Wiesbaden, Germany:**

Developed an innovative technical solution to successfully treat wastewater with activated carbon filtration. This initiative will result in a waste reduction of about 1,600 metric tons annually.

- **Medical Device site located in Donegal, Ireland:**

Reduced the volume of inks consumed in the manufacturing of *FreeStyle Libre* sensors, resulting in about a 22% reduction in ink consumed, as well as an approximately 44% reduction in waste, which is approximately 1 metric ton annually.

Improving Waste Diversion Through Site Initiatives

In alignment with our goal to maintain a waste diversion rate of 90%, we seek opportunities to move waste away from landfilling and incineration without energy recovery.

- **Diagnostics operations in Lake County, Illinois:**

Identified and contracted with a vendor to facilitate recycling of extruded polystyrene foam coolers. This initiative will result in the diversion of about 16 metric tons of waste from landfilling annually.

- **Medical Device manufacturing in Belo Horizonte, Brazil:**

Delivered reusable cups to all Abbott employees. This action reduced plastic cup waste by approximately 40% and will divert approximately 7 metric tons of waste from being incinerated without energy recovery.

Product Stewardship

Product stewardship focuses on reducing and restricting the use of hazardous substances in products, packaging, and manufacturing processes from design through end of life. Hazardous substances are those that pose a risk to human health and/or the environment.

Abbott conducts assessments for hazardous substances for new and changed products. When substances are identified, Abbott assesses:

- Whether continued use can be justified
- The value of use versus reformulation
- Any potential compliance issues

The evaluation process creates an opportunity to research suitable alternatives, if available, and identify potential product performance and cost impacts. Business management reviews recommendations for next steps, including justification for substance use, product support strategies, and business risk monitoring and mitigation plans.

Our Corporate Product Stewardship organization updates the company on potential business impacts of changes to regulatory requirements for hazardous substances. Our regulatory intelligence process follows business-level actions to help Abbott remain compliant and identify potential impacts in a timely manner. All relevant teams are trained on product stewardship, which includes R&D, Supply Chain, and EHS.

DISCLOSURES: QUALITY

QUALITY GOVERNANCE

Our operations cross several jurisdictions, with 90 manufacturing sites and oversight from more than 100 quality and regulatory agencies. Our quality framework drives regulatory compliance wherever we operate.

The Senior Vice President, Quality Assurance, Regulatory and Engineering Services, oversees quality globally, reporting to our Chairman and CEO. Executive management review of the quality system takes place quarterly to reinforce alignment with Abbott's quality policy and objectives, as well as relevant regulations. Quality and operation heads also review quality and compliance metrics, including improvement plans on a quarterly basis. Business-specific quality and regulatory leaders are responsible for business-specific quality systems, updating each president on progress. The Board's Public Policy Committee reviews quality metrics, industry progress, and emerging issues.

QUALITY PLANT OF THE YEAR

We believe in recognizing and showcasing best-in-class work, and so, every year, we name a "Quality Plant of the Year." We invite employees to submit nominations detailing quality performance to our panel of judges, which comprises senior leaders from a variety of functions. To determine the winning plants, semifinalists are invited to present to a panel. Senior leadership from Quality Assurance, Regulatory, and Engineering visit the winners to present the awards on-site.

COMMERCIAL QUALITY

Commercial quality assurance groups help supply chain processes maintain product quality and compliance.

The One Abbott quality assurance (QA) initiative establishes common management procedures for:

- Operational excellence
- Customer satisfaction
- Supply chain assurance
- Organization and professional development

It also aligns systems for managing suppliers, documentation, warehouse controls, distribution controls, nonconformance, and corrective and preventive action.

TRAINING AND CERTIFICATION

New employees are trained on QMS elements, with an annual QMS refresher course delivered to existing and part-time personnel. In addition, business-level good manufacturing training offerings and corporate-level quality courses support employees with product quality responsibilities. Each business also offers tailored division- and site-specific trainings.

In 2023, we enhanced training on cybersecurity and auditing of product types related to Abbott businesses as well as enhanced curriculum on critical thinking and technical writing skills. We continuously monitor industry hot topics, recalls, and audit findings to understand where we can augment our training offerings.

Also in 2023, we provided funding for pursuit of American Society for Quality (ASQ) and Regulatory Affairs Professionals Society (RAPS) qualifications, resulting in 31 additional employees receiving various quality and regulatory certifications through ASQ and RAPS. Abbott now has more than 1,000 certified employees.

DISCLOSURES: SUPPLY CHAIN

SUPPLY CHAIN MANAGEMENT

CONTROLS AND IMPLEMENTATION

To uphold the values represented in our Supplier Guidelines and other applicable policies, we have established controls and relevant training to support our due diligence activities.

We are embedding social responsibility clauses in applicable procurement contracts detailing our values and expectation that suppliers comply with our Supplier Guidelines and remediate identified issues.

Supplier and Procurement Professional Training

Our suppliers are expected to know, understand, and comply with Abbott's Supplier Guidelines. Further, suppliers are expected to train their own employees to meet the expectations detailed in the guidelines. Likewise, Abbott's procurement professionals are required to complete training on the Supplier Guidelines, our supply chain sustainability due diligence efforts, and initiatives to improve the sustainability of our supply chain.

Supplier Selection

When selecting suppliers, we consider ESG factors alongside business capabilities and capacities, quality management systems, financial health, and alignment with Abbott's vision. We maintain a supplier assessment process to minimize reputational and business continuity risks. This is particularly relevant to critical suppliers, but we also assess noncritical suppliers flagged for potential sustainability risk.

Our Approved Suppliers List categorizes suppliers as high (critical), medium, or low risk, with critical partners identified as:

- Supplying materials, components, or services that influence the safety or performance of our products
- Our only approved source of materials, components, or services
- Integral to our business continuity

Suppliers are also evaluated on supply chain transparency and complexity, alignment with certification schemes, proximity to our customers, and their commitment to product security. Our process to verify alignment with quality standards is detailed on [Page 91](#).

Additional Guiding Policies

- **Green Procurement Guidelines:**

Helps the Procurement team identify environmentally preferable goods and services and request them from suppliers.

- **Global EHS Policy:**

Guides strategic stakeholder, supplier, and contractor engagement to help compliance with EHS regulations and applicable Abbott standards.

- **Supplier Diversity Guidelines:**

Describes Abbott's commitment to providing opportunities for small businesses and those owned or operated by members of underrepresented groups.

- **Position Statement on Access to Clean Water:**

Sets supplier requirements on transparency for water management practices and educating suppliers on the importance of protecting water resources.

- **Climate Responsible Energy Policy:**

Encourages suppliers to reduce emissions and improve energy efficiency.

- **Animal Welfare Policy:**

Guides work with animal-related suppliers and contract laboratories, including expectations that animal use in any testing or process should occur only after alternatives have been fully explored and rejected.

DISCLOSURES: SUPPLY CHAIN

Position Statement on Conflict Minerals

Abbott complies with applicable laws that require companies to report on the use of conflict minerals, including annual disclosure to the U.S. Securities and Exchange Commission. We query key suppliers to disclose the presence and source of conflict minerals in their supply chains.

Partnering Across the Supply Chain With External Stakeholders

We connect with global sustainability leaders to drive continuous supply chain improvements through industry and membership organizations, such as the PSCI, National Minority Supplier Development Council, Diverse Manufacturing Supply Chain Alliance, and many others.

Through these partnerships, we engage across our supply chain to address shared risks and opportunities, including but not limited to:

- Education and mentoring to improve sustainability awareness and management performance
- Connecting to explore business continuity solutions and opportunities to source, design, produce, and distribute products in ways that respect the environment, society, and human health
- Solutions to reduce shared sustainability impacts across Abbott and with our suppliers

SUPPLY CHAIN SUSTAINABILITY DUE DILIGENCE PROGRAM

Our Supply Chain Sustainability Due Diligence Program enables global supply chain assessment and engagement on key sustainability topics.

Risk-Based Monitoring and Evaluation

We have global policies and procedures for evaluating suppliers for potential sustainability issues in their operations, including those related to human rights and labor, health and safety, environment, and management systems. These policies guide Abbott's supply chain sustainability due diligence activities, including but not limited to supplier selection and management, compliance with Abbott's Supplier Guidelines, and participation in sustainability due diligence and remediation activities, where applicable.

We take a risk-based approach to supplier screening, assessment, and monitoring, considering various factors such as supplier size, industry, and sourcing locations.

Sustainability Risk Screening

We utilize a third-party supply chain sustainability risk mapping technology to assess and provide a more detailed understanding of our direct and select indirect suppliers' sustainability risks.

Using this tool as well as additional risk-based criteria, Abbott assigns sustainability risk intensity factors based on a supplier's industry and region, referencing a variety of public and nonprofit sustainability, geopolitical, security, and infrastructure indices and sources. From this process, we determine the level and frequency of sustainability due diligence activities.

Prevention, Monitoring, and Mitigation

Suppliers determined to have a potentially high sustainability risk are requested to participate in more in-depth sustainability assessments conducted by a third party, covering topics such as labor and human rights, environment, and sustainable procurement.

Suppliers that are non-responsive to assessment requests or with confirmed sustainability risks may be subject to an on-site audit. These are conducted by an external auditor using globally recognized sustainability audit standards.

Where issues are identified, suppliers are expected to submit corrective and preventative action (CAPA) plans. Abbott's supplier relationship manager and subject matter experts monitor CAPA implementation and determine if a reaudit or other action — up to supplier disqualification — is required.

We also maintain strategic category- and/or region-specific supplier assessment and audit programs where sustainability risks have been identified (see [Page 41](#)). Depending on the supplier audit program, supplier industry, and assessment results, audit frequency can range from one to five years. Insights collected support better supplier engagement and inform sustainability initiative development at the supplier, sourcing, and/or business levels.

In addition, we encourage suppliers and other third parties to use our SpeakUp tool, which is available in 16 languages, to report concerns related to human rights and labor, health and safety, environment, and management systems. See [Page 95](#) for more information.

DISCLOSURES: SUPPLY CHAIN

SUPPLIER QUALITY MONITORING PROGRAM

A comprehensive, risk-based program helps suppliers impacting our regulated products and/or QMS conform to quality requirements. Suppliers are required to have a documented QMS appropriate for the products and services they provide to Abbott.

We monitor suppliers against performance criteria. They are classified according to potential impact risk level. This informs evaluation frequency, from every two years (for high risk) to every four years (for low risk). Learn how we categorize suppliers for sustainability risks on [Page 89](#).

Audits and evaluations aim to confirm suppliers can deliver to our requirements, maintain adequate QMS elements, and conform to relevant regulations and standards. Abbott chooses suppliers with QMS and training processes that meet requirements. On-site audits and additional agreements for high-risk suppliers verify operational capabilities and QMS requirements. Complementing our QMS, Abbott's QA groups require suppliers maintain training and competency programs and records.

STRENGTHENING THE SUPPLY CHAIN

Throughout 2023, we continued partnering with suppliers from key sourcing categories to address shared sustainability impacts.

Our 2023 Performance

Through our 2023 strategic initiatives and due diligence programming, we continued partnering with suppliers from key sourcing categories, engaging more than 4,000 suppliers on sustainability risks and opportunities and influencing more than 42% of our supply chain spend.

As part of our 2024 supplier assessment program, which uses a third-party assessment tool, suppliers reported the following (when applicable to their business):

- 81% of water-stressed suppliers assessed have measures to reduce water consumption
- 74% of key carbon-intensive suppliers assessed have actions on energy consumption and GHGs
- 42% of suppliers attained ISO 14001 certification in at least one site

Commitment to Diversity

Supplier diversity is a vital component of our 2030 Sustainability Plan. Goals for small and diverse supplier spend are incorporated into all Abbott divisions and sourcing category performance. Our Supplier Diversity Program creates opportunities for small, diverse, and/or historically underrepresented suppliers.

In 2023, Abbott extended our Global Supplier Diversity Program to include partnerships with leading international supplier diversity advocacy organizations, including WEConnect International, the Canada Aboriginal and Minority Supplier Council, and Minority Supplier Development UK. Through our ongoing Tier 2 program, we engage with our Tier 1 suppliers to increase their spend with diverse suppliers.

Through our Supplier Diversity Program, we have achieved year-over-year spend growth with small and diverse suppliers since 2020. An economic impact analysis of 2023 data indicated that Abbott supported more than 4,500 jobs and generated more than \$4.2 billion in economic impact in the diverse communities where we operate. During the COVID-19 pandemic, we partnered with small and diverse suppliers to support our COVID-19-related business activities. As the pandemic subsided, COVID-19-related sales decreased. Consequently, Abbott's level of spend with diverse suppliers supporting the COVID-19 business also decreased. However, Abbott has provided guidance and mentoring to certain suppliers that have been impacted by our declining COVID-19 business. We are also actively working to identify new opportunities for them with Abbott and other companies. Abbott remains committed to engaging new small and diverse suppliers, as well as continuing to identify new opportunities for suppliers with previous relationships with Abbott.

For full diverse spend performance indicators for the years 2020 to 2023, see Appendix section [Page 54](#).

DISCLOSURES: SUPPLY CHAIN

Agriculture and Deforestation

Our Food and Safety Council (including representatives from Supply Chain, Regulatory, and R&D) meets quarterly to address agriculture supply chain concerns. This includes due diligence of our sourcing practices and those of our agricultural suppliers to better understand environmental, social, and deforestation risks, particularly for soy-derived and palm-derived products. In 2023, about 0.5% of total spend was with these ingredients, and 0.1% was from regions at risk for deforestation.*

Animal Welfare in Dairy

We are committed to improving conditions for animals in our dairy supply chain by supporting the World Organisation for Animal Health Five Freedoms of Animal Welfare. In 2023, approximately 99% of the milk we procured (by spend) was certified to animal welfare standards.

Chemicals of Environmental Concern

Across our businesses, Abbott works with strategic suppliers to manage risks from chemicals of concern. For example, Abbott's branded generic medicines business assesses suppliers in at-risk regions** that handle and/or manufacture chemicals of environmental concern and active pharmaceutical ingredients.

This program evaluates applicable suppliers based on supply chain criticality and environmental, health, and safety risk. Depending on the level of risk assigned, suppliers are evaluated via a questionnaire and/or an on-site visit. On-site visits*** may be triggered if a supplier is determined high priority from a supply, questionnaire, or CAPA status review or is identified and aligned by our internal stakeholders.

Following on-site assessment, suppliers are assigned a risk status and follow-up actions are determined, including supplier CAPA execution, continuation of business activities, back-up supplier identification, and/or supplier disqualification.

Electrifying Our Fleet

We have replaced about 52% of the U.K. fleet with electric vehicles, with a plan to transition the remainder of the U.K. fleet in the coming years.

Transportation and Distribution

We aim to balance emissions reductions with the need for timely product delivery.

In 2023, Abbott moved freight more than 42 million miles across North America using multiple modes of transport. This included more than 600,000 miles and 374 shipments through intermodal transport and nearly 42 million miles and more than 64,000 truckloads sent by road.

TRANSPORTATION MODES (% OF GLOBAL SPEND)

	2021	2022	2023
Air	26%	44%	30%
Road	25%	27%	30%
Parcel	29%	19%	22%
Multimodal and Rail	6%	3%	9%
Ocean	14%	7%	9%
Total Global Spend in Scope	100%	100%	100%

*We do not use palm oil in our products. However, we use sustainably sourced soy- and palm-derived ingredients (such as palm nuts and medium-chain triglycerides oil), which can be affiliated with deforestation. Metrics reported based on division-provided spend data.

**Includes China, Europe, India, and Latin America.

***On-site audits may be repeated every three to five years.

DISCLOSURES: SUPPLY CHAIN

Supply Chain Water Risk

We're committed to responsible water use in the communities where we operate and source from. We regularly complete a supply chain assessment to identify suppliers sourcing to Abbott from high water-stressed areas to explore engagements to reduce shared business continuity, water quality, and quantity risks.

