



Abbott

GLOBAL
SUSTAINABILITY
REPORT 2021



Welcome

For Abbott, sustainability is about operating responsibly to deliver long-term impact for people — shaping the future of healthcare to help more people live better, healthier lives.

In this report, we detail our progress against the goals of our 2030 Sustainability Plan. The data presented reflect 2021 performance unless otherwise stated.

We have aligned our reporting with the requirements of leading environmental, social and governance (ESG) ratings and sustainability indices, seeking stakeholder feedback to drive continuous improvement.

ON THE COVER

(L to R) Meghan Thompson, Senior Scientist, Biowearables; Erika Vargas Monestel, Diabetes Care Professional Development Program, and Former College Intern; and Junli Ou, Senior Manager of Clinical Research, Biowearables are just three of the hundreds of women in STEM helping Abbott create the future of healthcare.

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A Message From Our Chairman and CEO

Dear Abbott Stakeholder,

As we approach our 135th year in business, it's clear that Abbott is a company that endures. That's because we've long understood that the key to sustaining our enterprise is a willingness to evolve it, to anticipate changes in the environment and to adapt Abbott in ways that make us best able to achieve our fundamental purpose — helping people live healthier, fuller lives.

We've amply demonstrated that ability throughout our history, strategically reshaping Abbott to become one of the world's leading health technology companies, with a broad portfolio and global reach that let us help more people than ever before.

The past few years have been among the most challenging in our lifetimes, but they've also highlighted for us the critical nature of the work we do and the significant positive impact we can have for patients and for the communities in which we operate.

But we know that if we want to sustain that impact in a changing world, we can't rely on the same playbooks we've used before. So, incorporating input from internal and

external stakeholders, we developed a 10-year plan to identify the areas we need to focus on in order to grow sustainably.

Central to this plan is the idea that we can do the most good by pursuing our fundamental mission as a company: bringing life-changing technologies and products to the people and places that need them. That's why we're building affordability into our products to increase access to them, and breaking down barriers that prevent people from getting the care they need. And to support that core purpose, we've set ourselves ambitious goals in key areas that strengthen our foundation for the future, including building the workforce of tomorrow, responsibly applying data to advance care, building a more resilient, diverse and responsible supply chain, and protecting health by safeguarding the environment.

This report is the first to detail the progress we've made on these 2030 goals and, as you'll read, we're making real strides in all of these areas. We're setting the foundation for our long-term success, but we're also remaining responsive to the pressing issues of today.

For example, our contributions to the fight against COVID-19 remained important and impactful (see [page 6](#)). We also stepped up in a variety of ways in response to the crisis in Ukraine, donating \$6 million in funding and much-needed products to rebuild critical healthcare infrastructure and deliver emergency and primary healthcare services and supplies, working with humanitarian organizations including International Medical Corps, Amicares, CARE and Project HOPE.

The values that drove those actions were also in evidence in our decision, in 2022, to recall infant formula produced at one of our U.S. plants (see [page 60](#)). Our people are committed to our Customer Pledge to make our products as if they're for our own families; and we'll be redoubling our efforts — across every business, across every part of the globe — to ensure that our long-established reputation for excellence and the highest product quality will remain our bedrock.

At Abbott, we're in the business of making people's lives better, and we manage all aspects of the company to ensure we'll be doing that for decades to come. Our fundamental goal is simple: we are working for a world with fewer barriers — one that enables people to live their fullest possible lives — creating healthier people, healthier communities and a healthier world.

Sincerely,



Robert B. Ford

Chairman and Chief Executive Officer



OUR PURPOSE IN ACTION

In 2021, Abbott employed a multifaceted approach to achieving our central purpose – helping people live their best possible lives through better health.

DELIVERING CONNECTED CARE

Our *NeuroSphere Virtual Clinic* keeps patients with chronic pain or movement disorders and their doctors connected with remote monitoring tools and in-app video chats – something *TIME* magazine recognized the value of when it named *NeuroSphere* as one of 2021's best inventions.

[READ MORE ON PAGE 26](#)

ENHANCING PROCEDURE VISUALIZATION

We rolled out our *Ultreon* 1.0 software, bringing enhanced visualization to minimally invasive coronary procedures.

[READ MORE ON PAGE 19](#)

WEARABLE BIOSENSORS

In January 2022, we announced that we're developing *Lingo* – a new category of consumer biowearables designed to translate your body's unique language. Introduced during the Consumer Electronics Show (CES) keynote speech, *Lingo* biowearables are being designed to track key biomarkers, like glucose, ketones, lactate and alcohol, and deliver actionable data and personalized insights straight to users' phones.

RAPID TEST FOR CONCUSSION

Our new *i-STAT Alinity* TBI Plasma test helps to quickly assess traumatic brain injury (TBI) on a portable device and can potentially rule out the need for a head CT scan, saving people time and money.

[READ MORE ON PAGE 20](#)



IMPACT THROUGH INNOVATION



IMPACT THROUGH PARTNERSHIPS

A HUB FOR MALNUTRITION RESEARCH

We created the Abbott Center for Malnutrition Solutions — and have invested \$45 million — to activate cross-function innovation and engage external experts in developing solutions.

[READ MORE ON PAGE 21](#)

CLOSING GAPS IN CARE

We increased malaria screening by 68% by collaborating with the Rwandan Ministry of Health to help ensure second-generation health posts can sustainably address gaps in infectious disease care and testing.

[READ MORE ON PAGE 21](#)

PROMOTING HEALTHY HABITS

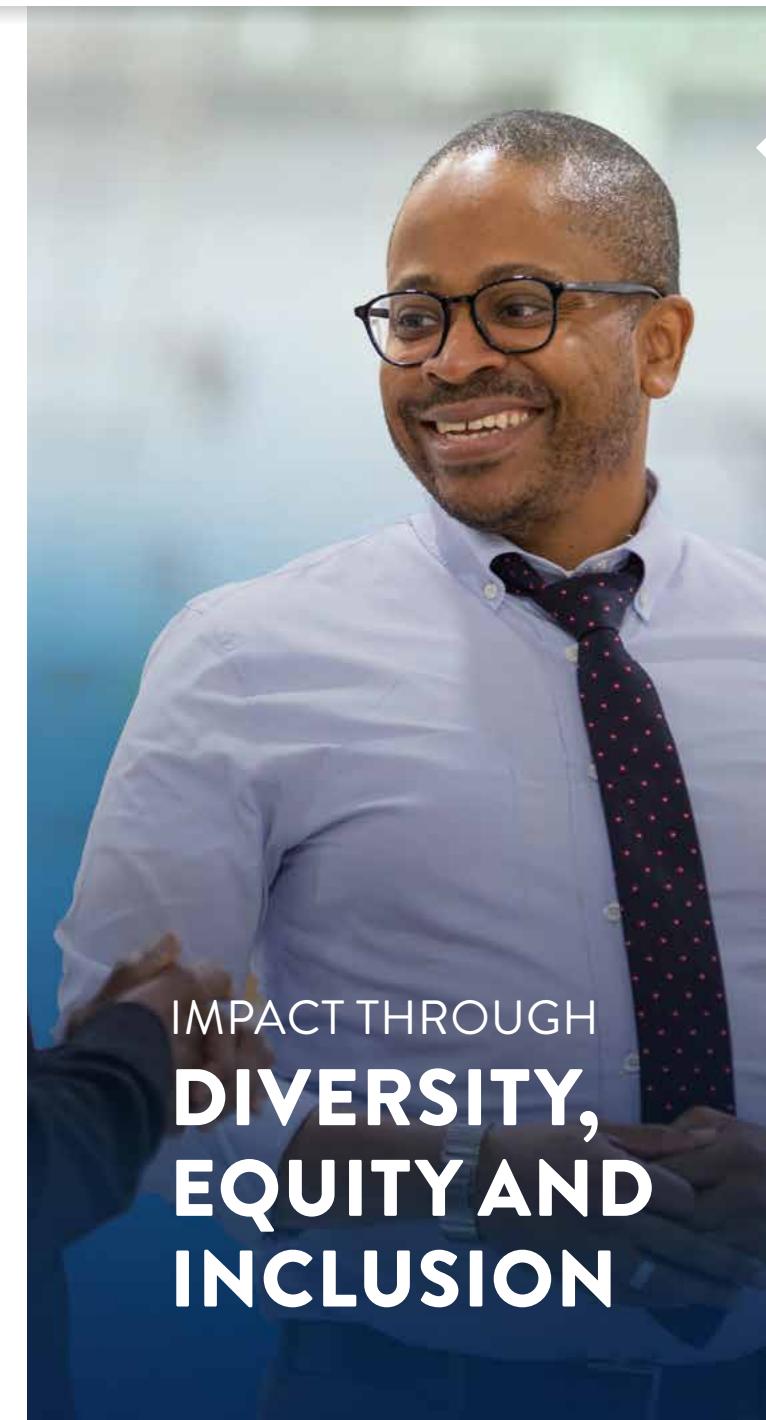
We have launched a three-year partnership with Real Madrid Football Club and its charitable foundation to deliver sports and nutrition education to children around the globe.

