

A photograph of two female scientists in a laboratory setting. They are both wearing white lab coats and blue safety goggles. The scientist on the left is also wearing blue gloves and is holding a test tube. They are both looking intently at something off-camera to the right. The background is slightly blurred, showing laboratory equipment and a clean, professional environment.

abbvie

# Disclosure Supplement

2024 ESG Action Report

People. Passion. Possibilities.®

# Contents

This supplement to the [2024 ESG Action Report](#) contains AbbVie’s update to the Sustainability Accounting Standards Board’s (SASB) Biotechnology and Pharmaceuticals standard, our progress toward the United Nations Sustainable Development Goals (UN SDGs), our Task Force on Climate-related Financial Disclosure (TCFD) Report, our 2024 ESG Key Performance Indicators (KPIs) and our Assurance Statement from Ernst & Young LLP.

3	Sustainability Accounting Standards Board (SASB) Index
7	United Nations Sustainable Development Goals (UN SDGs)
9	Task Force on Climate-related Financial Disclosure (TCFD)
10	2024 ESG Key Performance Indicators (KPIs)
16	Assurance Statement from Ernst & Young, LLP

# Sustainability Accounting Standards Board (SASB) Index

## Safety of Clinical Trial Participants

HC-BP-210a.1	Discussion, by region, of management process for ensuring quality and patient safety during clinical trials	<p>We require all our clinical studies to be conducted in a manner consistent with the ethical principles outlined in the World Medical Association’s Declaration of Helsinki and to adhere to applicable standards set by the International Council for Harmonization of Technical Requirements for Pharmaceuticals for Human Use. This includes adherence to Good Clinical Practice, Good Laboratory Practice and Good Manufacturing Practice standards, which provide for the protection of rights, safety, well-being and ethical treatment of trial participants. Additional details can be found in the <a href="#">Clinical Trials</a> section of our 2024 ESG Action Report as well as within the following:</p> <ul style="list-style-type: none"><li>• <a href="#">AbbVie’s Clinical Trial Protocol</a></li><li>• <a href="#">Registration of protocols &amp; results reporting</a></li><li>• <a href="#">Clinical Trials</a><ul style="list-style-type: none"><li>– <a href="#">Clinical Trial Protocol</a></li></ul></li><li>• <a href="#">Our Commitment to Bioethics</a></li></ul>
HC-BP-210a.2	Number of inspections related to clinical trial management and pharmacovigilance that resulted in (1) entity voluntary remediation or (2) regulatory or administrative actions taken against the entity	Additional details can be found in the <a href="#">U.S. Food &amp; Drug Administration inspection classification database</a>
HC-BP-210a.3	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	If there are material legal proceedings associated with clinical trials in developing countries and public disclosure criteria are met, details would be included in the <a href="#">2024 Annual Report on Form 10-K</a> .

## Access to Medicines

HC-BP-240a.1	Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index	<p>At AbbVie, we believe patients need access to quality and affordable medicines. We continuously strive to improve health outcomes and increase access to health care services and our medicines for patients around the world, including through agreements with the Medicines Patent Pool. AbbVie partners with stakeholders on interventions to help build health care capacity, increase the quality and frequency of health worker training and educate patients about disease awareness, symptom management and treatment options. Additional details can be found in the <a href="#">Patient Access and Affordability</a> section of our 2024 ESG Action Report and in the following:</p> <ul style="list-style-type: none"><li>• <a href="#">Pricing and Access of Our Innovative Medicines</a></li><li>• <a href="#">AbbVie MPP HCV Agreement</a></li><li>• <a href="#">AbbVie MPP HIV Agreement</a></li></ul>
HP-BP-240a.2	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	Additional details can be found in the <a href="#">World Health Organization Prequalification of Medical Products</a> list.