In 2023, we engaged with three suppliers to reduce water risks in our supply chain and initiated new engagements with nine suppliers to explore water risk reduction opportunities.

Packaging

Our Sustainable Packaging Guiding Principles tailor how we design and develop innovative, sustainable solutions for our existing and new packaging. Read more about our approach to balancing the need for product protection without negatively impacting the environment on [Page 35](#).

Waste Diversion With Inbound Material Suppliers

Abbott's EHS, Procurement, and Supply Chain teams are committed to working with key suppliers on waste diversion initiatives for both the waste we generate in our operations and the inbound materials that become waste.

In 2023, we engaged with 15 suppliers to improve inbound materials management across Abbott's value chain. Additionally, we initiated new engagements with 15 suppliers to explore reduction opportunities and offered global, cross-business training to internal stakeholders supporting these supplier engagements.

Reuse and Responsible Waste Management

We partner with key suppliers to responsibly dispose of waste generated by our operations and product take-back programs, including diverting as much as possible from landfill and incineration without energy recovery.

Our technical standard for vendor evaluation and approval provides a consistent method for evaluating and approving off-site waste disposal facilities and brokers in order to identify and minimize risks and liabilities associated with the management and disposal of waste. For sites producing more than 1,200 kg of hazardous waste annually, our Waste Vendor Assessment program requires waste vendor audits at least every five years.

We maintain an IT standard for evaluating and approving vendors for electronic disposition, promoting responsible recycling and, where viable, resale of used IT assets. In 2023, we continued our partnership with two primary IT asset disposition vendors to recycle 240 metric tons and resell an additional 76 metric tons of electronic equipment.

DISCLOSURES: GOVERNANCE

RISK MANAGEMENT FRAMEWORK

A Three Lines Model is integrated into our risk management governance approach. Elements include the following:

- Management, who directs our actions; manages operations in line with legal, regulatory, and ethical expectations; and allocates resources to achieve objectives (first line)
- Corporate oversight functions, who provide expertise, training, and support around policies and risk management practices from development through implementation, followed by monitoring and continuous feedback (second line)
- An internal audit function conducting independent assurance activities — assessing performance against policies and standards, identifying areas for improvement, and monitoring corrective action (third line)

These lines of responsibility are reflected in sustainability governance systems supporting our financials, ethics and compliance, data security, workforce, environment, quality, and supply chain efforts.

COMPLIANCE

Governing Ethical Processes

Abbott's CEO is the corporate officer responsible for leading our global ethics and compliance program and managing our OEC. The CEO provides regular briefings to our Chairman and CEO, executive leaders, the Board of Directors, and the Public Policy Committee. The CEO chairs Abbott's Business Conduct Committee (BCC) — a team of executive-level leaders and Abbott's Chairman and CEO. The BCC meets regularly to discuss potential risk areas and mitigation measures; review compliance program performance and metrics, including plans for improvements; and evaluate legal and regulatory changes and best practices.

In addition, dedicated business- and affiliate-level committees monitor compliance, provide employee training and engagement, and meet to discuss emerging issues. OEC staff members support each business and corporate function to support appropriate ethics and compliance program implementation. Outside the United States, regional OEC teams oversee the compliance program for all countries in which Abbott conducts business, including implementation of regional- or country-specific compliance requirements where necessary.

Code of Business Conduct Training

Upholding the highest ethical standards is the responsibility of everyone at Abbott. Our online LERN training, offered in 93 countries and available in 32 languages, educates employees on our Code of Business Conduct. The LERN program also shares practical guidance on recognizing and responding to legal and ethical issues. The LERN curriculum includes annual certifications on the Code and conflicts of interest in addition to other training and education courses, with a key focus on interactions with healthcare professionals.

Employees are assigned LERN courses based on their role and responsibilities.* In 2023, course topics included overviews of our Code of Business Conduct, conflicts of interest, fraud and anti-corruption, scientific research, protecting sensitive data, and enterprise cybersecurity. The 2023 LERN curriculum included five new/fully revised courses with incorporated interactive features and knowledge checks interspersed through the content. In 2023, more than 99.7% of active employees completed the annually assigned Code of Business Conduct training course and certification.

Interacting With Healthcare Professionals

We commit to interacting and communicating responsibly — and in compliance with local regulations — with healthcare professionals, patients, and consumers about our products and services. Where required, we report payments and other transfers of value made to healthcare professionals to relevant organizations or oversight bodies. Interactions are regularly monitored and audited, as determined on a risk basis.

*Applies to both full- and part-time employees.

DISCLOSURES: GOVERNANCE

Ethics and Compliance Week

Each year, Abbott holds an Ethics and Compliance Week to drive employee awareness on anti-bribery and anti-corruption, as well as other business conduct-related topics. In 2023, our theme was “Leading With Integrity, Every One, Every Day.” We kicked off with more than 80,000 employees across the company interacting with Ethics and Compliance Week kickoff emails from our CEO and CECO highlighting our commitment to compliance. In addition, employees received compliance-related messages from their divisional leaders to highlight compliance initiatives and activities available during Ethics and Compliance Week. Other interactive regional and local engagement activities, including training and knowledge checks, resulted in an estimated 22,000 engagements with employees. Ethics and Compliance Week activities also included opportunities to nominate local ethics and compliance champions, with more than 100 employees recognized for their contributions to Abbott’s compliance program.

CODE OF BUSINESS CONDUCT

Our Code of Business Conduct, available in 29 languages, is foundational to ethical conduct at Abbott. Every employee is required to read and certify adherence to the Code annually. It and other policies are designed to align with laws, regulations, and industry guidelines issued by medical technology trade associations, including AdvaMed, APACMed, MedTech Europe, and Mecomed.

Our Code of Business Conduct contains a section dedicated to promoting and selling our products with honesty and integrity. We expect product materials and communications will be balanced and truthful, consistent with the approved label in the countries we operate, and consistent with scientific evidence. We require compliance with each country’s laws and regulations that govern how, where, and when we are permitted to promote medical devices, diagnostics, nutritional products, and medicines. Our Code also explains that we may not promote or presell a product that has not yet been approved or cleared by the relevant regulatory body, and any requested information beyond the scope of approved product labeling must be directed to the appropriate medical or scientific function for response.

These principles are also carried through to our Ethics and Compliance Global Policy on Business Standards, along with the expectation that all promotional materials are properly reviewed and approved in accordance with applicable laws and company standards. To further support this compliance, we also maintain systems designed to help support business-wide alignment between our Global Infant Formula Marketing Policy and laws in our countries of operation.

REPORTING CONCERNs

Our Code emphasizes employees’ ability and responsibility to report noncompliance concerns, including those related to workplace discrimination or harassment; we strive to create a safe work environment without fear of retaliation. This applies to whistleblowing, or anyone reporting violations in good faith, with anti-retaliation principles and language included in our Global Compliance Policy on Reporting Concerns, Global Compliance Standards, and human resources policies, including Employee Problem-Solving, Workplace Harassment, and Violence in the Workplace. Abbott encourages employees and others to report instances of retaliation. We investigate reports, identify remedial actions as appropriate, and appropriately discipline employees as needed.

We have defined avenues and processes for asking questions and reporting suspected or actual violations of our Code, policies, or procedures. In addition to reporting to managers, the OEC, or Legal, this includes our SpeakUp tool, through which employees and external parties, including suppliers, can confidentially and — where permitted — anonymously raise concerns of potential misconduct. The SpeakUp tool is available in 16 languages and can be accessed by telephone, email, or internet 24 hours a day, seven days a week.

Our Employee Problem-Solving Policy supports information exchange and concern resolution. It applies to all Abbott employees, except where local laws or collective bargaining agreements dictate otherwise.

DISCLOSURES: GOVERNANCE

Auditing and Monitoring

Our Sales and Marketing Compliance Audit function and OEC-led monitoring process assess compliance with our Ethics and Compliance Global Policy on Business Standards and Local Procedures. Compliance Audit has the primary function to plan, direct, and manage sales and marketing compliance audits of global operations such as select third parties supporting Abbott's businesses, including those promoting our products to customers on our behalf. Specifically, these compliance audits cover the following: U.S. federal healthcare programs (when applicable), Abbott's policies, anti-bribery and anti-corruption laws, privacy laws, and local industry codes on ethical business practices. The audit scope is designed to assess the effectiveness of the compliance program and includes transactional testing of compliance activities related to Abbott's interactions with customers and the responsible promotion and marketing of our products. Risk assessments are performed to determine the schedule and scope of audits.

Audit reports are distributed to local and corporate management and include detailed findings and remediation points, which are subsequently tracked for implementation to help business leaders be held accountable and make necessary improvements to processes in a timely manner. Yearly results are summarized for both the Audit Committee and Public Policy Committee of the Board of Directors.

OEC personnel supporting each Abbott business unit and country perform an annual risk assessment to identify areas of potential compliance risk. Based on assessment outcomes, they then establish monitoring plans for the year, which includes selecting a risk-based sampling of interactions with healthcare providers (HCPs) (such as educational events, engagements with HCPs for services, and provision of sample or evaluation product) and reviewing supporting documentation to assess compliance with Abbott's policies. "Live monitoring" programs may also be utilized, in which compliance professionals directly observe HCP interactions. Monitoring data is analyzed and trended over time to identify potential signals or patterns requiring further evaluation.

OEC identifies CAPAs designed to address the root causes of monitoring findings. Issues detected through auditing and monitoring are analyzed, investigated if necessary, and reported to management.

Investigations

All reports of potential Code violations – including those related to discrimination and harassment – by employees and third parties who perform certain services on our behalf are thoroughly investigated. Any employee violating our Code of Business Conduct, policies, or procedures is subject to appropriate disciplinary action, which may include termination. Employees refusing to cooperate in investigations – or knowingly reporting false concerns or ones intended to threaten, intimidate, or retaliate – may also be subject to disciplinary action. Disciplinary actions can range from coaching and retraining

to verbal or written warnings, financial penalties, or termination. Managers are made aware of disciplinary actions associated with investigations and may take this into account when conducting performance assessments. In addition, Abbott's recoupment policy allows the company to seek recoupment of incentive compensation and/or existing awards or reduce future awards if it is determined that a senior executive engaged in significant misconduct or failed in a supervisory capacity.

The Ethics and Compliance Officer (or delegated vendor/personnel) responsible for investigations adds every potential Code violation report – including those related to discrimination and harassment – to a database. These reports are categorized by issue type and investigated by the appropriate function to determine if action is required. Periodic audits of this process help ensure investigations are conducted thoroughly and appropriately.

We regularly report on investigations to our Board committees as well as senior management.

DISCLOSURES: GOVERNANCE

THIRD-PARTY COMPLIANCE

All third parties (for example, distributors, dealers, wholesalers, resellers, and marketing partners promoting and selling Abbott products) with whom Abbott works are expected to hold themselves to the same ethical and legal compliance standards as Abbott; we detail our expectations in the Third-Party Guidelines, available online in 18 languages. In addition, our Third-Party Compliance Process is designed to address corruption and bribery risks arising from third parties interacting with government officials or HCPs on our behalf outside of the United States. Our process requires Abbott businesses, subsidiaries, and affiliates to complete diligence before engaging third parties, including screening suppliers, identifying high-risk partners, and monitoring and mitigating potential risks. Potential partners must answer detailed questionnaires, while an external vendor engaged by Abbott performs due diligence background checks on risks, including:

- Corruption
- Fraud
- Organized crime
- Regulatory breaches
- Human rights and labor abuses
- Social accountability
- Arms trafficking and war crimes
- Violations of government-imposed sanctions
- Terrorism
- Money laundering
- Anti-competitive behavior

We also provide third parties with training on these Third-Party Guidelines and on anti-corruption issues, using OEC training materials designed to guide country-specific training, particularly with suppliers that promote products to HCPs on our behalf. An e-learning platform provides and tracks online training for third parties undergoing due diligence. Our training video is available in 19 languages and must be viewed and acknowledged by third parties before they can successfully complete Abbott's due diligence screening process. In 2023, more than 3,000 third-party screenings were done, which included completion of this training requirement.

Where risks are identified, appropriate remedial action is taken, including additional contract terms, auditing, monitoring, training, or disqualification/rejection. We routinely update the Third-Party Compliance Process to continually protect against bribery and corruption risks.

CORRUPTION AND ANTI-BRIBERY

Protecting Our Right to Operate

As a publicly traded company, we are subject to external auditing of our books and records, with results periodically reported to the Board's Audit Committee. We comply with the U.S. Foreign Corrupt Practices Act, the U.K. Bribery Act, and all other applicable anti-corruption and anti-bribery laws. To protect our reputation and right to operate, we must work to ensure we never provide or accept anything of value to gain an improper advantage or inappropriately influence the use of our products. Our Global Anti-Corruption Policy, available in 29 languages, prohibits bribery and corruption in any form. Employees complete annual training on this and other related policies and procedures.

DISCLOSURES: GOVERNANCE

Internal Controls for Bribery and Anti-Corruption

Abbott has implemented a series of internal controls designed to address bribery and corruption risks, including the following:

- Risk assessments:** Identify potential risk areas and mitigation measures designed to discourage improper behavior
- Policies, procedures, and training:** Guidelines, training, and education to raise awareness of anti-bribery and anti-corruption
- SpeakUp tool:** For employees and external parties to raise potential misconduct concerns
- Investigations:** For all reports of potential violations, together with appropriate remediation or disciplinary actions when needed
- OEC approval:** Approval by OEC may be required for activities or interactions that may potentially present bribery or corruption risk, such as the lawful distribution of items of medical utility, including textbooks or anatomical models intended for the use in HCPs' treatment of patients
- Independent Internal Audit team:** Reports to the Audit Committee and verifies policy and procedure compliance

PREVENTING ANTI-COMPETITIVE PRACTICES

We commit to complying with competition laws wherever we operate.* These laws apply to several business areas, including competitor relationships, prices and terms of sale, and marketing and trade practices. Employees are encouraged to contact our Legal team or OEC for guidance regarding competitor interactions and to report inappropriate conversations. Reports can also be made through our Ethics and Compliance helpline.

PROTECTING OUR EMPLOYEES

Through our team of experienced security professionals and subject matter experts, the Employee Safety Group executes a variety of protective programs all focused on one common goal: keeping our employees safe.

Annually, our Global Security team trains employees on situational awareness. Our Situational Awareness for Everyone Everywhere briefings boost employee personal security awareness in both mindset and attitude.

EMPLOYEE SECURITY

Regional security experts and our corporate-based travel safety program help identify high-risk travel destinations and protect employees traveling for work. The Security Operations team manages physical security/critical incident response and also oversees Abbott's third-party security for Abbott sites globally. The Threat Management team partners with corporate stakeholders to keep Abbott's work environments safe and reduce the incidence and impact of workplace violence and other troubling situations.

The Executive Protection and Special Events Support teams partner with senior leadership stakeholders to create safe environments for employees and senior leaders participating in a variety of Abbott-sponsored events, including senior leadership gatherings and division-level conferences.

DISCLOSURES: GOVERNANCE

PROTECTING PRODUCT AUTHENTICITY

Efforts to mitigate counterfeiting and illegal diversion risks are overseen by our Global Security, Legal, Trademark, Regulatory, Public Affairs, and Business Unit teams. In 2023, using advanced analytics, our Global Security team identified and removed listings of Abbott fraudulent products being sold.* Business Unit and Business Support teams develop product identification playbooks (including authorized packaging, manufacturing locations, and typical shipping routes) to align with external efforts to increase fraudulent product identification as part of our preparedness and resilience efforts.