[READ MORE ON PAGE 19](#)

FUTURE WELL KIDS

When in-person learning was restricted, we delivered our chronic disease education program, *Future Well Kids*, virtually. Working with Discovery Education, we created a virtual field trip for children on the anatomy of the heart and heart health.

[READ MORE ON PAGE 23](#)



SUPPLIER DIVERSITY

We're collaborating with the Local Initiatives Support Corporation (LISC) to deliver \$37.5 million in financial assistance and support to diverse small businesses.

[READ MORE ON PAGE 71](#)

EQUITY IN CARE

In partnership with the American Diabetes Association, we are sponsoring a three-year program to reduce health inequities by removing barriers to tools and technology for diabetes management, regardless of income level or insurance status.

[READ MORE ON PAGE 18](#)

INCLUSIVITY IN TRIALS

In 2021, we launched a platform to promote more inclusive clinical trials — and dedicated \$5 million to scholarships for Historically Black Colleges and Universities (HBCUs) and minority nursing associations. The goal is to produce more racially and ethnically diverse nurses and trialists who, if given the opportunity, will dramatically impact trials in the future.

[READ MORE ON PAGE 18](#)

IMPACT IN THE FIGHT AGAINST COVID-19

We remain committed to fighting COVID-19, creating products, supporting healthcare infrastructure and conducting research to protect people and society.

IN OUR WORKPLACES

Protecting our people on-site remained a priority throughout 2021. In addition to distributing personal protective equipment (PPE) and maintaining rigorous cleaning processes, we established programs that help keep everyone healthy. These included providing at-home tests in the U.S. and establishing several on-site testing and vaccination facilities. And we conducted more than 2 million diagnostic tests for employees at more than 100 Abbott sites.

FOR OUR CUSTOMERS

The degree to which people rely on rapid diagnostic products has only become more apparent over the past two years. We know testing is the first line of defense against COVID-19 and have produced 12 COVID-19 tests for both high-volume laboratories and doctors' offices to date. We have also innovated quick, efficient distribution methods, including:

- *Panbio* COVID-19 Antigen Self-Test vending machines at the National University of Singapore.
- *ID NOW* rapid molecular testing sites in 13 airports across India.
- Partnering with United Airlines to offer at-home tests for travelers returning to the U.S. that meet Centers for Disease Control and Prevention (CDC) guidelines.

IN OUR COMMUNITIES

We maintained focus on helping develop infrastructure to support vaccine rollouts, equitable testing access and COVID-19 education. To date, we have invested more than \$41 million across 66 countries. In India, where cases spiked in May 2021, Abbott and the Abbott Fund supported the efforts of our local citizenship partner, Self Employed Women's Association (SEWA), to restore livelihoods for low-income communities, creating awareness on COVID-19 prevention, symptoms and treatment, and building temporary quarantine centers. Through our global nongovernmental organization (NGO) partners, CARE and Amicares, we supported district and civil hospitals with essential equipment and other supplies, helping expand capacities of healthcare

facilities. We also supported government organizations on frontline duty with our pharmaceuticals and nutrition products.

We continued to partner with Rush University Medical Center and the Alive Faith Network in Chicago, deploying testing and screening for over 2,400 people. In Minneapolis, we worked with the University of Minnesota Community-University Health Care Center to deliver services to 3,600 patients impacted by COVID-19.

In Waukegan and North Chicago, Illinois, we helped prepare 200 children and their families for the fall semester through sponsorship of the Boys & Girls Club of Lake County's in-person summer program. We also provided grants to three schools in Waukegan to

provide families with basic needs, including emergency support.

FOR THE FUTURE

Early virus detection is key to preventing — or quickly responding to — future pandemics. In March 2021, building on our decades-long history of viral surveillance, we launched the Abbott Pandemic Defense Coalition to identify and help contain emerging health threats.

[READ MORE ON PAGE 19](#)



About Abbott

Abbott is a global healthcare company, dedicated to improving people's health at all ages and stages of life. We believe good health is foundational to everything; we are committed to decentralizing and democratizing care so more people can live their fullest possible lives.

For more than 130 years, we've been creating products and technologies that address some of the world's most pressing health problems. Today, our portfolio includes:



DIAGNOSTICS

systems and tests 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 and arteries healthy, treat chronic pain and movement disorders, and give people with diabetes more freedom and less pain



MEDICINES

that help people in emerging markets get and stay healthy



NUTRITION PRODUCTS

that build and maintain health from infancy onward

OUR CORE VALUES

Our purpose as a business is clear: we help people live healthier, fuller lives through our life-changing technologies and products.

Four core values guide how we support this purpose every day.

PIONEERING

We see needs first and deliver game-changing solutions. We create new technologies and products to help people live fuller lives through better health, and we bring that same spirit of innovation to everything we do as a company.

ACHIEVING

We focus relentlessly on delivering for our stakeholders. Abbott is all about execution. Millions of people around the world depend on us in vital ways. We're committed to honoring that trust.

CARING

We treat the people who depend on us as if they were our family. Dr. Abbott began our company to provide better care to his own patients. That spirit still guides everything we do.

ENDURING

We know that everything we do today should contribute to a stronger tomorrow. Because our work is so important to so many, it's up to us to ensure that this company keeps thriving. That's why we think and act for the long term. We intend to be here for the next 130 years, bringing all the benefits that Abbott creates to all the people who need them.

2021 ABBOTT IN NUMBERS

\$43.1B

TOTAL 2021 REVENUE

25%

DIVIDEND INCREASE IN 2021

50

YEARS OF INCREASING DIVIDENDS

113,000

EMPLOYEES

PRESENCE IN
160+

COUNTRIES

130+

YEARS OF INNOVATION

>\$2.7B

INVESTMENT IN R&D

90

MANUFACTURING SITES GLOBALLY

Advancing Our Vision

We have a clear vision for 2030: to improve the lives of one in every three people on the planet — 3 billion people a year. To achieve this, we'll continue to build on the progress we made in 2021, propelling science, technology and healthcare into the future.