Affordability and Pricing

HC-BP-240b.2	Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous reporting period	Not reported
HC-BP-240b.3	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous reporting period	Not reported

Drug Safety

HC-BP-250a.1	Products listed in the public medical product safety or adverse event alert databases	<a href="#">U.S. Food &amp; Drug Administration (FDA) Med Watch Safety Alerts for Human Medical Products</a>
HC-BP-250a.2	Number of fatalities associated with products	<a href="#">U.S. Food &amp; Drug Administration (FDA) Adverse Event Reporting System (FAERS) Public Dashboard</a>
HC-BP-250a.3	(1) Number of recalls issued, (2) total units recalled	2024 FDA Class I Recalls: 0 2024 FDA Class II Product Recalls: 2 <sup>1</sup>  Learn about our system of standards, policies and procedures for product quality and safety in the <a href="#">Product Quality and Safety</a> section of the 2024 ESG Action Report.
HC-BP-250a.4	Total amount of product accepted for take-back, reuse or disposal	AbbVie participates with the Pharmaceutical Product Stewardship Work Group and its designated stewardship organization, MED-Project, to adhere to state and local laws requiring pharmaceutical manufacturing companies to establish take-back programs for the collection and disposal of unwanted medicines and sharps from households.
HC-BP-250a.5	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	Not reported

1 Details regarding the two Class II product recalls in 2024 are as follows: 1) The KELLER FUNNEL™2 is intended to assist with the delivery of silicone gel breast implants by providing a shell-tissue interface with less friction during insertion of the implant. Complaints were received for lack of lubricity which makes it difficult to pass the breast device through the funnel. The defect was a result of a supplier error when coating the film used in the manufacture of the funnels. The supplier implemented corrective actions and the Class II recall removed the impacted product. 2) Refresh Lacri-Lube 3.5 g and Refresh P.M. 3.5 g Lubricant Eye Ointments are used for the temporary relief of burning, irritation and discomfort due to dryness of the eye or exposure to wind or sun. The ointment tubes (container-closure) have the potential to contain a partial seal at the bottom of the tube due to an abnormality in a tool which is used in the manufacturing process to enable the seal. This partial seal was observed for a single tube during an in-process inspection. The AbbVie packaging process was corrected and the Class II recall removed the impacted product.

Counterfeit Drugs		
HC-BP-260a.1	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	<p>Specific risks are overseen by our Risk Management and Global Security teams. Our Global Product Protection team is responsible for identifying and mitigating risks related to all AbbVie products. They coordinate proactive strategies for preventing counterfeiting and diversion of our products and conduct routine monitoring to identify signals of possible counterfeiting or diversion. We use security features on product packaging and labels, and we’ve improved our employee training and have piloted an anti-counterfeit scanning tool to confirm product authenticity.</p> <p>Additional details can be found in the <a href="#">Product Quality and Safety</a> section of our 2024 ESG Action Report, as well as the <a href="#">AbbVie Supplier Code of Conduct</a>.</p>
HC-BP-260a.2	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	<p>AbbVie has established and maintains systems for global reporting of events and deviations, including counterfeit products. Any possible events will be submitted accurately and timely to the relevant authorities by our Product Security Alert Board.</p> <p>Additional details can be found in the <a href="#">AbbVie Supplier Code of Conduct</a>.</p>
HC-BP-260a.3	Number of actions that led to raids, seizure, arrests and/or filing or criminal charges related to counterfeit products	Not reported

Ethical Marketing		
HC-BP-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	If there are material legal proceedings associated with false marketing claims and public disclosure criteria are met, monetary losses as a result of legal proceedings would be included in the <a href="#">2024 Annual Report Form 10-K</a> .
HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	<p>AbbVie promotes our pharmaceutical products only for uses that have been approved or authorized by appropriate government or regulatory agencies. AbbVie product claims are grounded in scientific evidence, accepted medical practice and government-approved labeling rules in all countries where we operate.</p> <p>Additional details can be found in the <a href="#">AbbVie Code of Business Conduct</a>.</p>