SAFEGUARDING INTELLECTUAL PROPERTY

Three processes help safeguard Abbott's intellectual property and trade secrets:

- Employee education on intellectual property and its protection
- Integration with the product development and business teams to identify and protect innovations early in the development process
- Abbott business- and industry-specific security risk mitigation and compliance programs

SECURING OUR SUPPLY CHAIN

We are committed to eliminating criminal activities from our supply chain, including drug trafficking, terrorism, human trafficking, forced/child labor, cyber threats, and contraband. We comply with applicable international customs laws, carefully selecting partners to avoid unethical practices and security threats. Our efforts exceed U.S. Customs and Border Protection (CBP) enhanced Customs Trade Partnership Against Terrorism (CTPAT) Minimum Security Criteria. We partner with CBP and an external vendor on a surveillance system that mitigates theft, counterfeiting, and illegal diversion risks.

Additionally, we remain a Tier 3 CTPAT partner, enabling product movements in and out of the United States with expedited processing and fewer customs exams. In multiple countries outside of the United States, Abbott has achieved recognition as an Authorized Economic Operator by complying with World Customs Organization supply chain security standards. Abbott collaborates with our network of transportation carriers and logistics providers, such as the Transported Asset Protection Association, to meet industry security standards. These partnerships help our products reach our customers safely.

ENFORCEMENT PROGRAM TACTICS

- Performing market surveys
- Removing counterfeit products and sites
- Halting unauthorized product sales
- Providing contract security language and enforcing policies with authorized resellers
- Reporting fake social media accounts
- Eliminating illegitimate and cybersquatted sites
- Training of customs and other enforcement officials to recognize and interdict counterfeits

*Including marketplaces, apps, websites, and social media.

DISCLOSURES: GOVERNANCE

CRISIS MANAGEMENT

Our commitment to sustainability extends to the resilience of our operations and supply chain against unforeseen challenges. Our Global Communications Center is a 24/7 operation dedicated to monitoring global risks and quickly responding to crisis events. This state-of-the-art facility is equipped with advanced technology and staffed by a team of experts, enabling us to proactively identify emerging threats and take decisive actions to safeguard our operations worldwide.

To bolster our crisis response capabilities, we have established geographic-specific crisis action teams strategically positioned around the globe. These teams, comprised of local experts, serve as the frontline responders to crises affecting specific regions, helping a swift and culturally informed approach to mitigating risks. Our Executive Crisis Management team, comprised of experienced leaders from various functions, provides strategic guidance and oversight, supporting a cohesive and well-coordinated response to any challenges that may arise. This multilayered approach underscores our dedication to sustainability by fortifying our ability to navigate unexpected times.

Business Continuity

Our Business Continuity program helps to continue providing critical products and services to our customers in the event of business disruption. Our program goal is to make Abbott more resilient in the face of ever-increasing threats to disruption so that Abbott can continue delivery of products or services at acceptable levels following a disruptive event. Improving resilience is accomplished by identifying vulnerabilities, planning for disruptions, and building capabilities. The Business Continuity program strengthens Abbott's resilience by incorporating objectives in governance, performance expectations, culture, and measurements of success to promote continuous improvement. We value resilience — the capacity to recover quickly from disruptions and take a risk-based approach to planning by spending the majority of effort in the areas with the highest risk. Exercises and lessons learned from actual events help us to improve our plans and identify opportunities to build our capabilities around resilience.

PUBLIC POLICY ENGAGEMENT

Public policy can positively impact societal health. Abbott engages in ongoing dialogue with policymakers, trade associations, and thought leaders to encourage policies that support access to our innovations.

For additional information on our corporate political participation, public policy engagement principles, and trade association memberships, see the [Corporate Political Participation](#) page of our website.

POLITICAL ACTIVITY PARTICIPATION

The Abbott Employee Political Action Committee contributes to U.S. federal, state, and local candidates and political organizations. We support those that we believe understand how government actions impact medical access and will promote continued medical progress.

In 2023, Abbott reported more than \$3.8 million in U.S. federal lobbying. Additionally, Abbott remains in the first tier on the Center for Political Accountability Zicklin Index of Corporate Political Disclosure and Accountability for the fifth consecutive year.

U.S. Trade Organizations

We are a member of various U.S. trade organizations — such as AdvaMed, Business Roundtable, Consumer Brands Association, Medical Device Manufacturers Association, National Association of Manufacturers, U.S. Chamber of Commerce, and other tax-exempt organizations — that engage in lobbying and other political activity to champion our needs, the needs of our industries, and the needs of people who rely on Abbott solutions. Our participation in these trade associations and other tax-exempt organizations is assessed annually by our Government Affairs function.

GLOBAL REPORTING INITIATIVE (GRI) INDEX

We sought to prepare this report in reference to the Global Reporting Initiative (GRI) 2021 Standards. All references are to pages within this Global Sustainability Report 2023 unless stated otherwise.

GRI STANDARD	GRI DISCLOSURE	LOCATION
General Disclosures		
GRI 2: General Disclosures 2021	2-1 Organizational details	Contacting Abbott Global Locations and Contacts Form 10-K
	2-2 Entities included in the organization's sustainability reporting	Appendix, Page 48
	2-3 Reporting period, frequency, and contact point	January 1–December 31, 2023 responsibility@abbott.com
	2-4 Restatements of information	Metrics Endnotes, Page 77
	2-5 External assurance	Independent Assurance Statement We engaged Apex Companies, an independent assurance provider, to conduct limited assurance of selected 2023 environmental and safety data. Our website includes a PDF of the Apex Assurance Statement.
	2-6 Activities, value chain, and other business relationships	Global Locations and Contacts About Abbott, Page 04 Form 10-K, Page 77
	2-7 Employees	Appendix, Key Social Metrics, Page 54
	2-8 Workers who are not employees	People, Page 24; Disclosures: Workforce, Page 81
	2-9 Governance structure and composition	Sustainability Governance, Page 46 Board of Directors and Committees Proxy Statement: The Board of Directors and its Committees, Pages 16–27
	2-10 Nomination and selection of the highest governance body	Board of Directors and Committees Proxy Statement: The Board of Directors and its Committees, Pages 16–27
	2-11 Chair of the highest governance body	Board of Directors and Committees Proxy Statement: The Board of Directors and its Committees, Pages 16–27

GRI STANDARD	GRI DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	Appendix, ESG Priorities, Page 50 Appendix, Stakeholder Engagement, Page 49 Board Oversight, Page 45 Proxy Statement: The Board of Directors and its Committees, Pages 16–27 CDP Climate Change Response: C1.2a*
	2-13 Delegation of responsibility for managing impacts	Board Oversight, Page 45 Proxy Statement: The Board of Directors and its Committees, Pages 16–27
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Governance, Page 46
	2-15 Conflicts of interest	Governance Guidelines Webpage: Director Responsibilities and Code of Business Conduct
	2-16 Communication of critical concerns	Proxy Statement: Audit Committee, Page 22 Processes for Investigations and Corrective Actions, Page 44 Compliance, Page 94 Reporting Concerns, Page 95 Auditing and Monitoring, Page 96 Due to confidentiality constraints, Abbott does not report the total number and nature of critical concerns.
	2-17 Collective knowledge of the highest governance body	Governance Guidelines Webpage: Director Orientation and Continuing Education
	2-18 Evaluation of the performance of the highest governance body	Proxy Statement: Board Evaluation Process, Page 24 Proxy Statement: Compensation Link to Sustainability, Pages 36–38
	2-19 Remuneration policies	Proxy Statement: Executive Compensation, Pages 28–76 Financial and Retirement Benefits, Pages 82–83 Financial Well-Being, Page 28 CDP Climate Change Response: C1.3a*
	2-20 Process to determine remuneration	Proxy Statement: Executive Compensation, Pages 28–76 Proxy Statement: Proxy Summary, Pages 28–39
	2-21 Annual total compensation ratio	Proxy Statement: Executive Compensation, Page 71
	2-22 Statement on sustainable development strategy	Chairman and CEO Letter, Page 03

*CDP 2023 responses reflect 2022 reporting year.

GLOBAL REPORTING INITIATIVE (GRI) INDEX

GRI STANDARD	GRI DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-23 Policy commitments	Appendix, ESG Priorities, Page 50 Human Rights, Page 29 Disclosures: Supply Chain, Page 90 Disclosures: Governance, Page 94 Abbott Policies Code of Business Conduct Supplier Guidelines
2-24	Embedding policy commitments	Sustainability Contract Language, Page 89 Disclosures: Governance, Page 94 Code of Business Conduct
2-25	Processes to remediate negative impacts	Supply Chain Sustainability Due Diligence Program, Pages 41, 90 Disclosures: Governance, Pages 94–100 Code of Business Conduct
2-26	Mechanisms for seeking advice and raising concerns	Human Rights, Page 29 Prevention, Monitoring, and Mitigation, Page 90 Reporting Concerns, Pages 44, 95 Code of Business Conduct
2-27	Compliance with laws and regulations	Disclosures: Health and Safety, Page 83 Environmental Policies, Regulations, and Auditing, Page 84 Compliance, Page 94 Form 10-K, Pages 04, 06, 11 When public disclosure criteria are met, the total amount of monetary losses as a result of legal proceedings is included in our 2023 Annual Report .
2-28	Membership associations	Appendix, Stakeholder Engagement, Page 49
2-29	Approach to stakeholder engagement	Appendix, Stakeholder Engagement, Page 49 Appendix, ESG Priorities, Page 50

GRI STANDARD	GRI DISCLOSURE	LOCATION
Material Topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Appendix, Stakeholder Engagement, Page 49 Appendix, ESG Priorities, Page 50
	3-2 List of material topics	Appendix, ESG Priorities, Page 50
Economic		
Economic Performance		
GRI 3: Material Topics 2021	3-3 Management of material topics	Appendix, ESG Priorities, Page 50 Board Oversight, Page 45 2023 Annual Report: Financial Report, Pages 36–82 Proxy Statement: Board Oversight, Pages 20–23
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	2023 Annual Report, Pages 36–42
	201-2 Financial implications and other risks and opportunities due to climate change	CDP Climate Change Response: C2.2* Appendix, Task Force on Climate-Related Financial Disclosures Index, Pages 113–115
	201-3 Defined benefit plan obligations and other retirement plans	2023 Annual Report, Page 55 Proxy Statement: Pension Benefits, Pages 64–67
Indirect Economic Impacts		
GRI 3: Material Topics 2021	3-3 Management of material topics	Appendix, ESG Priorities, Page 50 Innovate, Page 16 Disclosures: Access and Affordability, Pages 16, 78–79
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Disclosures: Access and Affordability, Page 78 Sustainable Development Goal (SDG) 17: Tanzania, Page 125
	203-2 Significant indirect economic impacts	Innovate, Pages 17–19 SDG Index: Pages 116–125 Supplier Diversity, Pages 42 and 91 Disclosures: Access and Affordability, Pages 78–79 Form 10-K: Item 1A Risk Factors, Pages 9–15
Procurement Practices		
GRI 3: Material Topics 2021	3-3 Management of material topics	Appendix, ESG Priorities, Page 50 Supply Chain, Pages 39–42 Disclosures: Supply Chain, Pages 89–93
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Abbott does not currently track annual spend on local suppliers.

GLOBAL REPORTING INITIATIVE (GRI) INDEX

GRI STANDARD	GRI DISCLOSURE	LOCATION
Anti-Corruption		
GRI 3: Material Topics 2021	3-3 Management of material topics	Appendix, ESG Priorities, Page 50 Ethics and Integrity, Pages 44–46 Compliance, Page 94 Corruption and Anti-Bribery, Page 97 Abbott Anti-Corruption Overview
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption 205-2 Communication and training about anti-corruption policies and procedures	Risk Management, Page 45 Corruption and Anti-Bribery, Page 97 Ethics and Integrity, Pages 44–46 Disclosures: Governance, Pages 94–95
Anti-Competitive Behavior		
GRI 3: Material Topics 2021	3-3 Management of material topics	Appendix, ESG Priorities, Page 50 Ethics and Governance, Pages 45–46 Compliance, Page 94 Corruption and Anti-Bribery, Pages 97–98 Abbott Anti-Corruption Overview Proxy Statement: The Board of Directors and its Committees, Pages 16–27
GRI 206: Anti-Competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	When public disclosure criteria are met, monetary losses as a result of legal proceedings are included in our 2023 Annual Report .

GRI STANDARD	GRI DISCLOSURE	LOCATION
Environmental		
Materials		
GRI 3: Material Topics 2021	3-3 Management of material topics	Appendix, ESG Priorities, Page 50 Environment, Pages 31–35 Supply Chain Governance, Page 40 Supply Chain Resilience, Product Traceability, and Critical Materials, Page 41 Disclosures: Environment, Page 84 Disclosures: Supply Chain, Page 93 Environment, Health, and Safety Policies Proxy Statement: Our Commitment to Sustainability, Page 08
Each Abbott business sets annual environmental targets, and we track progress on many EHS KPIs as part of Abbott's quarterly EHS scorecard that is shared with executive leadership. This helps us maintain progress toward our 2030 targets and identify areas for improvement on a continuous basis.		
GRI 301: Materials 2016	301-1 Materials used by weight or volume 301-2 Recycled input materials used 301-3 Reclaimed products and their packaging materials	In 2023, it is estimated that Abbott Nutrition utilized about 133,000 metric tons of material to place approximately 3.8 billion primary packages on market. About 13% (about 17,000 metric tons) is from renewable materials, and about 115,000 metric tons are from nonrenewable materials. In our Nutrition business unit, about 9% of all primary packaging by weight is made from post-consumer recycled materials. In our Nutrition business unit, about 80% of primary packaging is designed for recyclability. Reporting data is calculated using projected annual volumes from internal planning sources and consulting various external industry references to categorize packaging as recyclable, renewable, and/or using recycled content.
Energy		
GRI 3: Material Topics 2021	3-3 Management of material topics	Appendix, ESG Priorities, Page 50 Environment, Page 31 ; Disclosures: Environment, Pages 84–85 Energy and Greenhouse Gas Emissions, Page 32 Environment, Health, and Safety Policies Proxy Statement: Our Commitment to Sustainability, Page 08 Independent Assurance Statement Appendix, Key Environmental Metrics – Energy and Emissions, Pages 56–66

GLOBAL REPORTING INITIATIVE (GRI) INDEX

GRI STANDARD	GRI DISCLOSURE	LOCATION	GRI STANDARD	GRI DISCLOSURE	LOCATION
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Appendix, Key Environmental Metrics – Energy and Emissions, Page 56	303-2 Management of water discharge-related impacts (continued)		Abbott's medicines business acts to reduce antimicrobial discharge to the environment, both from our own sites and those of our suppliers, and minimize the spread of AMR.
	302-2 Energy consumption outside of the organization	Energy and Greenhouse Gas Emissions, Page 32 Abbott estimates emissions associated with upstream and downstream energy consumption in Scope 3. See CDP Climate Change Response: C6.5.*			We regularly assess discharge levels at each of Abbott's antibiotic and antifungal manufacturing sites. We quantify antimicrobial discharge levels in the wastewater by conducting a high-level theoretical assessment of the potential discharge risk (called "mass balance"), and whenever we see that results could be out of compliance, we follow up with chemical analysis of water samples for a more precise assessment. For sites where multiple active pharmaceutical ingredients are produced, we consider the lowest antimicrobial discharge limits available among all publicly available databases, including those set by the AMR Industry Alliance. If limits are not publicly available, our preclinical safety laboratory calculates them based on European Medicines Agency (EMA) guidelines.
	302-3 Energy intensity	Appendix, Key Environmental Metrics – Energy and Emissions, Page 59			When setting antimicrobial discharge limits, we consider the lowest predicted no-effect concentrations (PNECs) and those with the biggest batch size. Abbott's PNECs are risk based. For antimicrobials, Abbott has a default PNEC system based on an internal standard. In parallel, our preclinical safety laboratory evaluates PNECs' availability on publicly available databases, including PNECs established by the AMR Industry Alliance. If multiple values are available, the most stringent value is selected. If PNECs do not exist or ecotoxicological information is available publicly, our preclinical safety laboratory calculates PNECs based on the EMA guideline on the environmental risk assessment of medicinal products for human use.
	302-4 Reduction of energy consumption	Energy and Greenhouse Gas Emissions, Page 32 Appendix, Key Environmental Metrics – Energy and Emissions, Page 59			Beyond the inclusion of AMR in our contracts with manufacturing suppliers, we want to make it as easy as possible for suppliers to monitor their performance as a first step to identifying potential issues and taking remedial measures as needed. To optimize our audit mechanisms to be fast and effective, since 2022, we offer free water testing at 100% of sites that exceed set limits from the mass balance exercise. ¹ By covering the cost and facilitating the testing of water, we encourage suppliers to swiftly proceed to water analysis and handle with them any logistical issues that they may experience in the process. Free testing also covers any follow-up tests needed during the actions taken to remedy any potential exceedances, supporting the successful execution of remediation plans.
Water					
GRI 3: Material Topics 2021	3-3 Management of material topics	Appendix, ESG Priorities, Page 50 Environment, Pages 31, 33 Disclosures: Environment, Pages 84–86 Environment, Health, and Safety Policies Proxy Statement: Our Commitment to Sustainability, Page 08 Independent Assurance Statement	303-1 Interactions with water as a shared resource	Water Stewardship, Page 33 ; Water Management, Pages 85–86 Supply Chain Water Risk, Page 93 CDP Water Security Response: W3.3a, W4.2c*	Abbott's medicines business acts to reduce antimicrobial discharge to the environment, both from our own sites and those of our suppliers, and minimize the spread of AMR.
GRI 303: Water and Effluents 2018	303-2 Management of water discharge-related impacts	Environment, Pages 31, 33 ; Disclosures: Environment, Pages 84–86 Water Stewardship, Page 33 ; Water Management, Page 85 CDP Water Security Response: W1.2, W3.3b*			In parallel, we support efforts to strengthen testing capabilities in the countries where our manufacturing sites are located. Currently, the monitoring of discharge limits requires samples to be shipped to our main laboratory. The establishment of certified laboratories in the countries where we operate could make water testing an easier and faster procedure.