PRODUCTS

\$35.9M
of products donated

~1B
COVID-19 tests distributed

-1.5%
net sales price change

PEOPLE

2.2B
lives improved due to Abbott's products and services

40%
of global management positions filled by women

\$20.4M
donated through the Abbott Fund

\$15M +
pledged for 9,500 organizations through our Employee Giving Campaign

PLANET

190M
kWh of low-carbon energy purchased

16
sites in water-stressed areas launched efforts to implement water stewardship management practices

530,200
pounds of packaging impacted through sustainable design

8
additional Zero Waste-to-Landfill sites, bringing our total to 46

AWARD-WINNING PROGRESS

Our relentless focus on delivering for our stakeholders has resulted in numerous honors and accolades.

Fast Company's 2021 World Changing Ideas

- MUAC z-score tape
- BinaxNOW
- FreeStyle Libre 2 iCGM

Dow Jones Sustainability Index

- One of our industry's leaders for 17 consecutive years

Science magazine Top 20 Employer

DiversityInc's Top 50

- #4 company

Vault's 50 Best Internships

- #1 internship for healthcare, data analytics and engineering

The Edison Awards

- Gold for BinaxNOW and FreeStyle Libre 2 iCGM

CES 2022 Innovation Awards

- Best of Innovation Health & Wellness for FreeStyle Libre 3

2021 Best Companies for Multicultural Women — Seramount Index

- Best Adoption-Friendly Workplace
- #1 in Healthcare

JUST Capital's 2022 JUST 100

- #2 in Health Care Equipment & Services

Drucker Institute Management Top 250

- #23 company overall
- #6 of the "Social Top 10"
- Top Ten for Sustainability Stars

Our 2030 Sustainability Plan

We believe a sustainable future starts with health. It's the foundation of everything we do — as individuals, families and communities. It helps societies thrive and fuels successful economies.

At Abbott, we help people get — and stay — healthy at every stage of life. Our 2030 Sustainability Plan outlines seven priority areas we are addressing to deliver effective healthcare solutions that are both accessible and affordable while embedding sustainability into everything we do.

Explore our [2030 Sustainability Plan](#) in more detail.



OUR CLEAR FOCUS

**INNOVATE FOR ACCESS
AND AFFORDABILITY**

We're intentionally designing access and affordability into many of our life-changing technologies and products, and breaking down barriers that prevent people from getting the care they need.

PRIORITY

2030 GOAL

Make access and affordability core to new product innovation.

Transform care for chronic disease, malnutrition and infectious diseases.

Integrate access, affordability and data insights as design principles into our research and development (R&D) work and portfolio.

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 (malaria, hepatitis B/C, HIV, COVID-19 and others) with diagnostics, treatment and education programs, especially in high-prevalence areas.

PROGRESS AND NOTES

- Defined Innovate for Access and Affordability Design Principles to apply at every stage of design and commercialization cycle. For more information, see [page 16](#).
- Reached 2.2 billion* people through our products and services.
- Created the first rapid handheld traumatic brain injury blood test, which can reduce the need for expensive CT scans.
- Enabled remote care via the *NeuroSphere Virtual Clinic*, increasing access and reducing costs.
- Advanced technologies to improve diabetes and cardiovascular disease care, including:
 - Launched *FreeStyle Libre 3*, the world's smallest, most accurate continuous glucose monitoring (CGM) sensor
 - Connected *FreeStyle Libre* products to partners' delivery systems and coaching platforms to enhance personalized diabetes management
 - Launched *Ulteon 1.0* to enhance coronary artery procedures, receiving honoree CES 2022 Innovation Awards recognition
- Additionally, continued to progress initiatives, including:
 - Partnered with the American Diabetes Association to sponsor a pilot in Columbus, Ohio, to support equitable diabetes-care access
 - Partnered with Rush University Medical Center and the Alive Faith Network in the U.S. to provide diabetes, heart disease and mental health support
 - Ongoing partnership with the Tanzanian government to enhance emergency medicine and the healthcare system, serving more than 1 million patients to date
 - Abbott Fund and CARE partnered on a \$1 million investment to tackle noncommunicable diseases in the Philippines
- Established the Abbott Center for Malnutrition Solutions, pledging a \$45 million annual investment to enhance identification, treatment and prevention.
- Expanded Abbott Pandemic Defense Coalition to better anticipate future pandemic threats.
- Developed a hepatitis B virus biomarker program to inform enhanced treatments.

* 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.

OUR CLEAR FOCUS

**SUSTAINABILITY IN
EVERYTHING WE DO**

While our focus on innovation, access and affordability is central to our plan, we will also take targeted action in key areas, including building the workforce of tomorrow, responsibly applying data to advance care, building a more resilient, diverse and responsible supply chain, and protecting health by safeguarding the environment.

Beyond these target areas, we will continue to build a more sustainable business through all the actions we take, every day – from ensuring product quality and safety, to acting ethically and supporting human rights, to advancing transparency and engaging our many stakeholders around the world.

PRIORITY

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.

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

PROGRESS AND NOTES

- Provided decentralized healthcare services to over 705,000 people globally through social investing, shared value and Abbott Fund programs.
- Partnered with the Rwandan Ministry of Health and the Society for Family Health Rwanda to bring healthcare to approximately 260,000 people through December 2021. Additionally, launched an antenatal care panel and started development of panels for fever and malnutrition.
- Partnership with the Real Madrid Football Club and the Real Madrid Foundation that encompasses education, sports and social welfare activities for under-resourced children.
- Dedicated \$5 million to scholarships for Historically Black Colleges and Universities (HBCUs) and minority nursing associations, with the goal of producing more racially and ethnically diverse clinical trials.

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.

- Published an enhanced formal commitment to privacy and protecting sensitive data.
- Established a coordinated vulnerability disclosure program to enhance reporting of product and system vulnerabilities.
- Two maturity assessments conducted on privacy and product security.
- Cybersecurity control framework developed.
- Founding member of the University of Minnesota Center for Medical Device Cybersecurity.

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.

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

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

- Established language for our social responsibility requirements that's being incorporated into direct material spend contracts.
- Identified a representative sample of suppliers with potential high-risk sustainability factors to pilot audit programming.
- 100% of suppliers assessed for sustainability risk.
- 48.6% spend increase with small businesses.*
- Spend with Black- and women-owned businesses** grew by 31% and 15% respectively (vs. 2020).
- Launched initiative with the Local Initiatives Support Corporation (LISC) to deliver \$37.5 million in financial assistance to diverse small businesses.

* Includes data from U.S. only.

** Includes data from U.S., Canada, and Puerto Rico suppliers.

OUR CLEAR FOCUS

**SUSTAINABILITY IN
EVERYTHING WE DO***continued*

PRIORITY

2030 GOAL

PROGRESS AND NOTES

**Build the diverse,
innovative workforce
of tomorrow.**

Provide 1 million development and job opportunities for current and future employees.

- Achieved 163,315 development and job opportunities for current and future employees.
- Created 23,950 STEM opportunities for young people.

Create opportunities in Abbott's science, technology, engineering and math (STEM) programs and internships for more than 100,000 young people, including 50% from underrepresented groups.