Employee Recruitment, Development and Retention		
HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientists and research and development staff	<p>We strive to ensure every employee is aware of, and has access to, opportunities for learning, growth and advancement. We believe in self-directed growth and development, where employees set the objectives that they want to achieve. We supplement this individualized approach with company-wide education and an investment in emerging leaders. We also conduct annual Talent Management Reviews, driven from the organizational perspective and led by our leaders across all functions.</p> <p>Additional details can be found in the <a href="#">Attracting Talent</a> and <a href="#">Learning and Leadership Development</a> sections of our 2024 ESG Action Report.</p>
HC-BP-330a.2	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) mid-level managers, (c) professionals and (d) all others	<p>Overall turnover rate in 2024: 8%</p> <p>Voluntary turnover rate in 2024: 6%</p> <p>Additional details can be found in the <a href="#">Talent Attraction, Retention and Development KPI table</a> in this document.</p>

Supply Chain Management

HC-BP-430a.1	Percentage of (1) entity's facilities and (2) Tier 1 suppliers' facilities participating in the Rx360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third-party audit programs for integrity of supply chain and ingredients	<p>To prioritize our supplier management activities, AbbVie identifies its critical suppliers. This classification is based on multiple criteria, but the potential impact of a supplier on product quality, safety, efficacy, availability or patient experience is paramount. Critical suppliers undergo an audit at least once every three years to ensure that our standards are met and if any suppliers have been assessed to be at a higher risk, we will conduct more frequent audits and provide improvement plans to those suppliers.</p> <p>Additional details can be found in the <a href="#">Supply Chain Sustainability</a> section of our 2024 ESG Action Report.</p>
--------------	---	--

Business Ethics

HC-BP-510a.1	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	<p>If there are material legal proceedings associated with corruption and bribery and public disclosure criteria are met, monetary losses would be included in AbbVie's <a href="#">2024 Annual Report Form 10-K</a>.</p>
HC-BP-510a.2	Description of code of ethics governing interactions with health care professionals	<p>AbbVie is fair and open in our interactions with health care professionals. AbbVie does not offer or give gifts or other items or services of value to earn favor for our products or to sway medical judgement. AbbVie relies on product quality and health care outcomes to influence purchasing and prescribing practices.</p> <p>Additional details can be found in the <a href="#">Business Ethics</a> section of our 2024 ESG Action Report and in the <a href="#">AbbVie Code of Business Conduct</a>.</p>

Activity Metrics




HC-BP-000.A	Number of patients treated	More than 60 million annually
HC-BP-000.B	Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	<p>(1) More than 75 conditions treated</p> <p>(2) Approximately 90 compounds, devices or indications in development</p> <p>AbbVie medicines and devices treat more than 75 conditions.</p> <p>AbbVie's pipeline currently includes approximately 90 compounds, devices or indications in development individually or under collaboration or license agreements and is focused on such important specialties as immunology, neuroscience, oncology, aesthetics and eye care. Of these programs, approximately 50 are in mid- and late-stage development.</p> <p>Additional details about AbbVie's <a href="#">products</a> and <a href="#">pipeline</a> can be found on our website.</p>







# UN Sustainable Development Goals (SDGs)

We consistently evaluate how AbbVie’s operations and long-term outlook contribute to the international sustainable development agenda, particularly the United Nations’ Sustainable Development Goals (SDGs). These goals were created to help solve the world’s toughest challenges such as poverty, inequality and climate change by the year 2030.

Internal analysis of our operations and activities with the SDGs in mind has enabled us to create positive synergies and conditions that can address several developmental challenges such as taking action on climate change, ensuring healthy lives and promoting well-being for all. We believe our ESG Framework is well aligned with the global goals, and we will continue to innovate our operations to demonstrate our support for tackling these compelling issues in coming years.

SDG	Relevant Target and Indicator	2024 Highlights
	3.4.1 Mortality rate attributed to cardiovascular disease, cancer, diabetes or chronic respiratory disease	Our robust portfolio targeting blood cancers and solid tumors is comprised of first-of-its kind treatments and an advancing pipeline of more than 20 investigational assets that are designed to tackle some of the most difficult-to-treat cancers in the world. Additional details can be found in the <a href="#">Product Innovation</a> section of our 2024 ESG Action Report.
	5.5.2 Proportion of women in managerial positions	44% women in VP roles 51% women in Director roles 54% women in Manager roles Additional details can be found in the <a href="#">Our People and Culture</a> section of our 2024 ESG Action Report.
	6.4.1 Change in water-use efficiency over time	4.8% reduction in net water intake since 2022. Additional details can be found in the <a href="#">Resources and Nature</a> section of our 2024 ESG Action Report.