*CDP 2023 responses reflect 2022 reporting year.

GLOBAL REPORTING INITIATIVE (GRI) INDEX

GRI STANDARD	GRI DISCLOSURE	LOCATION	GRI STANDARD	GRI DISCLOSURE	LOCATION			
303-3 Water withdrawal	Water Stewardship, Page 33 ; Water Management, Pages 85–86 CDP Water Security Response: W1.2b, W1.2h*	Appendix, Key Environmental Metrics – Water, Pages 67–69	305-6 Emissions of ozone-depleting substances	Appendix, Key Environmental Metrics – Energy and Emissions, Page 58 CDP Climate Change Response: C7.1a*	Any Abbott facilities using substances containing ozone-depleting or hazardous/toxic air pollutants, as classified by local environmental protection agencies, adhere to applicable regulations. They also abide by Abbott's technical standards to help ensure protection of human and environmental health. Our Supplier Guidelines establish that the same standards are expected of Abbott suppliers.			
303-4 Water discharge	Water Stewardship, Page 33 ; Water Management, Pages 85–86 CDP Water Security Response: W1.2b, W1.2i	Appendix, Key Environmental Metrics – Water, Page 68	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Appendix, Key Environmental Metrics – Energy and Emissions, Page 58 CDP Climate Change Response: C.7.1a*				
303-5 Water consumption	Water Stewardship, Page 33 ; Water Management, Pages 85–86 CDP Water Security Response: W1.2b	Appendix, Key Environmental Metrics – Water, Page 67	Emissions					
Emissions								
GRI 3: Material Topics 2021	3-3 Management of material topics	Appendix, ESG Priorities, Page 50 Environment, Page 31 ; Disclosures: Environment, Pages 84–85 Energy and Greenhouse Gas Emissions, Page 32 Environment, Health, and Safety Policies Proxy Statement: Our Commitment to Sustainability, Page 08 Independent Assurance Statement	GRI 3: Material Topics 2021	3-3 Management of material topics	Appendix, ESG Priorities, Page 50 Environment, Page 31 ; Disclosures: Environment, Page 86 Waste Management, Page 34 Environment, Health, and Safety Policies Proxy Statement: Our Commitment to Sustainability, Page 08 Independent Assurance Statement			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Energy and Greenhouse Gas Emissions, Page 32 Appendix, Key Environmental Metrics – Energy and Emissions, Page 56 CDP Climate Change Response: C6.1*	GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts 306-2 Management of significant waste-related impacts	Waste Management, Pages 34–87 Waste Management, Pages 34, 86–87 Disclosures: Supply Chain, Pages 90–91			
	305-2 Energy indirect (Scope 2) GHG emissions	Energy and Greenhouse Gas Emissions, Page 32 Appendix, Key Environmental Metrics – Energy and Emissions, Page 58 CDP Climate Change Response: C6.2, C6.3*		306-3 Waste generated 306-4 Waste diverted from disposal 306-5 Waste directed to disposal	Appendix, Key Environmental Metrics – Waste, Page 70 Appendix, Key Environmental Metrics – Waste, Page 70 Appendix, Key Environmental Metrics – Waste, Page 70			
	305-3 Other indirect (Scope 3) GHG emissions	Energy and Greenhouse Gas Emissions, Page 32 Appendix, Key Environmental Metrics – Energy and Emissions, Page 58 CDP Climate Change Response: C6.5*	Effluents and Waste					
	305-4 GHG emissions intensity	Appendix, Key Environmental Metrics – Energy and Emissions, Page 56 CDP Climate Change Response: C6.10*						
	305-5 Reduction of GHG emissions	Disclosures: Environment, Page 85 Appendix, Key Environmental Metrics – Energy and Emissions, Page 56 CDP Climate Change Response: C7.9a*	Supplier Environmental Assessment					
<small>*CDP 2023 responses reflect 2022 reporting year.</small>								

GLOBAL REPORTING INITIATIVE (GRI) INDEX

GRI STANDARD	GRI DISCLOSURE	LOCATION
Social Employment		
GRI 3: Material Topics 2021	3-3 Management of material topics	Appendix, ESG Priorities, Page 50 People, Pages 24–29 Disclosures: Workforce, Pages 81–82 Code of Business Conduct Proxy Statement: Our Commitment to Sustainability, Page 08
GRI 401: Employment 2016	401-1 New employee hires and employee turnover 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees 401-3 Parental leave	Key Social Metrics: Employee Turnover Rate (Global), Page 54 Eligibility for non-salary benefits follows local regulations and practices. In most countries, this means we offer benefits to full-time employees and part-time employees working more than a certain number of hours. We typically provide benefit programs above and beyond government requirements. Abbott's investment in family care is one part of our commitment to helping employees manage and integrate their personal and professional lives. For U.S. employees, in early 2023, we enhanced our family care support services by launching Care.com, which includes a free premium membership for finding and managing care for children, seniors, pets, and the home, including 24/7 live access to free care specialists who offer one-on-one personalized support. Also included are resources and support for parents of neurodiverse children; education support, including college advisory service; and elder care patient advocacy, care coordination, and caregiving support services. Parental leave is available to eligible birth and adoptive mothers and fathers providing up to eight workweeks (i.e., up to 320 work hours or an equivalent part-time workweek) paid time off following the birth or legal adoption of a child. Parental leave may be used in one-week increments, up to one year from the date of birth or adoption of a new child. In 2023, about 1,280 employees took parental leave: 47% female (about 600) and 53% male (about 680). We comply with all laws regarding parental leave, which may require more expansive benefits. Abbott does not track return and retention rates by leave usage.
Labor/Management Relations		
GRI 3: Material Topics 2021	3-3 Management of material topics	Appendix, ESG Priorities, Page 50 People, Pages 24–26 Disclosures: Workforce, Pages 81–82 Code of Business Conduct Abbott Benefits: Supporting Your Well-Being Proxy Statement: Our Commitment to Sustainability, Page 08

GRI STANDARD	GRI DISCLOSURE	LOCATION
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	We treat all individuals with respect and communicate openly and with as much notice as practical given varying circumstances. We follow all locally required notice periods.
Occupational Health and Safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	Appendix, ESG Priorities, Page 50 People, Page 27 Employee Health and Safety, Pages 28, 83 Human Rights, Page 29 Environment, Health, and Safety Policies Proxy Statement: Our Commitment to Sustainability, Page 08
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system 403-2 Hazard identification, risk assessment, and incident investigation 403-3 Occupational health services 403-4 Worker participation, consultation, and communication on occupational health and safety 403-5 Worker training on occupational health and safety 403-6 Promotion of worker health 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships 403-8 Workers covered by an occupational health and safety management system	EHS Governance, Page 31 Disclosures: Health and Safety, Page 83 Environmental Policies, Regulations, and Auditing, Page 84 Disclosures: Health and Safety, Page 83 Disclosures: Health and Safety, Page 83 Disclosures: Health and Safety, Page 83 Employee Well-Being, Page 27 Abbott Benefits: Supporting Your Well-Being Supply Chain Sustainability Due Diligence, Page 90 Global Environment, Health, and Safety Policy Abbott Global Environment, Health, and Safety Standards 100% of employees and contractors are covered by this management system. Our data has been audited internally by the governance group and verified by an external auditor.

GLOBAL REPORTING INITIATIVE (GRI) INDEX

GRI STANDARD	GRI DISCLOSURE	LOCATION
403-9	Work-related injuries	<p>Employee Health and Safety, Pages 28, 83</p> <p>Our 2023 lost-time case rate target was 0.15 per 100 workers, which includes employees and contract workers.</p> <p>Abbott reports case rates per 100 workers, equivalent to 200,000 hours worked. Abbott does not track data according to the GRI definition of “high-consequence” injuries. Our recordable case rate incidents include any work-related injuries resulting in death, days away from work, restricted work, transfer to another job, medical treatment beyond first aid, loss of consciousness, and significant illness or injury diagnosed by a licensed healthcare professional.</p> <p>Abbott’s overall recordable rate for contractors and employees was 0.28 cases per 100 workers in 2023. The recordable rate for contractors was 0.15 cases per 100 workers in 2023, and the recordable rate for employees was 0.30 cases per 100 workers in 2023.</p>
403-10	Work-related ill health	<p>Employee Well-Being, Page 27</p> <p>Employee Health and Safety, Pages 28, 83</p>
Training and Education		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>Employee Development, Page 26</p> <p>Anti-Harassment Training, Page 29</p> <p>Company-Wide Training and Communications, Pages 44, 94</p> <p>Enterprise Cybersecurity, Page 80</p> <p>Continuing to Learn and Grow, Page 81</p> <p>Fostering a Culture of Health and Safety, Page 83</p> <p>Training and Certification, Page 88</p> <p>Supplier and Procurement Professional Training, Page 89</p>
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee 404-2 Programs for upgrading employee skills and transition assistance programs 404-3 Percentage of employees receiving regular performance and career development reviews	<p>Continuing to Learn and Grow, Page 81</p> <p>Employee Development, Page 26</p> <p>Anti-Harassment Training, Page 29</p> <p>Company-Wide Training and Communications, Pages 44, 94</p> <p>Enterprise Cybersecurity, Page 80</p> <p>Continuing to Learn and Grow, Page 81</p> <p>Fostering a Culture of Health and Safety, Page 83</p> <p>Training and Certification, Page 88</p> <p>Supplier and Procurement Professional Training, Page 89</p> <p>Our employees receive annual performance reviews and have access to a development planning platform throughout the year. Managers and employees are encouraged to have regular conversations about performance and development.</p>

GRI STANDARD	GRI DISCLOSURE	LOCATION
Diversity and Equal Opportunity		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>Appendix, ESG Priorities, Page 50</p> <p>Diversity, Equity, and Inclusion, Page 25</p> <p>Supplier Diversity Program</p> <p>Proxy Statement: Board Oversight, Pages 20–23</p>
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees 405-2 Ratio of basic salary and remuneration of women to men	<p>Proxy Statement: The Board of Directors and its Committees, Pages 16–26</p> <p>Diversity, Equity, and Inclusion, Page 25</p> <p>Proxy Statement: Board Diversity and Composition, Page 07</p> <p>Abbott does not currently report this data on a global basis. Information is reported in select countries where public disclosure is required.</p>
Child Labor		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>Appendix, ESG Priorities, Page 50</p> <p>Supplier Guidelines</p> <p>Human Rights, Page 29</p> <p>Proxy Statement: Board Oversight, Pages 20–23</p>
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	<p>Managing Supplier Sustainability Risk, Page 41</p> <p>Prevention, Monitoring, and Mitigation, Page 90</p> <p>Human Rights, Page 29</p> <p>At this time, we are unable to disclose data around high-risk operations or suppliers.</p>
Forced or Compulsory Labor		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>Appendix, ESG Priorities, Page 50</p> <p>Supplier Guidelines</p> <p>Human Rights, Page 29</p> <p>Proxy Statement: Board Oversight, Pages 20–23</p>
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	<p>Managing Supplier Sustainability Risk, Page 41</p> <p>Prevention, Monitoring, and Mitigation, Page 90</p> <p>Abbott does not currently report data on the operations and suppliers considered to have significant risk for incidents of forced labor.</p>

GLOBAL REPORTING INITIATIVE (GRI) INDEX

GRI STANDARD	GRI DISCLOSURE	LOCATION
Local Communities		
GRI 3: Material Topics 2021	3-3 Management of material topics	Appendix, ESG Priorities, Page 50 Advancing Health Equity Through Partnership, Pages 18, 19, 79 Proxy Statement: Board Oversight, Pages 20–23
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Advancing Health Equity Through Partnership, Pages 18, 19, 79 Disclosures: Access and Affordability, Pages 78–79 SDG Index, Pages 116–125 Strengthening the Supply Chain, Page 91
	413-2 Operations with significant actual and potential negative impacts on local communities	Advancing Health Equity Through Partnership, Pages 18, 19, 79 Disclosures: Access and Affordability, Pages 78–79 Strengthening the Supply Chain, Page 91 SDG Index, Pages 116–125
Supplier Social Assessment		
GRI 3: Material Topics 2021	3-3 Management of material topics	Appendix, ESG Priorities, Page 50 Supply Chain Sustainability Due Diligence, Pages 41, 90 Supplier Diversity Program Proxy Statement: Board Oversight, Pages 20–23
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Sustainability Risk Screening, Page 90 Our 2023 Performance, Page 91
	414-2 Negative social impacts in the supply chain and actions taken	Managing Supplier Sustainability Risk, Page 41 Prevention, Monitoring, and Mitigation, Page 90
Public Policy		
GRI 3: Material Topics 2021	3-3 Management of material topics	Appendix, ESG Priorities, Page 50 Public Policy Engagement, Page 100 Corporate Political Participation Proxy Statement: Board Oversight, Pages 20–23
GRI 415: Public Policy 2016	415-1 Political contributions	We have not made direct independent expenditures on behalf of candidates running for public office and do not have plans to make independent expenditures. If such expenditures are made, they will be included in our semiannual report. Our political contributions are bipartisan, made without regard for the private political preferences of our officers and executives, and based on: <ul style="list-style-type: none"> • Candidate policy positions that reflect Abbott's interests. • Representation of geographic areas where Abbott employees and facilities are located. • Relevant legislative committee assignments of office holders. • A candidate's ability to be elected. • The need for financial assistance. Abbott's latest federal lobbying disclosure filings can be found on our website (Corporate Political Participation). The Public Policy Committee of the Abbott Board of Directors reviews an annual report of our advocacy priorities.