- We continued to work toward building a more inclusive culture:
 - 40% of global management positions filled by women
 - 44.6% female representation in STEM roles
 - 33% of leadership roles held by people from underrepresented groups
- 97% of people managers completed Leading With Impact, a training program to help managers cultivate stronger people skills and build more inclusive teams.
- In 2021, all of our U.S. employees received unconscious bias training. We also published our first ever Diversity, Equity and Inclusion report which provides goals, our progress against them and disclosure of EEO-1 data.
- We enhanced our proxy disclosure, highlighting a strong link between executive compensation and sustainability.
- We have identified more than 50 future skills necessary for the jobs of tomorrow; we're now prioritizing developing them in existing and future employees.

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

- 86% of openings for leadership roles filled by internal candidates.

Maintain or improve rates of internal succession for leadership roles.

- 45% of targeted new jobs filled internally.

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

- Expanded Employee Assistance Program to four new countries, increasing our total to 50.
- Offered expanded mental health support to employees, including global webinars on managing stress and anxiety and meditation sessions, resources to help with child care and family support, and counseling services.
- \$3.5 million in Freedom 2 Save employer contributions to participant retirement accounts since the inception of the program.

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

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 savings contributions to participants' retirement accounts.

OUR CLEAR FOCUS

**SUSTAINABILITY IN
EVERYTHING WE DO***continued*

PRIORITY

2030 GOAL

PROGRESS AND NOTES

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).

- 5% reduction in Scope 1 and 2 emissions (vs. 2018).
- Committed to a science-based target for Scope 1, 2 and 3 carbon emission reductions with the SBTi.

Work with our key carbon-intensive suppliers to implement sustainable programs to reduce our Scope 3 carbon emissions.¹

- Laid groundwork for future water stewardship certification and management practice accreditation, including establishing Alliance for Water Stewardship membership and identifying 25 Abbott sites as operating in water-stressed areas.

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.

- Developed criteria and process to identify suppliers with potential to expose Abbott to water risks:
 - 26 key suppliers in high water-stressed areas engaged through our Supplier Sustainability Survey
 - Identified five key suppliers to pilot future water risk program

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

- Created Sustainable Packaging Guiding Principles.
- Three initiatives funded that will impact 8 million pounds of packaging materials, including implementing new manufacturing technologies, adopting new packaging for a key product and redesigning bottle caps that use less material and increase recyclability.

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

- 88.5% waste diversion rate.
- First group of key suppliers engaged to determine waste management maturity and opportunities to partner on waste diversion.

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

¹ Quantitative Scope 3 target is forthcoming.

Sustainability in Everything We Do

Sustainability is embedded in Abbott's DNA, and our 2030 Plan codifies the commitments we've made for the future. Our governance structure puts sustainability at the heart of our business and makes it everyone's shared responsibility.

OUR PRINCIPLES OF SUSTAINABILITY

As a healthcare business, we continuously work to identify ways in which we can help people, society and the planet through better health. We want to take this further, actively expanding the ways we benefit people and the planet. Four principles inform our approach:

- Apply our unique business strengths to identify and invest in life-changing innovations, evolving to meet emerging needs and finding measurable ways to address challenges
- Identify and increase our understanding of our top material issues and the growing needs of the people we serve

- Embed sustainability throughout the business through robust governance
- Partner with stakeholders for greater impact

ESG-LINKED COMPENSATION

Our strategy was driven from the beginning by Abbott's senior management team, with ongoing oversight from our Board of Directors and its committees. Overall responsibility for sustainability sits with management.

To help ensure ESG considerations are fully embedded, we have tied executive compensation to sustainability efforts, including driving quality, environmental, health and safety performance, and promoting diversity and inclusion. Our leadership covenant specifically states that corporate officers are accountable for the achievement of Abbott's 2030 Sustainability Plan goals.

To learn more, visit the *Compensation Link To Sustainability* section of our 2022 Proxy Statement.

Read more about our Board of Directors on page 75 and see details of executive compensation in our 2022 Proxy Statement.

SUSTAINABILITY OVERSIGHT

BOARD OF DIRECTORS AND SENIOR MANAGEMENT

Oversees all sustainability activities

Global Citizenship Advisory Council

Brings together external experts who provide guidance on strategic sustainability issues, including risks and opportunities

Members:

- Margaret Flaherty, Senior Advisor, FSG, and Professor, Business School Lausanne
- David Logan, Co-Founding Director, Corporate Citizenship
- Jane Nelson, Senior Fellow and Director, CSR Initiatives, Harvard Kennedy School
- David Vidal, Emeritus Fellow, The Conference Board

Global Sustainability Team

Leads implementation of our strategy across Abbott's global operations and oversees reporting of environmental, social and governance performance

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 the execution and enterprise-wide operationalization of our 2030 Sustainability Plan to achieve goals and targets

Representatives from:

- Global Environment, Health and Safety
- Ethics and Compliance
- Quality and Regulatory Affairs
- Information Technology and Cybersecurity
- Human Resources
- Supply Chain
- Legal
- Finance
- Corporate Governance
- Research and Development
- Investor Relations
- Public Affairs
- Government Affairs
- Corporate Purchasing
- 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
- Corporate Governance
- Research and Development
- Investor Relations
- Public Affairs
- Government Affairs
- Enterprise Risk Management

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
- 3 corporate officers
- 33 divisional vice presidents
- 2 senior directors

INNOVATE FOR ACCESS AND AFFORDABILITY

The world needs new approaches to health — “business as usual” won’t get it done, and cutting-edge innovations alone won’t be enough. We believe the best healthcare solutions are the ones that help the most people. That’s why we’re designing new products and reimagining existing ones to maximize access to life-changing technologies and services, increase our positive impact on the world and sustain Abbott for years to come.

INITIATIVE SPOTLIGHT

In early 2022, Abbott became the first healthcare company to deliver a keynote address at the Consumer Electronics Show (CES). Through it, we outlined our vision for the future of healthcare.

During the show, Abbott’s BinaxNOW COVID-19 Self Test was just one of five of our products recognized with a Best of Innovation award.

DIGITIZE
Connect people with timely, accurate and actionable health information

DECENTRALIZE
Deliver care where and when it’s needed beyond the hospital or clinic

DEMOCRATIZE
Make health tech more accessible, personal and convenient to more people



Our Approach to Access and Affordability

We work to deliver more affordable, more accessible solutions that effectively address pressing health needs. We are partnering strategically to break down barriers to care and innovating to help people live fuller lives.