SDG	Relevant Target and Indicator	2024 Highlights
	<b>9.4.1</b> CO <sub>2</sub> emission per unit of value added	7.50 Scope 1 and 2 (market-based) GHG intensity in metric tons CO <sub>2</sub> e/USD\$ million revenue, an 11.35% decrease since 2023. Additional details can be found in the <a href="#">Climate Action</a> section of our 2024 ESG Action Report.
	<b>9.5.1</b> Research and development expenditure as a proportion of GDP	\$10.8B Adjusted Investment in R&D <sup>1</sup>
	<b>9.5.2</b> Researchers (in full-time equivalent) per million inhabitants	14,000 employees in R&D positions <sup>2</sup>
	<b>11.6.1</b> Proportion of municipal solid waste collected and managed in controlled facilities out of total municipal waste generated, by cities	21.7% reduction in absolute total hazardous and non-hazardous waste generated vs. 2015 base year. Additional details can be found in the <a href="#">Resources and Nature</a> section of our 2024 ESG Action Report.
	<b>12.4.2</b> (a) Hazardous waste generated per capita; and (b) proportion of hazardous waste treated, by type of treatment	1.82 (1,000 metric tons) of treated hazardous waste in 2024
	<b>12.5.1</b> National recycling rate, tons of material recycled	36.8% recycling rate for hazardous and non-hazardous waste (excluding construction and demolition waste). Additional details can be found in the <a href="#">Resources and Nature</a> section of our 2024 ESG Action Report.
	<b>12.6.1</b> Number of companies publishing sustainability reports	ESG Action Report published annually. AbbVie's current and previous ESG Action Reports can be found on our website <a href="#">here</a> .
	<b>13.2.2</b> Total greenhouse gas emissions per year	422,359 total Scope 1 and 2 (market-based) GHG Emissions in metric tons CO <sub>2</sub> e, an 8.1% decrease compared to 2023. Additional details can be found in the <a href="#">Climate Action</a> section of our 2024 ESG Action Report.

<sup>1</sup> Adjusted R&D investment is a non-GAAP measure, which is reconciled in our [2025 Proxy Statement](#).

<sup>2</sup> This value has been rounded for consistency purposes.



# Task Force on Climate-related Financial Disclosures (TCFD)

Aligning to the Task Force on Climate-related Financial Disclosures (TCFD) framework is intended to allow our stakeholders to understand how AbbVie manages, identifies and addresses climate-related risk.

TCFD has been disbanded and was absorbed by the International Sustainability Standards Board (ISSB) in 2023. The ISSB has since used the TCFD framework as the basis for the development of the International Financial Reporting Standards (IFRS) S2 standard. AbbVie is evaluating the IFRS S2 standard and may voluntarily disclose an IFRS S2 report in the future.

AbbVie’s current TCFD Report can be found [here](#).