GRI STANDARD	GRI DISCLOSURE	LOCATION
Customer Health and Safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	Appendix, ESG Priorities, Page 50 Quality, Page 37 ; Disclosures: Quality, Page 88 Compliance, Page 94
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Abbott's QMS is implemented at a global level and incorporated into each division and site. Risk management is an element of the QMS and implemented across the life cycle of Abbott products.
	416-2 Incidents of noncompliance concerning the health and safety impacts of products and services	Abbott's QMS is implemented at a global level and incorporated into each division and site. Risk management is an element of the QMS and implemented across the life cycle of Abbott products.
Marketing and Labeling		
GRI 3: Material Topics 2021	3-3 Management of material topics	Appendix, ESG Priorities, Page 50 Ethics and Integrity, Page 44 Compliance, Page 94 Privacy Policy Advertising and Marketing Approach Our Global Policy on the Marketing of Infant Formula, Pages 08, 10 Code of Business Conduct Proxy Statement: Board Oversight, Pages 20–23
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	For Safety Data Sheets for our formulation products, including ADD assays, see section 13 of our Safety Data Sheets . We also provide dismantling instructions for ADD, as well as waste handling and disposal instructions, in our OUS Technical Library, which is available to our customers. Ethics and Integrity, Page 43 ; Disclosures: Governance, Page 94 Privacy Policy Advertising and Marketing Approach Our Global Policy on the Marketing of Infant Formula, Pages 08, 10
	417-3 Incidents of noncompliance concerning marketing communications	When public disclosure criteria are met, monetary losses as a result of legal proceedings associated with false marketing claims are included in our 2023 Annual Report .

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

Abbott is reporting under the SASB, and in doing so, we strive to provide material ESG information to our investors and stakeholders. The following index provides content aligning with disclosures related to the Medical Equipment and Supplies Standard, Biotechnology and Pharmaceuticals Standard, and Processed Foods Standard. Unless otherwise noted, all data disclosed is as of December 31, 2023.

METRIC	2023 DISCLOSURE			
Medical Equipment and Supplies Standard				
Affordability and 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.	Year	Total Abbott Net Sales Price Change (Year-Over-Year %)	Global Consumer Price Index ¹ (Year-Over-Year %)	
	2023	+2.6%	+5.8%	
	2022	-0.3%	+7.9%	
	2021	-1.5%	+3.9%	
	2020	-0.4%	+1.7%	
	2019	+0.2%	+2.4%	
Affordability and access are priorities for Abbott as we strive to help people live fully through our life-changing products and technologies. We aim to reach as many people as possible who need these healthcare solutions.				
As part of our 2030 Sustainability Plan, we have an intentional focus on designing sustainable access and affordability into our new life-changing technologies so that we can make them widely available at affordable prices to people who need them. Pricing, however, is only one of the factors that determines affordability. Abbott also is advocating for systems and approaches that broaden access while minimizing additional costs for consumers and payers. In 2023, Abbott's product pricing reflected the company's approach, with an annual global net sales price change of +2.6%, which compares to a global consumer price index (CPI)* of +5.8% for 2023. This metric is modified from the metric provided by the SASB by substituting a global CPI for the U.S. CPI.				
Sales outside of the United States in 2023 comprised approximately 61% of Abbott's revenue. Abbott believes that disclosing product pricing relative to the global CPI is an appropriate way for investors and other stakeholders to best understand pricing for products across our diversified, global businesses. The global CPI is the total headline CPI for each country weighted by Abbott's geographic revenue exposure. For more on Abbott pricing, see Abbott's 10-K filing for 2023.				

*Global CPI is calculated using the total headline CPI for each country weighted by Abbott's geographic revenue exposure. CPI values are gathered by Abbott economics from the S&P Global, which sources data from each country's respective statistical agency or reporting institution. Revenue data for weighting is consistent with the net sales price change as reported in Abbott's annual 10-K filing.

**Abbott does not distribute medicines in the United States.

METRIC

HC-MS-240a.2: Description of how price information for each product is disclosed to customers or to their agents.

2023 DISCLOSURE

Abbott Laboratories sells diagnostics, medical devices, nutritional products, and medicines (for more details, see Pages 15–18 in our Innovate for Access and Affordability section in this report). Given the breadth of our product offerings, each Abbott division sells products using a variety of contracting methodologies. Divisions use a variety of price concessions in their sales contracting, including point-of-sale discounts, rebates, and wholesaler chargebacks. These price concessions can be for single- or multi-product sales and may include products from multiple business units or divisions (such as all medical device business units or rapid and molecular diagnostics). Price concessions may be based upon factors such as volume, market share, and purchase commitments or result from competitive bidding processes and are generally documented in executed contracts, purchase orders, and term sheets. Point-of-sale discounts are reflected in invoices that show the discounted prices, and rebates are documented in written agreements, with rebate calculations provided at the time rebate payments are made.

Our customers span the globe and include federal, state, and local governments, hospitals, group purchasing organizations, wholesalers, individual HCPs, and consumers. We maintain pricing flexibility to meet the needs of our diverse customers, large and small, and to help ensure that our essential healthcare products are available and affordable across the globe.

Product Safety

HC-MS-250a.1: Number of recalls issued and total units recalled.

2023 FDA Class I and Class II Recalls		
Business	Class I	Class II
Med Device	3	7
Diagnostics	0	4
Medicines**	N/A	N/A
Nutrition	0	2

HC-MS-250a.2: List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database.

- See the [FDA's MedWatch Safety Alerts for Human Medical Products Database](#)
- Abbott Recalls HeartMate 3 Left Ventricular Assist System (LVAS) Implant Kit for Risk of Blood Leakage or Air Entering System Between Inflow Cannula and Apical Cuff
- Abbott/Thoratec Corp. Recalls HeartMate II and HeartMate 3 Left Ventricular Assist System (LVAS) Due to Long-Term Buildup Causing an Obstruction
- Abbott Recalls HeartMate Touch Communication System for Unintentional Pump Start and Stop
- Abbott Medical Recalls Proclaim and Infinity IPGs for Inability to Exit Magnetic Resonance Imaging (MRI) Mode
- Abbott Trifecta Valves: Potential Risk of Early Structural Valve Deterioration - Letter to Health Care Providers
- Abbott Recalls Amplatzer Steerable Delivery Sheath for Increased Risk of Air Embolisms
- Abbott Recalls the Readers Used With the FreeStyle Libre, FreeStyle Libre 14-Day, and FreeStyle Libre 2 Flash Glucose Monitoring Systems for Risk of Extreme Heat and Fire
- Abbott Issues Safety Notification for FreeStyle Libre Family of Readers in the U.S.

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

METRIC	2023 DISCLOSURE		METRIC	2023 DISCLOSURE	
HC-MS-250a.3: Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience database.	FDA's MedWatch Safety Alerts for Human Medical Products Database		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.	Strengthening the Supply Chain, Page 91 We look for opportunities to reduce waste going to landfills by collecting our diagnostic products for recycling, refurbishing, and energy recovery. In one of our various takeback programs, we collected and refurbished about 400 instruments and diverted about 160 metric tons of product waste from landfill in 2023. Some of Abbott's takeback programs are driven by government regulations; however, others are proactive initiatives.	
HC-MS-250a.4: Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices by type.	Quality, Page 36		Supply Chain Management		
	FDA Enforcement Action	2022	2023		
	Warning letters issued	1	1		
	Seizures	0	0		
	Form 483s	7	5		
	Consent decrees issued	1	0		
2023 FDA Class I and Class II Recalls					
Business		Class I	Class II	Quality Inspections and Audits	
Med Device		3	7	2022	
Diagnostics		0	4	560	
Medicines*		N/A	N/A	77%	
Nutrition		0	2	78%	
Ethical Marketing					
HC-MS-270a.1: Total amount of monetary losses as a result of legal proceedings associated with false marketing claims.	When public disclosure criteria are met, monetary losses as a result of legal proceedings associated with false marketing claims are included in our 2023 Annual Report .		HC-MS-430a.1: Percentage of (1) entity's facilities and (2) Tier 1 suppliers participating in third-party audit programs for manufacturing and product quality.	Approximately 78% of applicable Tier 1 suppliers participate in third-party auditing programs. Suppliers are classified according to risk level of potential impacts; evaluation frequency is determined based on this, ranging between every two years (for high risk) to four years (for low risk).	
HC-MS-270a.2: Description of code of ethics governing promotion of off-label use of products.	One of the key universal principles related to product promotion is that we may not promote or presell a product that has not yet been approved or cleared by the relevant regulatory body for the location or usage in question. If a healthcare professional asks about uses for Abbott products that are beyond the scope of approved labeling (sometimes referred to as "off-label" uses), the inquiry should be directed to the designated function for such inquiries in each Abbott division, which normally resides in Medical Affairs.		HC-MS-430a.2: Description of efforts to maintain traceability within the distribution chain.	Abbott helps ensure product traceability by leveraging tracking technologies and enterprise resource planning solutions for select materials. Through these systems, we help ensure compliance with regulatory, quality, and control requirements.	
Product Design and Life-Cycle Management					
HC-MS-410a.1: Discussion process to assess and manage environmental and human health considerations associated with chemicals in products and meet demand for sustainable products.	To identify and mitigate the environmental impacts of our packaging and products throughout their life cycles, our relevant teams must work together. Our Product Stewardship, Supply Chain, R&D, Engineering, and EHS groups partner closely to analyze how and what we source. We continuously monitor the regulatory landscape and any change to hazardous chemical requirements. Our Corporate Product Stewardship organization holds regular forums for informing all areas of our company about the potential business impacts these changes could have. Our enhanced regulatory intelligence process helps ensure potential impacts are identified in a timely manner. It also follows actions taken at the business level to confirm we remain compliant.		HC-MS-430a.3: Description of the management of risks associated with the use of critical materials.	Supply Chain Resilience, Product Traceability, and Critical Materials, Page 41 Responsible Sourcing and Product Stewardship, Page 42	
	Our product stewardship program tracks and addresses hazardous chemical legislation and supports the implementation of conflict mineral due diligence. We offer product stewardship training to all relevant teams, including R&D, Supply Chain, Procurement, and EHS.		Business Ethics		
			HC-MS-510a.1: Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption.	When public disclosure criteria are met, the total amount of monetary losses as a result of legal proceedings associated with bribery or corruption is included in our 2023 Annual Report .	
			HC-MS-510a.2: Description of code of ethics governing interactions with healthcare professionals.	We respect the expertise of healthcare professionals who provide guidance about healthcare treatment options and healthy living. Healthcare professionals, such as physicians, pharmacists, nurses, researchers, or laboratory staff, must use their independent judgment to decide the best course of care for their patients based on their training and expertise. We are committed to working with healthcare professionals to provide them with timely and accurate information to assist them in making decisions and providing advice to their patients. We can achieve our mission of supporting health only through a truly collaborative approach.	
				We want to build a culture of integrity and compliance, engaging every employee in upholding ethical behaviors. Our global online LERN training program is run in 93 countries and available in 32 languages. It informs employees of all aspects of our Code of Business Conduct, with practical guidance on recognizing and responding to legal and ethical issues, with a key focus on interactions with healthcare professionals.	

*Abbott does not distribute medicines in the United States.

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

METRIC	2023 DISCLOSURE	METRIC	2023 DISCLOSURE
Activity Metric		HC-BP-210a.1: Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials.	Not disclosed.
HC-MS-000.A: Number of units sold by product category.	Not disclosed.	HC-BP-210a.2: Number of FDA sponsor inspections related to clinical trial management and pharmacovigilance that resulted in (1) voluntary action indicated and (2) official action indicated.	Not disclosed.
Biotechnology and Pharmaceuticals Standard		HC-BP-210a.3: Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries.	When public disclosure criteria are met, monetary losses as a result of legal proceedings associated with clinical trials are included in our 2023 Annual Report .
Safety of Clinical Trial Participants		Access to Medicines	Equitable access to healthcare is a priority for Abbott. We work globally across more than 160 countries, many of which are priority countries, to promote access to healthcare. This includes some priority diseases.
HC-BP-210a.1: Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials.	Abbott follows all applicable regulations in the countries where we conduct clinical studies or register products. We also follow nationally and internationally accepted standards, such as the International Council for Harmonisation of Technical Requirements for Pharmaceuticals for Human Use Guideline for Good Clinical Practice (GCP), the principles of the Declaration of Helsinki, ISO 14155, ISO 20916, and other standards. We train employees and clinical sites on the proper conduct of clinical studies and employ both external and internal oversight of studies. When planning our clinical studies, Abbott identifies and reduces controllable risks to patients. Either our Institutional Review Board (IRB) or our Independent Ethics Committee reviews any proposed research prior to commencement to assure patient protections. The informed consent procedures and consent form documents for any clinical study must conform to all relevant legal statutes and governmental regulations. During the course of a study, patients can report any concerns to the IRB. We monitor our studies on an ongoing basis to help ensure compliance with Abbott standards and identify any unforeseen risks to patient safety. This includes audits of contract research organizations that conduct or manage studies on behalf of Abbott. If Abbott becomes aware of study misconduct, we report it to the appropriate authorities. No GCP inspections by regulatory agencies of the company or clinical trial investigators led to fines, penalties, warning letters, or product seizures in 2023.	HC-BP-240a.1: Description of actions and initiatives to promote access to healthcare products for priority diseases and in priority countries as defined by the Access to Medicine Index.	
Clinical Trial Registrations	Abbott registers all applicable and/or covered clinical trials, regardless of outcome, in a publicly accessible clinical trials registry, such as ClinicalTrials.gov. For branded generic medicines, this means that we register interventional clinical studies in patients as designated by national laws and regulations. For medical devices and diagnostics, this means we register interventional clinical studies of health outcomes and pediatric post-marketing surveillance studies as designated by national laws and regulations.	Ethical Marketing	
Clinical Trial Results Disclosures	Abbott is committed to transparency and sharing important information about the clinical trials we sponsor. We recognize that there are important public health benefits to making clinical trial information available to HCPs, patients, and the public. Our registrations and results disclosures adhere to all applicable national laws and regulations in countries where we operate.	HC-BP-270a.1: Total amount of monetary losses as a result of legal proceedings associated with false marketing claims.	See HC-MS-270a.1.
	Abbott discloses the results of all applicable or covered clinical trials as described above, regardless of outcome, in a publicly accessible clinical trials results database, such as ClinicalTrials.gov. For branded generic medicines, we disclose the results of interventional clinical studies in patients as designated by national laws and regulations.	HC-BP-270a.2: Description of code of ethics governing promotion of off-label use of products.	See HC-MS-270a.2.
Clinical Trial Data Sharing	The regulatory environment around sharing clinical trial data for research purposes is evolving. We continually engage with stakeholders' different approaches for sharing clinical trial data with scientific and medical researchers to advance medical science while protecting confidential information.		

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

METRIC 2023 DISCLOSURE

Employee Recruitment, Development, and Retention

HC-BP-330a.1: Discussion of talent recruitment and retention efforts for scientists and R&D personnel.

Talent management is overseen by our Executive Vice President, Human Resources — who reports directly to our Chairman and CEO — and corporate officers, all of whom carry human capital goals. We engage organizations such as Advancing Minorities' Interest in Engineering (AMIE) and the Society of Women Engineers to identify diverse talent. Partnerships with academic institutions like Howard University and North Carolina Agricultural and Technical State University also support our future employee pipeline.

We recruit and partner with several universities. For example, we maintain a presence at the University of Illinois Urbana Champaign Research Park, the Prairie View A&M University, the University of Texas at Arlington, and the University of Puerto Rico Mayaguez University Campus, giving us access to a competitive and diverse pool of talented students to consider for internship opportunities. Our career site employs AI to enhance the application process, streamlining user experiences with tailored content and a personalized Chatbot to help identify roles. In 2023, Abbott hired more than 17,000 new employees. We strive to increase the number of women in our leadership ranks and across our many STEM roles. The annual Society of Women Engineers conference offers an opportunity to connect with the brightest female minds in the industry.

As well as supporting those who already work for Abbott, we want to give the next generation opportunities to get a foot on the industry ladder. Through our STEM internship program, we offer high school students — particularly female and minority applicants — an opportunity to kick-start a career in healthcare.