We have outlined three Design Principles to embed innovating access and affordability in how we develop and bring technologies and products to the people who need them:



DESIGN FOR BROADER REACH AND EQUITY

Build an innovation 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 to reduce costs 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 and societal value



OUR 2030 GOALS PROGRESS

Became anchor sponsor of the **Health Equity Now** platform to support Americans with diabetes

Launched **Ultreon 1.0** to help improve outcomes for coronary artery procedures

Provided decentralized healthcare services to over

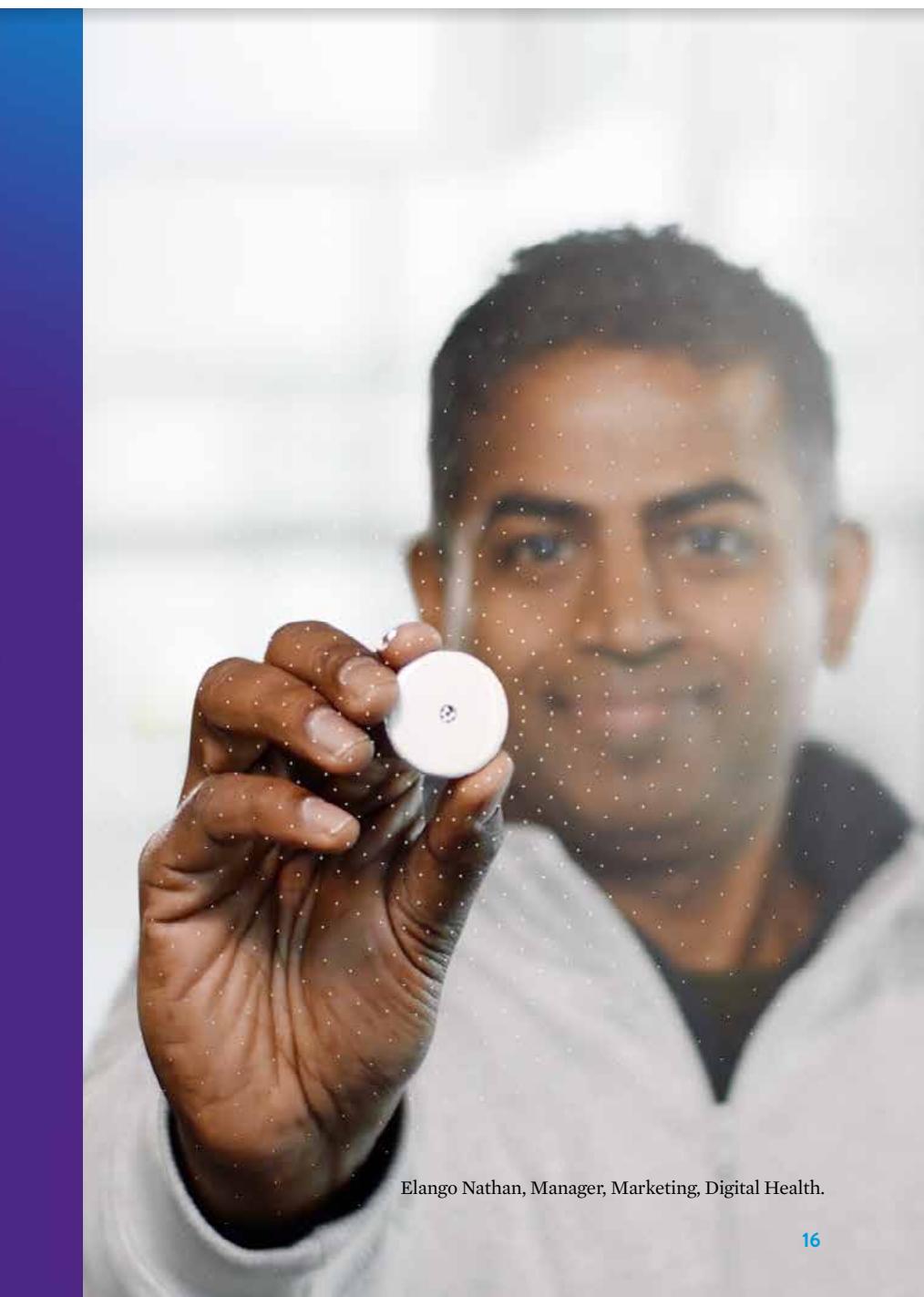
**705,000
PEOPLE GLOBALLY**

Developed a hepatitis B **virus biomarker program** to inform enhanced treatments

**2.2B
LIVES IMPROVED**
from Abbott's products and services

Launched **NeuroSphere Virtual Clinic**, increasing access to care by letting doctors remotely assess symptoms and adjust therapies for patients with chronic pain or movement disorders

For specific information on our 2030 goals around Access and Affordability, see page 10.



Elango Nathan, Manager, Marketing, Digital Health.

Our Management Approach

Innovation is a key growth driver for Abbott. We manage innovation across the breadth of our value chain to help ensure maximum access to products and services that can help people live fuller, healthier lives. We've embedded considerations of access and affordability into our product design, development, manufacturing processes and commercialization. We're leveraging our technologies to make real progress against chronic disease, malnutrition and infectious diseases. And we're harnessing our global presence, developing strategic partnerships, and investing in community projects and sustainable infrastructure to help ensure equitable access to quality healthcare.

The Scientific Governing Board

The responsibility for driving life-changing health innovations is within the purview of Abbott's Scientific Governing Board. The board's 16 members include the heads of research and development (R&D) from all of Abbott's businesses. Together they represent decades of experience in health technology and science industries.

The Scientific Governing Board meets monthly to discuss Abbott's progress on innovating to advance access and affordability, developments

in health technology and areas where cross-business collaboration could support novel product designs. This group is responsible for driving our product design principles into each Abbott business. It also puts forward nominations for Abbott's Volwiler Society, an organization we established in 1985 to recognize, support and celebrate our most distinguished scientists and engineers for creating breakthrough technologies that change millions of lives around the world.

Nominees must meet rigorous criteria and demonstrate a history of consistent scientific and technical contributions. Having a program like this in place is testament to the importance Abbott places on innovation.

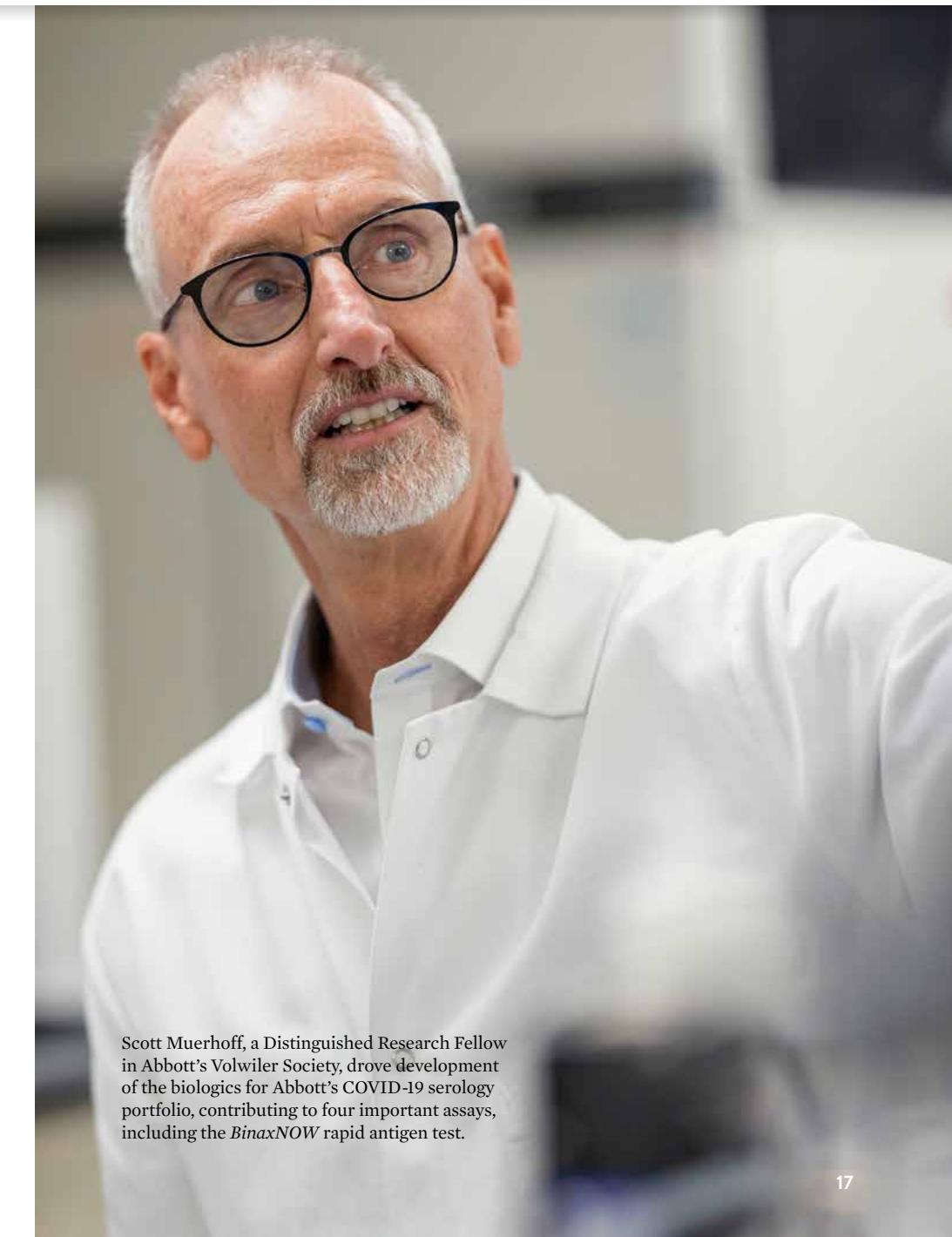
Today, the Volwiler Society has 125 members, several of whom are also members of the [American Institute for Medical and Biological Engineering \(AIMBE\)](#) — a nonprofit organization representing the most accomplished individuals in these fields.