# 2024 ESG Key Performance Indicators (KPIs)

Environmental

Carbon Emissions	2022	2023	2024
Absolute Scope 1 GHG Emissions (Metric Tons CO <sub>2</sub> e) <sup>1</sup>	342,607*	328,259*	300,072*
Scope 1 Stationary Combustion GHG Emissions (Metric Tons)	227,346	212,851	198,801
Scope 1 Mobile Combustion GHG Emissions (Metric Tons)	104,510	105,566	94,175
Scope 1 Fugitive GHG Emissions (Metric Tons)	5,319	4,840	2,387
Scope 1 Office Activities GHG Emissions (Metric Tons)	5,432	5,002	4,708
Absolute Scope 2 Location-based GHG Emissions (Metric Tons CO <sub>2</sub> e)	271,055*	237,714*	241,142*
Absolute Scope 2 Market-based GHG Emissions (Metric Tons CO <sub>2</sub> e) <sup>1</sup>	184,549*	131,232*	122,287*
Scope 2 Purchased Electricity GHG Emissions (Metric Tons)	135,090	85,935	75,539
Scope 2 Purchased Steam GHG Emissions (Metric Tons)	25,792	22,982	23,560
Scope 2 Purchased Chilled Water GHG Emissions (Metric Tons)	23,667	22,315	23,187
Scope 1 and 2 (Market-based) GHG Intensity (Metric Tons CO <sub>2</sub> e/USD Million Revenue)	9.08	8.46	7.50
Scope 1 Absolute Non-carbon Emissions (Metric Tons)	6,820	6,314	3,696
CH <sub>4</sub> (Metric Tons)	479	458	456
N <sub>2</sub> O (Metric Tons)	1,022	1,016	853
HFC (Metric Tons)	5,182	4,648	2,305
Other (Metric Tons)	137	192	82

<sup>1</sup> The metrics reported here do not sum to the absolute figure due to the applied rounding methodology.  
\* This KPI value received third-party limited assurance in the year(s) indicated.

SASB Index

UN SDGs

TCFD

KPIs

Assurance Statement

Environmental

Energy	2022	2023	2024
Absolute Total Energy Consumption (MWh)	2,449,768*	2,317,472*	2,213,805*
Absolute Total Non-renewable Energy Consumption (MWh)	2,204,335	2,018,707	1,887,381*
Natural Gas (MWh)	848,456	778,406	740,271
LNG, LPG and Propane (MWh)	349,263	346,542	305,298
#2 Fuel Oil (MWh)	24,101	17,849	23,835
Jet Kerosene (MWh)	35,457	32,906	30,080
Motor Fuel Gasoline/Diesel (MWh)	388,653	393,070	357,393
Purchased Electricity and Utilities (Steam and Chilled Water) from Non-renewable Sources (MWh)	558,405	449,934	430,504
Absolute Total Renewable Energy Consumption (MWh)	245,433	298,765	326,424*
Purchased Renewable Electricity (MWh)	243,484	297,349	324,649
Self-generated Renewable Electricity (MWh)	1,949	1,416	1,775

\* This KPI value received third-party limited assurance in the year(s) indicated.

Environmental

Water	2022	2023	2024
Absolute Water Withdrawal (Million Cubic Meters)	28.94*	28.98*	28.85*
Withdrawal: Fresh Surface Water (Million Cubic Meters)	23.9	24.18	24.09
Withdrawal: Groundwater (Million Cubic Meters)	1.58	1.74	1.71
Withdrawal: Municipal (Million Cubic Meters)	3.46	3.05	3.05
Net Water Intake (Million Cubic Meters) <sup>1</sup>	5.04*	4.80*	4.80*

<sup>1</sup> The "Net Water Intake" metric has been renamed from "Absolute Total Water Consumption" to more accurately reflect AbbVie's calculation methodology for this metric.

\* This KPI value received third-party limited assurance in the year(s) indicated.