HC-BP-330a.2: (1) Voluntary and (2) involuntary turnover rate for (a) executives/ senior managers, (b) midlevel managers, (c) professionals, and (d) all others.

Appendix, Key Social Metrics, [Pages 54–55](#)

Processed Foods Standard

Energy Management

FB-PF-130a.1: (1) Total energy consumed, (2) percentage grid electricity, and (3) percentage renewable.

The total energy consumption (Scope 1 and 2) in 2023 was approximately 13,939,000 gigajoules. The total electricity purchased was about 4,514,000 gigajoules. Abbott's total energy consumption that is sourced from the grid totals to about 27%, and about 6% is sourced from renewable sources.

Water Management

FB-PF-140a.1: Percentage of (1) total water withdrawn and (2) total water consumed in regions with high or extremely high baseline water stress.

Total water withdrawn: about 13,405 megaliters. In 2023, approximately 43% of water was withdrawn from regions with high or extremely high baseline water stress. Total water consumption: about 2,360 megaliters. In 2023, approximately 50% of water was consumed from regions with high or extremely high baseline water stress.

METRIC

2023 DISCLOSURE

FB-PF-140a.2: Number of incidents of noncompliance associated with water quantity and/or quality permits, standards, and regulations.

FB-PF-140a.3: Description of water management risks and discussion of strategies and practices to mitigate those risks.

In 2023, four of the five Notices of Violation Abbott received were related to wastewater discharges, one of which resulted in a fine of \$250 USD.

No inherent water-related risks with the potential to have a substantive strategic impact on the business have been identified. To address water-related risks and help ensure our business's resilience, Abbott's Business Continuity and Crisis Management, EHS, Engineering, and Supply Chain organizations work to implement measures that allow us to help ensure business continuity and minimize the impacts from physical water-related risks. Likewise, a core part of Abbott's business strategy includes reducing our water footprint in our operations and engaging our value chain in strategic sourcing categories.

Packaging Life-Cycle Management

FB-PF-410a.1: (1) Total weight of packaging, (2) percentage made from recycled and/or renewable materials, and (3) percentage that is recyclable, reusable, and/or compostable.

FB-PF-410a.2: Discussion of strategies to reduce the environmental impact of packaging throughout its life cycle.

Abbott is committed to packaging optimization through sustainable design principles. Annually, our Nutrition business conducts an analysis of their primary packaging portfolio to estimate material circularity. In 2023, it is estimated that our Abbott Nutrition business utilized about 133,000 metric tons of material to place approximately 3.8 billion primary packages on market, made 22% of this packaging from recycled content and/or renewable materials, and estimated that 80% of its packaging is designed for recyclability, reusability, and/or compostability.

Recognizing the impact our packaging can have on the environment, we're designing for recyclability, efficiency, and increasingly positive impact. Our Sustainable Packaging Council has designed a database for reporting predicted progress against division projections for packaging projects. These next-decade figures guide Abbott functions as they collaborate to design and manufacture packaging with environmental sustainability as a priority. Our 2030 commitment is to address 50 million pounds of packaging through high-impact sustainable design programs that employ circularity principles. Sustainable Packaging Guiding Principles inform existing packaging upgrades and target new, more sustainable designs.

Our Guiding Principles

Optimize Material Efficiency

Eliminate unnecessary components	Reduce packaging materials
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Employ Circularity Principles

Replace problematic materials	Design for disassembly	Design for recyclability	Design for reuse	Utilize renewable materials	Integrate recycled content
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Balance All Aspects of Packaging Systems Holistically

Optimize cube efficiency	Provide consumer direction	Improve carbon footprint
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TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) INDEX

MANAGING RISKS AND OPPORTUNITIES

We are committed to identifying and reducing climate-related risks that may have the potential to impact our operations, supply chain, and distribution network. We maintain an identification process for opportunities to address emerging climate change-related healthcare needs and increase operating efficiencies by reducing climate-related impacts. We have determined that climate-related risks and opportunities exist for Abbott at site and regional levels but are limited at a global scale.

RISKS

We analyze physical and transitional risks resulting from emerging regulations and assess and manage them through our risk management processes, which identify opportunities to build resilience in both our operations and our business model. We regularly update risk management, standards, and programs to align with global best practices and regulatory requirements and aim to anticipate emerging risks and upcoming regulatory changes.

The EHS Governance team monitors emerging climate-related trends and regulations to analyze potential impacts and risk exposure and develop appropriate management strategies. We use scenario sensitivity risk modeling to understand the implications of climate-related risks. Abbott's Business Continuity and Crisis Management organizations implement measures to help business continuity and attempt to minimize the impacts of physical climate-related risks. These physical risks fall into two categories: acute and chronic.

Acute physical risks associated with climate change include unforeseen extreme weather events. We have developed strategies for mitigating and responding to them across our supply chain. Our Business Continuity and Crisis Management organization works with our EHS, Engineering, and Supply Chain groups to strengthen business resiliency against weather events and other forms of extreme disruption. In 2023, we encountered a wave of severe weather events globally. Our team faced diverse challenges, including cyclones in New Zealand, typhoons in Asia, historic hurricanes striking California, wildfires in Canada, and flooding in India. Yet, through planning and rapid response, we maintained the resilience of our supply chain.

Our Engineering and EHS policies and management standards consider chronic physical risks, such as water scarcity, and require sites to conduct regular risk and opportunity evaluations and implement mitigation strategies.

Abbott is a global organization with 90 manufacturing facilities in more than 25 countries, a diverse geographical supply chain and distribution network, and site-level business continuity planning. These factors lessen the potential for a material business impact from climate-related physical risks, such as effects of severity of weather.

Climate-related risks include transition risks that relate to emerging expectations and regulations around GHG emission management. These include carbon limits and taxes, enhanced reporting obligations, costs to transition to lower-emissions technologies, and increased costs of goods and services. We have identified the need to manage and reduce environmental impacts as a potential enterprise risk. In response to this, our business strategy includes reducing operational energy and carbon footprint and engaging our value chain in strategic sourcing categories.

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) INDEX

OPPORTUNITIES

As part of our product R&D and climate risk management processes, we consider climate change-related opportunities. These fall into two main categories:

- Increased operating efficiencies through achieving carbon reduction targets
- The opportunity to advance our mission to help people live their best lives by meeting changing healthcare and nutrition needs

Since 2004, Abbott has set public carbon reduction targets to drive our efforts to reduce our climate-related impacts as well as improve our operating efficiencies. Although climate-related opportunities exist and are incorporated into our 2030 Sustainability Plan, they are unlikely to have a substantive impact on our business.

Our 2030 Sustainability Plan outlines the way in which Abbott is responding to increased humanitarian needs due to severe weather events, new disease threats, and changes in the spread of disease. We will do so in line with our priority of innovating for access and affordability, which characterized our company's global response to the COVID-19 pandemic. We will continue to respond to humanitarian needs in line with our caring value and primarily through our philanthropic organization and product donations.

We're also taking action to support people's health in a world impacted by climate change, focusing in two areas: tracking and finding solutions for emerging health threats, and preparing frontline systems and communities. Across our business and in collaboration with others, we're working to identify and address emerging health issues, strengthen underlying systems, and help build more resilient communities.

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) INDEX

DISCLOSURE	2023 RESPONSE
Governance	
a) Describe the Board's oversight of climate-related risks and opportunities.	Abbott is committed to strong corporate governance that aligns with stakeholder interests. Our Board of Directors has an integral role in leading our sustainability activities. For more details on its oversight of climate risks and opportunities, see Page 31 of the Environment section and Abbott's CDP Climate Change 2023 Response CDP C11b .*
b) Describe management's role in assessing/managing climate-related risks and opportunities.	Abbott's commitment to sustainable business starts at the top and is integrated across our organization. The management team leads our sustainability activities alongside the Board. See Page 46 of the Governance section and CDP C1.2, C1.3, and C1.3a * for more information.
Strategy	
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Abbott is a global organization with 90 manufacturing facilities in more than 25 countries, a diverse geographical supply chain and distribution network, and site-level business continuity planning. These factors, and our mature business continuity and crisis management programs, lessen the potential for a substantive business impact from climate-related physical risks, such as effects of severity of weather. For more information, see CDP C2.1a, C2.1b, C2.2, C2.2a, C2.3b, and C2.4b .*
b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	We factor climate-related risks and opportunities into our financial planning and business strategy, including in our products and services, supply chain, investments in R&D, and operations. For more information on these impacts, see CDP C3.1, C3.2a, C3.3, and C3.4 .*
c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2-degree C or lower scenario.	To calculate the implications of emerging climate-related trends and regulations, Abbott's EHS and Economics organizations undertake scenario sensitivity risk-modeling analyses on potential and emerging environmental risks. Recent analyses have considered the national climate targets arising from United Nations Climate Change Conferences, potential carbon taxes, the financial implications of water scarcity, and climate change impacts to agriculture supply chains. For more information on these scenarios and the resilience of Abbott's climate strategy, see CDP C2.2, C2.2a, C3.2, C3.2a, and C3.3 .*
Risk Management	
a) Describe the organization's process for identifying and assessing climate-related risks.	Abbott is committed to reducing climate-related risks that may have the potential to impact our operations, supply chain, and distribution network. These include potential physical risks as well as emerging transition risks. We have various risk management processes, which assess climate-related risks across the organization to help minimize risks to our businesses and operations. For more details on our process for identifying and assessing risks, see CDP C2.1a, C2.1b, C2.2, and C2.2a .*
b) Describe the organization's processes for managing climate-related risks.	Abbott has a process for managing the potential physical and transition risks identified in our assessment process. We have several tools, committees, and organizations that identify and manage these risks. For more details, see CDP C2.1a, C2.1b, C2.2, and C2.2a .*
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Climate risks are embedded into our risk assessment and management process and play a critical role in our business and continuity strategies. For more details on how climate is integrated into our overall risk management, see CDP C2.1a, C2.1b, C2.2, and C2.2a .*
Metrics and Targets	
a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	We track a number of climate-related metrics, in addition to our Scope 1, 2, and 3 emissions for our carbon footprint. For these metrics, see CDP C4.2b, C4.3a-c, C5.2, C6, C7, C8, and C9.1 ; Page 32 of the Energy and Greenhouse Gas Emissions section; and Page 56 of the Appendix.
b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions and the related risks.	Under our 2030 Sustainability Plan, we have set targets to reduce our absolute Scope 1, 2, and 3 emissions. To track these, we disclose our carbon footprint for all three scopes annually. For these metrics and related risks, see CDP C5.2, C6, C6.1, C6.3, C6.5, C7, and C8 ; Page 32 of the Energy and Greenhouse Gas Emissions section; and Page 56 of the Appendix.
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	We have set targets to track our performance and assess and manage our risks and opportunities, including for Scope 1, 2, and 3 emissions. For more information, see CDP C4.1 and C4.1a ; Page 32 of the Energy and Greenhouse Gas Emissions section, and Page 56 of the Appendix.

*CDP 2023 responses reflect 2022 reporting year.

SUSTAINABLE DEVELOPMENT GOALS (SDG) INDEX

In a bid to drive global impact, we work to align our priorities, material issues, and actions with the United Nations SDGs.



NO POVERTY

End poverty in all its forms everywhere.

Target

1.1/4/1.5

Why It Matters

We are committed to developing accessible, affordable products. Even as we invest in innovation, we seek solutions that reduce costs being passed to customers. At the same time, we are using our scale to support global communities in rebuilding following natural disasters and other emergencies.

2030 Abbott Goal

Make access and affordability core to new product innovation.

SUSTAINABLE DEVELOPMENT GOALS

Progress and 2023 Stories

India: Partnering With SEWA to Address Noncommunicable Diseases

In India, we partnered with SEWA to develop a model of care to address noncommunicable diseases in underserved communities. The community-based clinics and telemedicine services provide primary, acute, and noncommunicable disease care while also creating employment and entrepreneurship opportunities for SEWA members. The program runs in 35 districts across six states, reaching more than 174,000 community members in 2023.

Hurricane Disaster Resilience

In advance of the hurricane season in the United States and Puerto Rico, Abbott provided grants to food banks and health clinics that enabled investments in generators, warehouse and staff equipment, and supplies, improving their efficiency and operational output following disasters, particularly Hurricane Idalia.

Ukraine: Rebuilding Healthcare Infrastructure

In partnership with International Medical Corps to rehabilitate three hospitals in Ukraine, we distributed critical medical equipment and supplies, finished renovations to one of the three hospital bomb shelters, and provided services to nearly 270,000 people.





SUSTAINABLE DEVELOPMENT GOALS (SDG) INDEX



ZERO HUNGER

End hunger, achieve food security and improved nutrition, and promote sustainable agriculture.

Target

2.1

Why It Matters

At Abbott, we are committed to developing initiatives and healthcare solutions that support food security and improved nutrition for people globally.

2030 Abbott Goal

Transform care for chronic disease, malnutrition, and infectious diseases.

Progress and 2023 Stories

Healthy Food Rx: Windy City Harvest Pilot and Stockton

Abbott Fund supports two food-as-medicine programs. Healthy Food Rx is a food prescription program designed to improve health outcomes for people with diabetes. Launched in 2021 in Stockton, California, the program is part of Abbott Fund's *Future Well* Communities. Twelve-month results showed a significant decrease in A1c levels among patients with A1c levels outside of target range at baseline, as well as overall improvements in diabetes self-management and food security.

VeggieRx by Windy City Harvest, the only collaboration in Chicago, Illinois, that brings together clinical approaches and urban farming, works with four community clinics to connect people who have diet-related illnesses with weekly boxes of produce, nutrition education, recipes, and cooking demonstrations in both English and Spanish. Abbott Fund supports participation in a study exploring sustainable financial models of produce prescription programs and generating data on the clinical impacts of the program.

Child Hunger: The Global FoodBanking Network, Feeding America, and Northern Illinois Food Bank

Abbott Fund-supported child hunger programs are serving populations across the globe where food insecurity is highly prevalent and persistent. In 2023, with food systems facing significant pressure due to high rates of food insecurity, as well as production and supply chain challenges, these programs provided more than 38,000 children and their families with access to nutritious foods. This support was especially crucial for families as the cost of included staple items such as tuna, milk, fruit, lentils, and beans increased. Our partners include The Global FoodBanking Network, Feeding America, and Northern Illinois Food Bank.

Vietnam: Advancing Pediatric Nutrition

Since 2006, we have helped improve the health and nutritional status of school children in rural provinces of Vietnam. Our efforts include providing nutritious meals and supplements, food for families, and nutrition education for caretakers. During the 2022–2023 school year, we supported more than 3,100 school-age children across 15 schools through the program, achieving an 18% overall reduction in the prevalence of anemia and, in 10 of the schools, a reduction in the prevalence of underweight children between 13% and 19%.

Rwanda: Nutritious Food for Children

Through our partnership with The Women's Bakery, we provided daily servings of nutritious, locally produced bread to more than 3,500 children at two schools in Gicumbi, Rwanda. Survey data found that student attentiveness and performance increased from 72% to 96% and dropout rates decreased from 32% to 2%. This program also provides employment and economic opportunity for the community, with a focus on women.



SUSTAINABLE DEVELOPMENT GOALS (SDG) INDEX



GOOD HEALTH AND WELL-BEING

Ensure healthy lives and promote well-being for all at all ages.

Target

3.2/3.3/3.4/3.8

Why It Matters

Abbott is dedicated to improving people's health at all ages and stages of life. Health and well-being are at the center of everything we do each day to tackle the world's most pressing health problems.