The AIMBE brings together over 1,500 people from academia, industry, government and scientific societies to create an influential network of experts committed to advancing medical and biological engineering for the good of society.

How We Guide Our Efforts

We want our products and technologies to reach as many people who need them as possible. We track our progress against six areas to help ensure we have our greatest possible impact:

- Innovate for access and affordability
- People served
- Transforming standards of care
- Health outcomes
- Cost savings
- Infrastructure



Scott Muerhoff, a Distinguished Research Fellow in Abbott's Volwiler Society, drove development of the biologics for Abbott's COVID-19 serology portfolio, contributing to four important assays, including the *BinaxNOW* rapid antigen test.

Innovating for Impact

By 2030, we plan to improve the lives of one in every three people a year, providing increasingly accessible solutions and delivering more to under-resourced areas.

OUR 2021 PERFORMANCE

In 2021, Abbott products made a difference in the lives of more than 2.2 billion people, and the Abbott Fund worked with 62 partners in 245 sites to serve nearly 633,000 people.²

Partnering to Boost Participation

Globally, the number of young people donating blood is on the decline. To address this trend, in 2015, we launched *BE THE 1* — the first global recruitment movement focusing on expanding the pool of young donors. Since then, more than 100 blood and plasma centers have embraced the campaign and donations have increased as much as 37% in certain countries.

In 2021, we launched “Give Blood. Get Back,” a campaign that reached more than 50 million people in the U.S. As part of this program, we engaged 15 influencers on TikTok and Instagram, and included a licensed song and TikTok dance challenge, achieving unprecedented positive response and Gen Z/Millennial engagement. Less than 48 hours after launch, more than 2,000 people accessed the website to find a location to donate with a 40% click-through rate.

Inclusive Clinical Trial Representation

We believe data collected in clinical trials should be representative of the people our products are intended to serve. But today, while people of diverse ethnic and cultural backgrounds make up nearly 40% of the U.S. population, and are disproportionately impacted by chronic conditions such as diabetes and cardiovascular disease, they are still heavily underrepresented in the clinical trials process. To help address the disparities that exist in clinical trials, we’re developing an outreach plan to build trust in areas where trial participants haven’t traditionally been included. We want to work with others who recognize the need to overcome four substantial barriers to diverse participation in clinical trials:

- Lack of access to facilities, trials and/or resources in the area
- Lack of understanding on the benefits to self or community through participation
- Lack of trust in institutions or individuals due to prior bad experiences
- Lack of clarity across languages

Part of our outreach includes forming an advisory board, with the goal of determining how best to increase participation across gender and ethnic lines. Some of the ways we plan to overcome these barriers and progress in this area include:

- Recruiting, training, developing and coaching women and ethnically diverse doctors who reflect their communities and are interested in clinical trials
- Committing \$5 million to fund nearly 300 scholarships through new partnerships with medical schools at Historically Black Colleges and Universities (HBCUs) and minority nursing associations, with the goal of producing more racially and ethnically diverse nurses and trialists who, if given the opportunity, will dramatically impact trials in the future
- Expanding clinical trials into new sites in more communities to reach underrepresented patients
- Connecting with diverse participants and cultivating trust and education through the use of culturally appropriate materials

By expanding the reach of studies to include diverse groups, we can achieve a clearer image of our products’ impacts in real-world situations. Armed with this information, we can continue to develop solutions that help even more people.

When we initiated our LIFE-BTK study on a treatment for people with advanced peripheral artery disease (PAD), we established a diverse team of investigators and performed trials across several locations to reach underrepresented demographics. Partnerships with institutes like the Women as One physician organization helped further diversify the process. Similarly, our Beyond Intervention research gathered insights from over 1,800 people across 13 countries to create a more complete picture of how technology can improve the care of patients with vascular disease.

² Figure is inclusive of all people served by the Abbott Fund, covering health access, disaster relief and *Future Well Kids*.

³ <https://www.diabetes.org/healthequitynow>

INCREASING ACCESS TO DIABETES CARE

The Health Equity Bill of Rights — established by the American Diabetes Association — posits 10 basic rights for people with diabetes and prediabetes. We have sponsored a pilot initiative designed by the association to address right #9:

The right to the latest medical advances

Today, Black Americans are 60%³ more likely to be diagnosed with diabetes, yet much less likely to have their condition well managed. The goal of our three-year, \$5 million effort is to reduce health inequities by removing barriers to tools and technology for diabetes management, regardless of income level or insurance status. The pilot seeks to better understand and address the healthcare disparities for Black people living with diabetes. Focusing initial efforts in Columbus, Ohio, we will help by sponsoring campaigns to enhance awareness, access to and adoption of these tools. In collaboration with the National Center for Urban Solutions (NCUS), 150 Black residents living with diabetes will have access to health education, physical training, nutritional support and Abbott’s *FreeStyle Libre* flash glucose monitoring technology.

Innovating to Improve Health Outcomes

We are continuously exploring how we can help people live longer and better, finding measurable ways to address social challenges and improve health outcomes with scientific and technical expertise.

Partnering for Better Outcomes

In addition to ensuring our solutions deliver the best care possible, we work with others to magnify and enhance the outcomes of our efforts. For example, we have partnered with the Tanzanian government for more than 20 years to drive sustainable improvements to the country's healthcare system, delivering emergency care to more than 1 million patients to date.