SASB Index

UN SDGs

TCFD

KPIs

Assurance Statement

Environmental

Waste	2022	2023	2024
Combined Recycling Rate for Hazardous and Non-hazardous Waste (Excluding Construction and Demolition) <sup>1</sup>	0.39	0.40	0.37
Absolute Total Hazardous and Non-hazardous Waste Generated (Excluding Construction and Demolition Waste) (1,000 Metric Tons) <sup>1</sup>	33.9*	30.2*	33.2*
Absolute Total Hazardous Waste (1,000 Metric Tons) <sup>2, 3</sup>	—	13.35*	16.42
Recycled Hazardous Waste (1,000 Metric Tons) <sup>2</sup>	—	3.61	3.83
Landfilled Hazardous Waste (1,000 Metric Tons) <sup>2</sup>	—	0.005	0.003
Treated Hazardous Waste (1,000 Metric Tons) <sup>2</sup>	—	1.47	1.82
Incinerated Hazardous Waste with Energy Recovery (1,000 Metric Tons) <sup>2</sup>	—	6.78	9.07
Incinerated Hazardous Waste without Energy Recovery (1,000 Metric Tons) <sup>2</sup>	—	1.49	1.69
Absolute Total Non-hazardous Waste (1,000 Metric Tons) <sup>2</sup>	—	16.81*	16.79
Recycled Non-hazardous Waste (1,000 Metric Tons) <sup>2</sup>	—	8.37	8.40
Composted Non-hazardous Waste (1,000 Metric Tons) <sup>2</sup>	—	0.36	0.36
Landfilled Non-hazardous Waste (1,000 Metric Tons) <sup>2</sup>	—	3.34	2.83
Treated Non-hazardous Waste (1,000 Metric Tons) <sup>2</sup>	—	0.69	0.68
Incinerated Non-hazardous Waste with Energy Recovery (1,000 Metric Tons) <sup>2</sup>	—	3.75	4.27
Incinerated Non-hazardous Waste without Energy Recovery (1,000 Metric Tons) <sup>2</sup>	—	0.30	0.25

1 These values have been rounded for consistency purposes.

2 KPI first introduced in the 2023 ESG Action Report. AbbVie is only reporting data from 2023 onward for this KPI.

3 The metrics reported here do not sum to the absolute figure due to the applied rounding methodology.

\* This KPI value received third-party limited assurance in the year(s) indicated.

SASB Index

UN SDGs

TCFD

KPIs

Assurance Statement

Social

R&D	2022	2023	2024
Adjusted Investment in R&D (USD\$ Billion) <sup>1</sup>	\$7.1	\$7.8	\$10.8
New Product or Indication Approvals Including Indication Expansions (Globally)	10	7	9
Programs Granted a Designation by at Least One Major Regulatory Authority to Expedite Development or Review	3	4	5
Percent of Compounds in Late-stage Clinical Development with Novel Mechanism of Action	60%	80%	56%
FDA Breakthrough Therapy Designations	—	1	1
Employees in R&D Positions <sup>2</sup>	12,000	13,000	14,000*

<sup>1</sup> Adjusted R&D investment is a non-GAAP measure, which is reconciled in our [2025 Proxy Statement](#).  
<sup>2</sup> These values have been rounded for consistency purposes.  
\* This KPI value received third-party limited assurance in the year(s) indicated.

Social

Product Quality and Safety	2022	2023	2024
FDA Class I Product Recalls	—	—	—
FDA Class II Product Recalls	1	—	2 <sup>1</sup>
External Regulatory Inspections of AbbVie Commercial Manufacturing Facilities	45	55	60
FDA Regulatory Inspections of AbbVie Commercial Manufacturing Facilities	2	6	7
FDA Regulatory Inspections with Observations	—	3	5
FDA Warning Letters	—	—	—
FDA Import Alerts	—	—	—
Rate of Expedited Adverse Event Reporting (European Medicines Agency)	98%	95%	97%

<sup>1</sup> Details regarding the two Class II product recalls in 2024 are as follows: 1) The KELLER FUNNEL™2 is intended to assist with the delivery of silicone gel breast implants by providing a shell-tissue interface with less friction during insertion of the implant. Complaints were received for lack of lubricity which makes it difficult to pass the breast device through the funnel. The defect was a result of a supplier error when coating the film used in the manufacture of the funnels. The supplier implemented corrective actions and the Class II recall removed the impacted product. 2) Refresh Lacri-Lube 3.5 g and Refresh P.M. 3.5 g Lubricant Eye Ointments are used for the temporary relief of burning, irritation and discomfort due to dryness of the eye or exposure to wind or sun. The ointment tubes (container-closure) have the potential to contain a partial seal at the bottom of the tube due to an abnormality in a tool which is used in the manufacturing process to enable the seal. This partial seal was observed for a single tube during an in-process inspection. The AbbVie packaging process was corrected and the Class II recall removed the impacted product.