2030 Abbott Goals

- Improve the lives of 3 billion people each year — reaching 1 billion more per year than in 2020
- Make access and affordability core to new product innovation
- Transform care for chronic disease, malnutrition, and infectious diseases
- Advance health equity through partnership

Progress and 2023 Stories

India: Rural Healthcare Across Nine States

Since 2020, we have worked with NGO Amarcures to support the Indian government's rural care program, including providing a grant of approximately \$2.9 million for upgrading PHCs to health and wellness centers across nine states. We are also training PHC staff and community health workers and educating communities on communicable and noncommunicable diseases. To date, upgrades have been completed at 93 PHCs.

Coalition for Global Hepatitis Elimination

In 2019, Abbott became a founding member of the Coalition for Global Hepatitis Elimination, contributing funding to create the HEAT program. The program aims to help scale hepatitis testing to meet global elimination goals.

In Nigeria, Uruguay, and Malawi, the HEAT program supported new national planning activities. Across all the HEAT countries, more than a dozen abstracts on the HEAT projects were presented at international conferences. In Ghana and Pakistan, Hepatitis Research, Evaluation, and Outreach (HERO) Fellows continued to work closely with local and national government officials to design, evaluate, and scale hepatitis B and C screening and treatment programs.

In 2023, the Coalition for Global Hepatitis Elimination expanded the Hep Test webinar series by highlighting synergies between pandemic preparedness and hepatitis elimination. Cumulatively, the Hep Test webinar series has now reached more than 1,600 people through live participations and on-demand learning.

Minnesota: Community-University Health Care Center

Abbott Fund partner CUHCC worked to advance chronic disease-related health equity through innovative, culturally responsive prevention and treatment services. In 2023, CUHCC provided support to more than 1,800 people and made an improvement in the percentage of patients with controlled hypertension, while at the same time decreasing the percentage of patients with diabetes who have A1c levels outside of target range since the partnership launch in 2020. CUHCC also provided place-based outreach to two new shelters connecting Ecuadorian immigrant residents to primary care.

Waukegan, Illinois: Erie Family Health Centers

Abbott Fund is partnering with Erie Family Health Centers, a federally qualified health center, to create a connected ecosystem of care for 2,100 medically underserved community members with diabetes, hypertension, or both. In 2023, 78% of patients with a "social driver of health" need (like food, housing, or transportation) were successfully connected to resources.

More than 10,000 patients and community members received nutritious food through a mobile food bank partnership with Northern Illinois Food Bank.

Abbott Center for Malnutrition Solutions

The ACMS helps transform care for malnutrition and chronic diseases by supporting screening of malnutrition at the community level. ACMS partnered with the Real Madrid Foundation to provide more than 500 MUAC z-score tapes and with Heidelberg University and the Kenya Medical Research Institute to provide 500 MUAC z-score tapes to support malnutrition screenings in ten countries.

Vietnam: Women's Union

In partnership with the Women's Union in Vietnam, we provided education on prevention and management of chronic diseases and infant and maternal nutrition, as well as conducted health checks for more than 6,000 women and children.

Equal Justice Works Fellow

Through its Shaping the Future workstream, Abbott's legal function sponsors Equal Justice Works inaugural fellow Nicole Camargo Almeida.

Nicole is working to increase the number of low-income immigrant families who receive health benefits under existing laws, advocate for the expansion of existing laws to additional age groups, and establish relationships and build trust within the community.



SUSTAINABLE DEVELOPMENT GOALS (SDG) INDEX



QUALITY EDUCATION

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

Target

4.1/4.2/4.3/4.4/4.5

Why It Matters

New ideas arise from diverse experiences and points of view. We're actively shaping our organization for the future by prioritizing diversity and inclusion, advancing STEM education, and empowering our teams with skills to meet the health needs of tomorrow.

2030 Abbott Goal

Create opportunities in Abbott's STEM programs and internships for more than 200,000 young people, including 50% from underrepresented groups.

Progress and 2023 Stories

51 Countries: STEM Diversity Program

Abbott's STEM Discovery Program is a virtual engagement event designed to attract and engage a large student base across the globe and expose them to the impact of STEM in the world. The program attracted more than 8,800 students across 51 countries globally; 46% were from underrepresented minorities.

Abbott Skilled Workforce Apprenticeships

To address the skilled workforce shortage, we partnered with local technical schools to develop and launch a three-year apprentice program. Through the partnership, we have created positions and technical curriculum to support the development of diverse skilled workers in the areas of mechanical; heating, ventilation, and air conditioning; welding; and electrical. We continue to advance the program by looking at additional areas of need, like manufacturing, and offering similar experiences in roles that support their education while providing on-the-job learning to become proficient in their fields.

Advancing Minorities' Interest in Engineering

In 1992, Abbott became a founding member of AMIE. In 2023, AMIE had grown to 41 corporate members working together to support a broad goal of increasing minority participation in STEM fields. Notable efforts in this area include:

- Prairie View A&M University AMIE partnership with HBCUs: Through this partnership, we designed and delivered a college-level course that would serve as an introduction to the medical device industry. The course provides students with industry insights and education related to manufacturing, quality, R&D, procurement, and finance. The course is administered in the department of mechanical engineering
- AMIE Cybersecurity Industry Collaboration Project: With industry partners Microsoft and the RTX Corporation, we are building awareness at AMIE universities to create a strong pipeline of students in cybersecurity. We are providing research and supporting work experience to participants to obtain meaningful degrees. As a part of the second phase, we expanded the program to three new HBCUs: Jackson State University, Prairie View A&M University, and University of Maryland Eastern Shore

Bantu, Tanzania: Primary School for More Than 450 Students

From 2008 through 2014, Abbott Fund built and expanded upon the primary school in the village of Bantu, Tanzania. Among graduates, nearly 90% go on to attend secondary school.

Tanzania: National Children's Home

Abbott Fund supported the construction of Tanzania's National Children's Home to improve security, education, and supervision — including staff housing on-site — and to provide safe spaces for play, agricultural programs, and sports. In 2023, the National Children's Home served nearly 200 children and extended services to the community through a daycare program and health clinic.

Tanzania: Mapatano Secondary School

In 2023, Abbott Fund began the work to expand and renovate Mapatano Secondary School in Bantu, Tanzania. The project, which is aligned with the national education development agenda, aims to improve the teaching environment and increase opportunities for students. The expanded and renovated school is expected to double the number of students; decrease absenteeism, especially for girls; and provide advanced level secondary school education, with a focus on STEM.

Columbus, Ohio: Center of Science and Industry Platform

The Center of Science and Industry (COSI) Platform is a program that serves highly talented yet underresourced students in grades 6–12, providing a platform for science- and technology-based education and economic development. Through weekly hands-on lessons, field trips, and mentorship from COSI educators and practicing STEM professionals, the platform is designed to help to increase matriculation to college, increase college retention and graduation rates, and increase primary or secondary workforce entrance into STEM industries.

Minneapolis, Minnesota: Summit Academy OIC

Through support of Summit Academy OIC, we're helping nearly 800 students in a marginalized north Minneapolis community through ongoing STEM career pathways programming and infrastructure capacity building.

Easterseals: Project on Education and Community Health Equity

With support from Abbott Fund and in partnership with Easterseals, we launched a pilot at 13 Easterseals Head Start schools across southern California, metro D.C., and north Georgia. This three-year program aims to break down barriers to high-quality education and healthcare for children and families in underresourced communities to help them be kindergarten ready.



SUSTAINABLE DEVELOPMENT GOALS (SDG) INDEX



GENDER EQUALITY

Achieve gender equality and empower all women and girls.

Target

5.1 / 5.6

Why It Matters

Promoting diversity and inclusion is part of how we lead, what we believe in, and who we always strive to be. We want to create an environment that nurtures everyone, regardless of race, gender, age, sexual orientation, disability, or nationality.

2030 Abbott Goals

- Achieve gender balance across our global management team with at least 45% female representation
- Achieve gender balance in STEM roles with at least 45% female representation

Progress and 2023 Stories

Workforce Gender Representation

Taking targeted actions, we have increased gender representation in our workforce. Today:

- 46% of our workforce is female
- 42.2% of management positions are filled by women*
- 42% of Board members are female

Rwanda: Second-Generation Health Posts

Through our partnership with the Rwandan Ministry of Health and the Society for Family Health in Rwanda, more than 19,000 individuals have received access to family planning and perinatal care services in the Bugesera district since October 2019.

*Common rounding convention utilized. See Appendix for detailed data.

Abbott High School STEM Internship

STEM Discovery Program

Abbott's STEM Discovery Program is a virtual engagement event designed to attract and engage a large student base across the globe and expose them to the impact of STEM in the world. This event provided students the opportunity to meet and engage with our STEM experts and gain valuable insights about a STEM career. The program attracted more than 8,800 students across 51 countries globally; 46% were from underrepresented minorities.

South Africa: High School STEM Program

In South Africa, we launched Abbott's high school STEM program, which supports poverty alleviation and makes a positive impact while helping our business achieve its B-BBEE legal obligation. To help implement this program, Abbott engaged PROTEC, a locally based nonprofit organization focused on providing education support to the least-advantaged high school students in South Africa. Together, PROTEC and Abbott provided 10 high school students with their first work experience in the field of STEM. During their time at Abbott, the students worked on lab projects, learned about Abbott's operations in South Africa, took part in trainings, and had time to work closely with mentors. The program also funds tutoring for the students to help their success in school, aiming for all to graduate with the hope that they will return to Abbott as interns.



SUSTAINABLE DEVELOPMENT GOALS (SDG) INDEX



CLEAN WATER AND SANITATION

Ensure availability and sustainable management of water and sanitation for all.

Target

6.2/6.3/6.4/6.8

Why It Matters

As global temperatures increase, so too does the scarcity of clean, safe water. Abbott recognizes the key role water plays in sustaining life, human health, economic growth, and ecosystems. It's also essential to our business continuity and manufacturing operations and plays a critical role in the use of many of our products. That is why we work diligently to protect water sources.

2030 Abbott Goals

- Achieve water stewardship certification at all high-water-impact manufacturing sites in water-stressed areas
- Implement accredited water stewardship management practices in more than 75% of all manufacturing sites operating in water-stressed areas
- Work with 50 key suppliers in high water-stressed areas to reduce water quality and quantity risks to Abbott and the community

Progress and 2023 Stories

India: The Smile Foundation

In partnership with the Smile Foundation in India, we are supporting 4,600 children from low-income communities — 44% of whom are girls — in STEM, health education, and sports. Health education covers noncommunicable diseases, menstrual hygiene, and WASH.

Arizona: Project WET

Arizona Project WET aims to engage and educate local communities, residents, K-12 schools, and businesses in Pinal County, Arizona, to raise awareness of current and future challenges to Arizona's water resources and the conservation solutions available to help mitigate them.

Building on efforts across our sites, we also work with local communities to help conserve water. In Arizona, we're helping to create a culture of water conservation in local communities near our nutrition plant in Casa Grande. With support from Abbott Fund, Arizona Project WET facilitates opportunities and trains Abbott experts on how to share best practices in saving water with local small businesses, homeowners, and schools, as well as expand education programs for students. Through this partnership, Arizona Project WET educators provide professional development that evolves teachers' instructional practice and water-related content through STEM integration, student-directed learning, and educational events. In 2023, more than 2,700 educators, students, and families benefited from these programs.

Alliance for Water Stewardship Certified Sites

In 2023, four additional Abbott sites in high water-stressed regions — Singapore; Santiago, Chile; Baddi, India; and Sylmar, California — achieved AWS Core Certification, bringing Abbott's total to six. For more information, visit aws.org/certification.

As part of this effort, each of these sites identified targets for actions and improvement in a water stewardship plan addressing risks, shared challenges, and opportunities that align with the five AWS outcomes. For example, our medical devices manufacturing facility in Sylmar, California, implemented several projects related to water use reduction, such as upgrading toilets and water fixtures with low-flow devices and optimizing chiller usage.

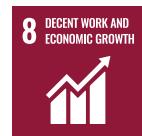
We also work with local partners to advance environmental initiatives within communities where we operate. For example, in 2023, we supported the installation of water filtration units to provide access to clean drinking water at six elementary schools in Baddi, India, a water-stressed area.

Additionally, in 2023, three manufacturing sites, representing 23% of all manufacturing sites operating in water-stressed areas not classified as high impact, implemented Abbott's internal water stewardship management practices.

Water Reductions at Water-Stressed Locations

Abbott is committed to reducing water use at our sites located in water-stressed locations and continued to implement projects in 2023 with this strategy in mind. For example, our Nutrition facility in Singapore implemented a project to divert various water streams (fast-rinse water, activated carbon-filter backwash water, and RO reject water) to supplement cooling tower makeup, which is projected to save about 30 megaliters of water every year at this site. In addition, our medicines manufacturing site in Baddi, India, focused on reuse of several water streams (e.g., RO reject water in boiler wet scrubber and toilets, ultrafilter reject and backwash water in cooling tower, and boiler condensate in boiler feed water), resulting in annual water savings of about 26 megaliters. We also implemented a project at our nutrition manufacturing site in Casa Grande, Arizona, to modify the control scheme associated with the recovery RO system in various ways, such as changing pressure booster pumps set points. This project resulted in annual water savings of about 25 megaliters per year.

SUSTAINABLE DEVELOPMENT GOALS (SDG) INDEX



DECENT WORK AND ECONOMIC GROWTH

Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.

Target

8.5/8.6

Why It Matters

Sustainable business success lies in attracting talented people who share our vision and values. To retain them, we must show we care by nurturing career development and safeguarding their health, safety, and well-being.

2030 Abbott Goals

- Provide 2 million development and job opportunities for current and future employees
- Ensure one-third of our leadership roles are held by people from underrepresented groups by 2025
- Create opportunities in Abbott's STEM programs and internships for more than 200,000 young people, including 50% from underrepresented groups
- Ensure an inclusive environment by increasing spending with diverse and small businesses 50% by 2030, and Black- and women-owned businesses 150% by 2025, from a 2020 baseline
- Achieve gender balance in STEM roles with at least 45% female representation

Progress and 2023 Stories

United States: Billion Dollar Roundtable

The Billion Dollar Roundtable is an organization dedicated to inspiring America's leading companies to expand and grow their work with diverse businesses across the country. At the annual Billion Dollar Roundtable Summit, Abbott was proud to be

inducted into the exclusive group of Billion Dollar Roundtable members. We've made significant progress in expanding our work with diverse suppliers in recent years. We currently work with more than 1,300 diverse suppliers, including certified minority-, women-, disabled-, LGBTQ-, and veteran-owned businesses.

India: Self Employed Women's Association

In India, we partnered with SEWA to develop a model of care to address noncommunicable diseases in underserved communities. The community-based clinics and telemedicine services provide primary, acute, and noncommunicable disease care while also creating employment and entrepreneurship opportunities for SEWA members. The program runs in 35 districts across six states, reaching more than 174,000 community members in 2023.

By training SEWA women in India from low-income communities to serve as community health workers, we are not only building health empowerment and livelihoods but also helping women achieve self-reliance.

Tanzania: Bantu Village Dairy Cow Program

The Bantu village community in Tanzania is supported with a dairy cow program, which provides an opportunity for self-employment for farmers through the creation of an agricultural ecosystem boosting both farming and livestock economic productivity. In 2023, Abbott donated more than 60 cows, of which 50 gave birth and provided milk for nutrition and a new source of revenue for the farmers.

Latin America and Canada: STEM Camps

We initiated an innovative program in Latin America and Canada aimed at the children of our employees, offering a range of engaging activities centered around STEM. These activities included workshops on robotics, mathematics, and science, along with tours of our facilities and manufacturing plants. The goal for this program was to introduce children, especially girls, to the world of STEM and foster a lasting interest in these fields. We envision these early experiences planting seeds that may grow into future careers in STEM and potentially lead these children to become part of our early career programs.

We held 14 STEM camps in five countries for more than 390 students — with an encouraging 77% of the participants being female. This high level of female participation is especially noteworthy because it aligns with our goal of creating more interest in STEM for females.