OUR 2021 PERFORMANCE

Proactively Addressing Pandemic Threats

In 2020, building on our decades-long experience in viral surveillance, we established the Abbott Pandemic Defense Coalition to help identify new pathogens, analyze potential risk levels, develop and deploy diagnostic testing and assess public health impacts. Throughout 2021, we expanded the coalition, leveraging the expertise of global centers of excellence in laboratory testing, genetic sequencing and public health research to respond to the emergence of the COVID-19 Omicron variant. Fourteen cross-continent sites, including Abbott, contributed to this research.

We partnered with The Task Force for Global Health on a first-of-its-kind field program to train the next generation of epidemiologists. Additionally, a virology fellowship with the Global Virus Network will help develop future virologists.

Improving Outcomes With *Ultreon*

We aim to improve outcomes for 1 million patients annually using our *Ultreon* software to optimize percutaneous coronary intervention (PCI)⁴ by 2030. In 2021, we began the rollout of *Ultreon* 1.0 software, which merges imaging technology with artificial intelligence to enhance visualization of PCI procedures. The software can automatically detect blockage severity and measure blood vessel characteristics, supporting more precise decisions. The game-changing capabilities of this software resulted in *Ultreon* 1.0 receiving honoree recognition at the CES 2022 Innovation Awards.

Ultreon 1.0 represents the first of several such platforms. The data we're collecting from it are already informing development of *Ultreon* 2.0 — a system that will be accessible to smaller centers, improving outcomes for a growing number of patients.

SCORING BIG FOR KIDS' HEALTH

In 2021, we entered into a three-year agreement to be the Health Sciences and Nutrition Partner for Real Madrid Football Club. We have also signed on as Global Partner of the Real Madrid Foundation — an organization founded by the club to promote the value of sport to children globally.

The partnership will deliver education, sports and social welfare activities to support children in under-resourced communities in 80 countries. It will also involve working with Real Madrid Foundation social sports schools in 12 countries to provide malnutrition screening, education and nutrition support. Finally, through the agreement, we will address nutrition needs through Real Madrid Foundation clinics, which are hosted in 42 countries.



⁴ PCI is a minimally invasive procedure used to open coronary arteries and restore blood flow.

Pricing Discipline to Improve Access

Healthcare products are a valuable societal investment — they enable people and societies to flourish. We are committed to finding innovative ways to improve efficiency and consumer access to our life-changing products.

Affordable Diagnostics

Our diagnostics business is always on the lookout for ways to improve costs by increasing efficiency in our manufacturing, supply chain and product support areas. Over the past four years, we have realized year-over-year improvements in cost of goods for more than 80% of products by volume.

Cost Savings Fund Innovation

Throughout 2021, our sites took several steps to improve operational efficiency, resulting in cost savings that help drive our investment in innovation. For example:

- In Africa, we launched malaria diagnostic tests with smaller packaging dimensions, reducing required distribution trips and lowering logistics costs by around 28% for customers. We also increased accessibility of these products and helped ensure continuity of supply by combining the supply capabilities of our manufacturing facility in China with those of our site in Korea.
- Additionally, we completed a regulatory submission for small-pack HIV diagnostic tests. The suggested reduction in kit box dimensions will translate into approximately 50% logistics cost savings for customers as a result of improved shipping efficiency.

- To enable affordability for the governments and agencies purchasing our *Panbio* COVID-19 Antigen Self-Test, we have improved materials and labor efficiency and have achieved a 32% decrease in manufacturing costs.

Additionally, the launch of a new diagnostic product for traumatic brain injury (TBI) — the *i-STAT Alinity* TBI Plasma — will enable concussion diagnoses through blood tests. This will reduce the need for expensive CT scans, bringing down overall healthcare costs following head injuries.

VALUE EMBEDDED BY DESIGN

One of Abbott's Core Design Principles is to optimize the products we create across four factors: people reached, consumer benefit, business and societal value. Doing so starts with understanding the needs of our customers — from patients and healthcare professionals to policymakers and those who fund developments.

An important example of this principle in action can be found in the Early Value Assessment (EVA) process. Through this process, we help ensure the expectations of key stakeholders are upheld even as we target increased access and affordability.

Through the EVA, we proactively identify steps that will drive economic and clinical value for future products. Recommendations are then captured during design and development processes; in turn, positively impacting future reimbursement, coverage and access for patients.



Infrastructure and Transforming Standards of Care

We are building infrastructure, offering training and providing resources to help decentralize care and transform healthcare standards in communities around the world.

OUR 2021 PERFORMANCE

In 2021, we extended support to 32 healthcare centers, including training 2,851 healthcare workers on decentralized services. We provided over 705,000 people with decentralized services globally.

The Abbott Center for Malnutrition Solutions

The Abbott Center for Malnutrition Solutions – our cross-functional innovation hub – is working to improve identification, treatment and prevention of malnutrition. External partnerships, research, innovation and financial support also contribute to developing accessible, sustainable and locally relevant options for those most in need.

Addressing Gaps in Care

In 2019, we began working with the Rwandan Ministry of Health and the Society for Family Health Rwanda to build an independent, decentralized and financially stable health network. Together, we launched second-generation health posts to address gaps in primary care and testing for HIV and other infectious diseases, including malaria. Through December 2021, these posts have treated approximately 260,000 people.

In certain areas, where the closest existing facilities were up to three hours away, health posts have increased access to care eightfold and cut travel times to around 17 minutes. Since inception, malaria screenings have risen by 68%, with 21,000 residents treated for positive cases.

A recent study determined that most of the care provided during visits to these posts would not have occurred without them. The health post's main benefit was a substantial increase in the use of curative primary care for conditions such as malaria, intestinal parasites

and acute respiratory infections. These health posts are also financially stable and will be able to sustainably provide care for local residents. During their second year of operation, these posts generated an economic profit of 29%.

The study also demonstrated that access to these health posts addressed a high demand for these services in rural Rwanda. As a means to improving the health of Rwanda's rural population, these facilities are both improving equity within Rwanda and providing a roadmap for doing the same globally.

Transforming Virus Research with Biomarkers

We have launched a hepatitis B virus (HBV) biomarker program to expand understanding of, and treatment for, patients with chronic HBV. Using HBV RNA and surface antigen tests, we are conducting studies to inform more effective treatments. While research is ongoing, evidence for the value of biomarkers in moderating patient care has already been shared in 14 publications.

DIAGNOSTIC PANELS FOR ENHANCED TREATMENT

A diagnostic panel is a predetermined group of medical tests used in the diagnosis and treatment of disease. Panels support development of more effective treatments. In 2021, we launched, or set the groundwork for, three targeted panels.

- **Antenatal Care (ANC) Panel:** established to improve lives and reduce mortality for the 20 million mothers and children in high-burden countries through regular screening and infection hotspot maps. It supports the World Health Organization's mission to eliminate mother-to-child transmission of HIV, HBV and syphilis by 2030.
- **Malnutrition Panel:** research is underway to improve well-being for children and pregnant women, using biomarkers to identify micronutrient deficiencies via clinical and at-home tests. Development of this panel will continue into 2022 and beyond.
- **Fever Panel:** development has started to understand how biomarkers can help clinicians better identify root causes of fever, enabling proper treatment and care. This will be particularly important in pregnant women and young children. It will also aid infection identification in patients with fever-like and other "generic" symptoms.



**DRIVING DIABETES CARE IN
UNDERINVESTED COMMUNITIES**

In 2019, the Abbott Fund launched our Future Well Communities program in Stockton, California, to address health disparities by removing barriers that prevent people with diabetes from living a healthy life. Working in close partnership with community groups and leading institutions, our goal is to improve the health of 10,000 people in neighborhoods facing the greatest impacts of disparities and diabetes.