SASB Index

UN SDGs

TCFD

KPIs

Assurance Statement

Social

Patient Access and Affordability	2022	2023	2024
U.S. Patients Provided Medicine at No Cost Through Patient Assistance Programs	198,196	218,407	238,749
Low- to Middle-income Countries <sup>1</sup> that have Received Product Donations <sup>2</sup>	63	76	63

1 As defined by the World Bank, including low-income, lower-middle-income and upper-middle-income countries.  
2 The specific countries in which AbbVie’s products are donated are solely determined by our partners who receive and distribute those donated products, and is driven by identified needs, such as natural disasters or armed conflicts.

Social

Talent Attraction, Retention and Development	2022	2023	2024
Overall Turnover Rate	10%	9%*	8%*
Voluntary Turnover Rate	8%	6%*	6%*
New Hires <sup>1</sup>	7,500	6,100*	9,900*
Open Positions Filled by Internal Candidates	29%	31%*	34%*
Employee Engagement Rate <sup>2</sup>	—	81%	—
Employees Who Indicate That AbbVie Equips Them Well to Perform in Their Role <sup>2</sup>	—	77%	—

1 These values have been rounded for consistency purposes.  
2 Source: AbbVie Employee Survey, 2023. The AbbVie Employee Survey is conducted every two years. The survey was not conducted in 2022 or 2024.  
\* This KPI value received third-party limited assurance in the year(s) indicated.

Social

Workplace Safety	2022	2023	2024
Recordable Incident Rate (Per 200,000 Hours Worked)	0.18*	0.18 <sup>1</sup> *	0.13*
Lost Time Injury Frequency Rate (Per 200,000 Hours Worked)	0.05*	0.07 <sup>1</sup> *	0.04*
Work-Related Employee Fatalities <sup>2</sup>	0	0*	0*
Work-Related Contractor Fatalities <sup>2</sup>	0	0	0*

1 The hours worked methodology was updated in 2023 to increase the accuracy of reporting.  
2 AbbVie previously combined Employee and Contractor Fatalities into a single KPI. Starting in 2024, those will be reported as two separate KPIs.  
\* This KPI value received third-party limited assurance in the year(s) indicated.

SASB Index

UN SDGs

TCFD

KPIs

Assurance Statement



Social

Economic Activity, Volunteerism and Philanthropy	2022	2023	2024
Philanthropic Donations (USD Million) <sup>1</sup>	38.7	37.8	54.1
Total Amount Donated to Disaster Relief Organizations Excluding Product Donations (USD Million) <sup>2</sup>	1.5	4.7	2.6
Funds Raised During Employee Giving Campaign (USD Million) <sup>3,4</sup>	24.5	24.7	25.0
Employee Community Volunteers (Worldwide)	15,879	17,197	20,230

1 Philanthropic donations are charitable cash donations made by AbbVie Corporate and the AbbVie Foundation and exclude donations to disaster relief organizations.  
2 This donation amount excludes matching donations from AbbVie Foundation for employee donations made to disaster relief organizations.  
3 These values include matching contributions from the AbbVie Foundation.  
4 These values have been rounded for consistency purposes.

Governance

Ethics and Compliance	2022	2023	2024
Assigned Employees Certifying to the AbbVie Code of Business Conduct Globally <sup>1</sup>	99%	99%*	99%*
Completion of Assigned Conflict of Interest Training by Full- and Part-time Employees Globally <sup>1</sup>	99%	99%*	99%*
Completion of Assigned Anti-bribery and Anti-corruption Training by Full- and Part-time Employees Globally <sup>1</sup>	99%	99%*	99%*

1 Employees who did not complete these trainings include, but are not limited to, those who are on leave of absence, retired or otherwise left the company prior to completion date.  
\* This KPI value received third-party limited assurance in the year(s) indicated.

Governance

Supplier Spend	2022	2023	2024
Total Supplier Spend (USD Billion)	15.038	15.188	15.725

# AbbVie’s 2024 Assurance Statement

The Assurance Statement from Ernst & Young LLP used to support AbbVie’s 2024 ESG disclosures can be found [here](#).