Abbott Global Development Week

Abbott's Global Development Week encourages employees to explore the range of resources available to help them realize their full potentials and build their best careers. In May 2023, as part of Global Development Week, more than 23,000 employees (roughly 20% of our total population) were positively impacted and enjoyed access to information designed to help them develop new skills and access resources to enhance their performance. Employees around the world attended more than 180 virtual webinars, panel discussions, and educational sessions. Nearly 200 leaders served as instructors, facilitating and engaging employees through live webinars and leadership panels.

India: Partnering to Empower Female Dairy Farmers

Abbott is partnering with TechnoServe and suppliers in India to create a resilient, sustainable raw milk supply chain model focused on the empowerment of female farmers. Project Ksheersagar, launched in Maharashtra, Andhra Pradesh, Karnataka, and Tamil Nadu, is investing in women across the value chain, providing them access to their own bank accounts, employment, and training in financial literacy and best practices for dairy farm management. This year, approximately 3,750 women farmers received direct payments to their bank accounts, and about 2,000 women farmers were registered as first-time milk suppliers.



SUSTAINABLE DEVELOPMENT GOALS (SDG) INDEX



RESPONSIBLE CONSUMPTION AND PRODUCTION

Ensure sustainable consumption and production patterns.

Target

12.5

Why It Matters

Each stage of a product's life cycle has potential impacts for human and planetary health. We are concerned about waste management beyond the manufacturing phase and are committed to helping mitigate impacts at each point of a product's journey.

2030 Abbott Goals

- Address 50 million pounds of packaging through high-impact sustainable design programs that employ circularity principles through smart design and material selection; eliminate and reduce materials; improve the energy efficiency of Abbott's products; and optimize packaging, pallet, and truckload efficiency
- Reduce waste impacts using a circular economy approach to achieve and maintain at least a 90% waste diversion rate
- Engage with key suppliers to reduce the environmental impact of materials sent to Abbott that become waste in our operations and develop and track supplier waste diversion initiatives

Progress and 2023 Stories

Waste Diversion Goal Update

In 2023, we reached a 91% waste diversion rate. In 2023, two manufacturing facilities were certified under Abbott's internal Zero Waste-to-Landfill program. This brings our total to 53 facilities certified since our internal program began in 2012.

Reducing Packaging Impact

We employ circularity principles in our packaging design to optimize recyclability, including the elimination of problematic components. We look to use renewable content from bio-based and natural resources that can be replenished through certified sustainable practices such as those set forth by the Forest Stewardship Council.

We maintain a detailed road map for sustainable packaging projects, including capital investment and environmental sustainability benefits. We look to actively collect packaging project metrics across our various businesses and monitor progress with a KPI tracking system that tracks our progress to our 2030 packaging commitment.

Our Medicines business conducted a pilot to employ an electronic leaflet for select products' usage instructions. The elimination of the physical leaflet led to material savings of about 9,000 pounds in 2023. We plan to expand the pilot to additional products and geographies.

In 2023, we reduced the weight of powder packaging overcaps for select nutrition products, eliminating about 80,000 pounds of plastic.

Reducing Operational Waste

Abbott continues to look for ways to reduce the generation of waste at the site level. Our diagnostics manufacturing facility located in Wiesbaden, Germany, developed an innovative technical solution to successfully treat wastewater with activated carbon filtration. This treated wastewater is now discharged to the local municipal wastewater treatment plant rather than hauled away as waste. This initiative, fully implemented in 2023 after several years of development, will result in a waste reduction of about 1,600 metric tons annually.

In alignment with our goal to maintain a waste diversion rate of 90%, we seek opportunities to move waste away from landfilling and incineration without energy recovery. Our diagnostics operations in Illinois, USA, identified and contracted with a vendor to facilitate recycling of extruded polystyrene foam (XPS) coolers. This initiative will result in the diversion of about 16 metric tons of the XPS coolers from landfilling annually.

Supply Chain Engagement

We are continuing to engage with suppliers to reduce the environmental impact of materials sent to us that become waste in our operations. Our diagnostics manufacturing site located in Shanghai, China, identified an opportunity for reusing raw material packaging at the site. The site worked with the supplier to reuse printed circuit board assembly antistatic trays. This initiative resulted in the reduction of about 18 metric tons of plastic waste annually at the site.

SUSTAINABLE DEVELOPMENT GOALS (SDG) INDEX



CLIMATE ACTION

Take urgent action to combat climate change and its impacts.

Target

13.1/13.2

Why It Matters

We are committed to safeguarding a healthier planet for everyone. We do this by reducing our emissions, finding more efficient ways to use energy, and limiting reliance on fossil fuels.

2030 Abbott Goals

- Reduce absolute Scope 1 and 2 carbon emissions by 30% from a 2018 baseline by the end of 2030, consistent with the objectives of the SBTi
- Our SBTi goal calls for 82% of our suppliers by emissions covering purchased goods and services and upstream transportation and distribution to have science-based targets by 2026

Progress and 2023 Stories

Energy Efficiency Capital Fund

In 2023, a dedicated environmental sustainability capital fund of \$15 million annually was established to support the completion of priority energy efficiency projects.

Reducing Scope 1 and 2 Emissions

We are continuing to target Scope 1 and 2 emission reductions by focusing on operational energy efficiency and reduced energy demands at our manufacturing facilities.

For example, our Rapid Diagnostics sites in Asia and Europe coordinated to have comprehensive third-party energy assessments conducted at their manufacturing facilities, which identified a number of energy-saving opportunities. Based on this, multiple energy-reduction projects were implemented by these sites in 2023.

Our site in South Korea installed and adjusted timers, controls, or sensors used by various energy users, such as heaters, dehumidifiers, and lighting systems, to better control energy usage. These efforts will result in projected savings of about 287,000 kWh of electricity annually, as well as projected annual emissions savings of about 60 metric tons CO₂e per year.

Our site in Hangzhou, China, implemented multiple projects as well, including the installation of a control optimization system to monitor and control heating, ventilation, and air conditioning operations to meet demand while minimizing energy consumption. This effort will result in projected savings of about 320,000 kWh of electricity annually.

Our site in Jena, Germany, replaced belt-driven air-handling unit fans with direct drive fans, which will result in a combined saving of 211,000 kWh of electricity and about 130 metric tons CO₂e per year, while also eliminating certain health and safety risks during maintenance activities.

Expanding Solar Power Capacity and Electrification

Abbott is continuing to invest in renewable energy to drive down Scope 2 emissions. In 2023, Abbott added solar power-generating capacity at four sites.

In the United Kingdom, we are continuing to convert our fleet from traditional internal combustion and hybrid vehicles to EVs. To date, we have replaced about 52% of the U.K. fleet with EVs, with a plan to transition the remainder of the U.K. fleet in the coming years.

We are also continuing to encourage employees to reduce their commuting impacts by providing on-site EV charging stations. For example, 10 EV stations were installed in 2023 at our medicines manufacturing plant in Neustadt, Germany, with more EV stations planned for installation at other sites.

Increasing Renewable Energy Procurement

In 2023, we purchased 260 million kWh of low-carbon and renewable energy, resulting in savings of about 64,000 metric tons of CO₂e. These savings were complemented by the roughly 3.9 million kWh generated from solar installations at 13 of our sites.

Climate-Related Disaster Preparedness

In 2023, Abbott employees at our Vascular manufacturing site in Puerto Rico partnered with a local nonprofit organization to sponsor hurricane-preparedness activities. Initiatives included providing educational information and medical support to more than 100 children and their families. Additionally, Abbott employees participated in a collection drive of nonperishable items, emergency equipment, and water supplies.

Scope 1 and 2 Emissions Progress

In 2023, we reduced our absolute Scope 1 and 2 emissions by 7% compared to our 2018 baseline. See [Page 32](#) for more information on impact reduction projects initiated in 2023. See [Page 56](#) for key emissions metrics.

Scope 3 Emissions Progress

As of 2023 year-end, approximately 33% of our suppliers by emissions covering purchased goods and services and upstream transportation and distribution have SBTi-approved science-based targets, with about an additional 13% committing through the SBTi to adopt science-based targets. See [Page 42](#) for supply chain emissions details.



SUSTAINABLE DEVELOPMENT GOALS (SDG) INDEX



PARTNERSHIPS FOR THE GOALS

Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development.

Target

17.6/17.16/17.17

Why It Matters

Collaboration is key to mitigating shared impacts. We work side by side with those we serve, governments, and other stakeholders to address health disparities and barriers to equitable healthcare access. By nurturing resilient, responsible partnerships that leave lasting positive impact, we multiply our ability to touch people's lives while safeguarding the planet.

2030 Abbott Goals

- Advance health equity through partnership
- Partner with stakeholders to improve health outcomes by advancing standards and building access to affordable, integrated solutions

Progress and 2023 Stories

Tanzania

Abbott's presence in Tanzania for the past 22 years has helped improve the country's healthcare system in partnership with the government of Tanzania. We have helped construct the national hospital and three regional hospitals and equip one zonal hospital. In 2023, we opened the first emergency department at the district hospital, which has since seen more than 15,000 patients, providing approximately 10% emergency and/or lifesaving interventions. We supported the operations of the first village emergency care dispensary in Bantu village, which provided care to more than 3,400 patients. We are now exploring how we can use this partnership as a model for other countries and our Bantu dispensary as a model for other regions.

Stockton, California: Future Well Communities

Abbott Fund, in partnership with University of the Pacific, delivered diabetes care clinics to address the diabetes epidemic in Stockton, California. This initiative, led by the university's School of Pharmacy, provides free glucose, cholesterol, and blood pressure testing — as well as prediabetes screenings and immunizations — to underserved neighborhoods. They engage several of our community partners who are on-site to distribute healthy food, conduct social needs screeners, provide transportation, and provide referrals to health clinics. Since launching the diabetes care clinics in 2022, more than 1,400 people have received health screenings.

Coalition for Global Hepatitis Elimination

We are a founding member of the Coalition for Global Hepatitis Elimination, contributing funding to create the HEAT program, which aims to help scale hepatitis testing to meet global elimination goals. To date, seven countries have been supported by the HEAT program.

In Nigeria, Uruguay, and Malawi, the HEAT program supported new national planning activities. Across all the HEAT countries, more than a dozen abstracts on the HEAT projects were presented at international conferences. In Ghana and Pakistan, HERO Fellows continued to work closely with local and national government officials to design, evaluate, and scale hepatitis B and C screening and treatment programs.

In 2023, the Coalition expanded the Hep Test webinar series by highlighting synergies between pandemic preparedness and hepatitis elimination. Cumulatively, the Hep Test webinar series has now reached more than 1,600 people through live participations and on-demand learning.

India: Partnering With SEWA to Address

Noncommunicable Diseases

In India, we partnered with SEWA to develop a model of care to address noncommunicable diseases in underserved communities. The community-based clinics and telemedicine services provide primary, acute, and noncommunicable disease care while also creating employment and entrepreneurship opportunities for SEWA members. The program runs in 35 districts across six states, reaching more than 174,000 community members.

By training SEWA women in India from low-income communities to serve as community health workers, we are not only building health empowerment and livelihoods but also helping women achieve self-reliance.

Rwanda: Second-Generation Health Posts

Through our four-year partnership with the Rwandan Ministry of Health and the Society for Family Health, more than 350,000 individuals received treatment for respiratory infections and intestinal parasites. In addition, more than 84,000 routine malaria tests were administered with more than 23,000 positive cases treated since October 2019.

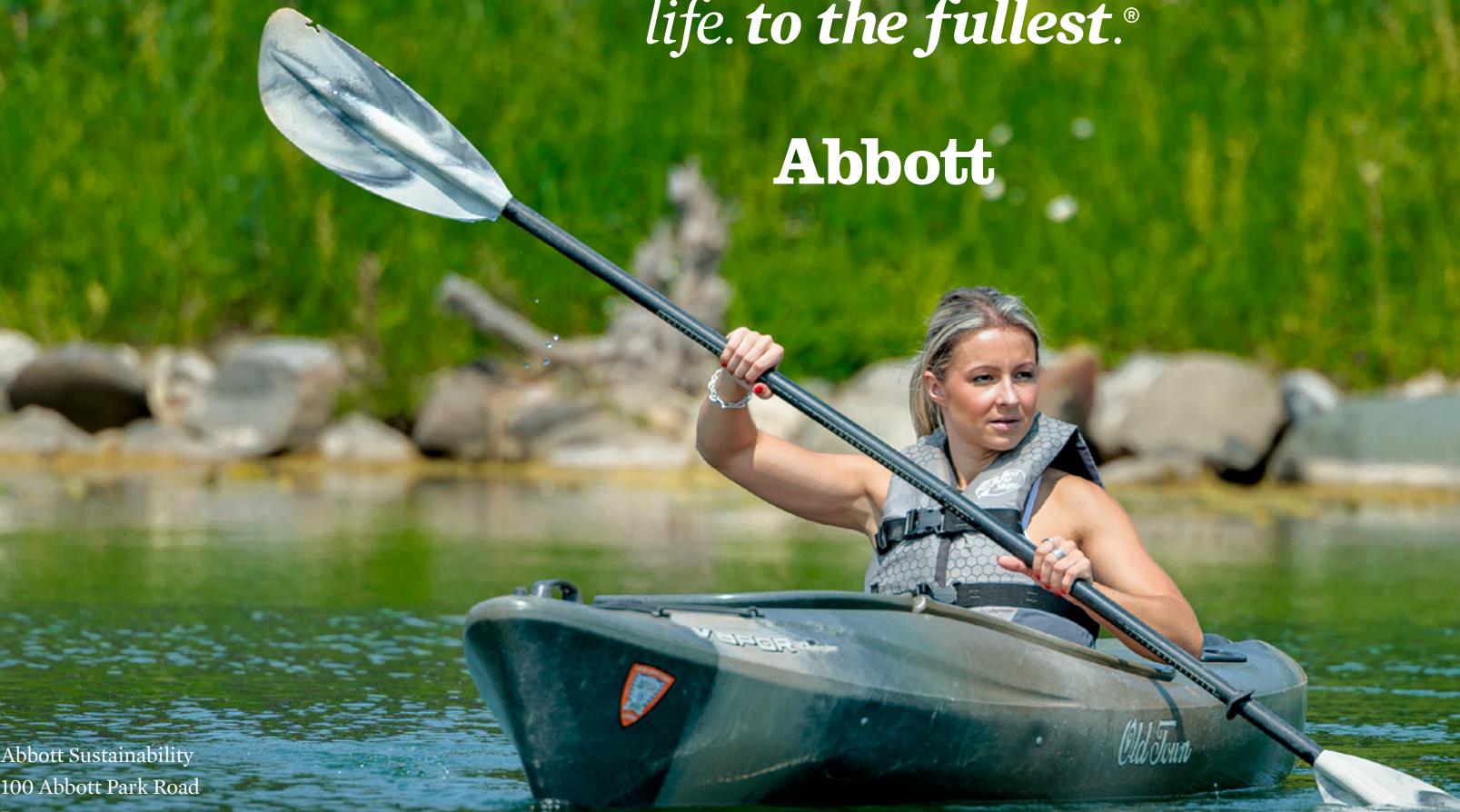
Africa, Asia, and Latin America: Accelerating Pandemic Preparedness

Abbott Fund has joined the Global Fund to fight AIDS, Tuberculosis, and Malaria and is contributing funding to advance laboratory systems' readiness and capacity in more than 20 low- and middle-income countries across Africa, Asia, and Latin America, helping them detect and respond to potential local health threats before they become global pandemics.



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Abbott Sustainability
100 Abbott Park Road
Department 0383
Abbott Park, IL 60064-6048

responsibility@abbott.com

www.abbott.com/sustainability

Sara Wykurz of Libertyville, Illinois, received her AVEIR DR leadless pacemaker after learning she had neurocardiogenic syncope, a type of fainting — or brief loss of consciousness — due to a sudden drop of heart rate and blood pressure.