We are taking a patient-centered approach, meeting people where they are to reduce the impact of diabetes in these communities.

One of the ways we are accomplishing this is through our Healthy Food Rx pilot initiative. In a community where 57% of people are living with diabetes or prediabetes, we are partnering locally to demonstrate improved clinical and behavioral outcomes with a twice-monthly home delivery of healthy meals for six months. Patients can access on-demand cooking classes and other nutritional resources to help meet their specific dietary needs.

Read more about 2021 Future Well Communities efforts online.



Abbott's Community Impact

When communities thrive, we all thrive. Abbott has a long-standing history of contributing expertise, product, cash and time to help support our communities.

TACKLING NON-COMMUNICABLE DISEASES

Our *Future Well* initiatives help drive progress against noncommunicable diseases (NCDs). In Stockton, California, *Future Well* Communities is advancing health equity and removing the barriers that prevent people with diabetes from living healthy lives. Learn more on [page 22](#).

Our school-based *Future Well* Kids program promotes lifelong healthy habits from an early age. In 2021, we initiated activities in Colombia and the UK, expanding the program's reach to five countries in total. We delivered lessons virtually to students in the U.S., Mexico and Ireland, reaching over 600 students during the 2020–2021 school year. A refreshed *Future Well* Kids website makes it easier for educators and families to integrate standards-aligned resources on the human body, physical activity, nutrition and healthy lifestyle into the classroom or home.

Read more about *Future Well* Kids on [page 35](#).

A MODEL FOR NCD PREVENTION

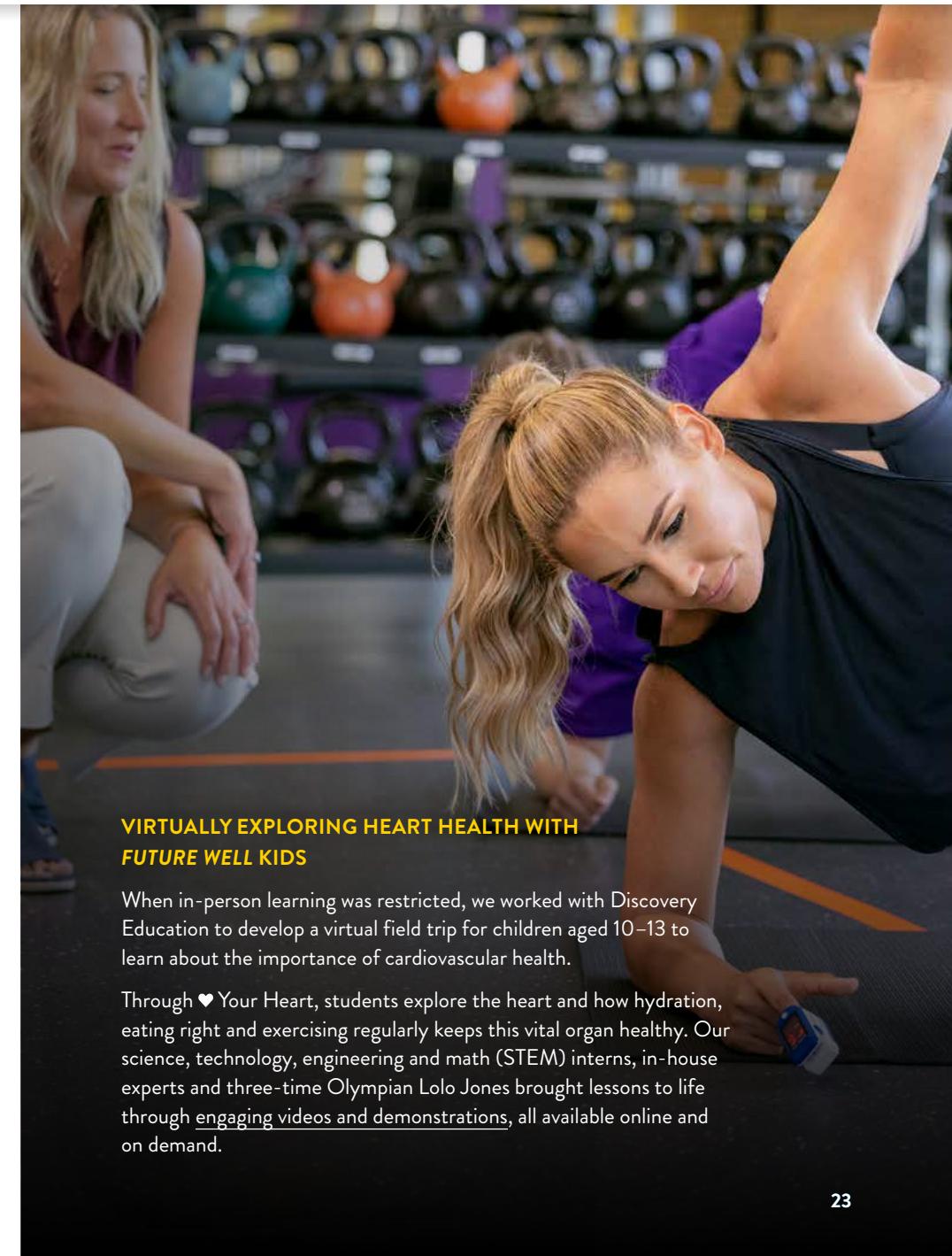
In 2019, Abbott and CARE announced a three-year, \$1 million partnership to address NCDs among populations internally displaced by armed conflict in Marawi, Philippines. Among the first of its kind, the program is creating a scalable and replicable model for the prevention and care of chronic diseases in humanitarian crisis settings. This includes increasing NCD screening, providing health education, monitoring and referral services, and building capacity and awareness on prevention and control. Abbott has also been donating rapid-testing technology, diabetes monitors and test strips.

The results are encouraging. Following targeted interventions, patients with controlled blood sugar levels rose to 59.1%, up from 50.8% at baseline, and more than 65% of patients improved their fasting glucose level, which is important to reducing overall risks of related health complications.

NATURAL DISASTER RELIEF

For 16 years, we have been partnering with Feeding America and Direct Relief to prepare communities for hurricane season. Critically needed supplies, including rehydration solutions and nutrition products, are distributed to food banks and health clinics across high-risk areas in the U.S. and Puerto Rico. In 2021, these programs supported more than 12,000 people. Last year, we broadened these efforts, implementing a disaster resilience strategy to help prevent and mitigate negative impacts on communities in New Orleans, Dallas, Orlando and Puerto Rico.

We are committed to rapid response following natural disasters and other emergencies. In 2021, Abbott and the Abbott Fund donated approximately \$2 million in cash and product to address immediate needs and long-term recovery efforts. This included providing relief following flooding in China, Germany, Turkey and the U.S.; earthquakes in Croatia and Haiti; wildfires in Turkey; hurricanes in the U.S.; and support for Afghan refugees in the U.S.



VIRTUALLY EXPLORING HEART HEALTH WITH FUTURE WELL KIDS

When in-person learning was restricted, we worked with Discovery Education to develop a virtual field trip for children aged 10–13 to learn about the importance of cardiovascular health.

Through *♥ Your Heart*, students explore the heart and how hydration, eating right and exercising regularly keeps this vital organ healthy. Our science, technology, engineering and math (STEM) interns, in-house experts and three-time Olympian Lolo Jones brought lessons to life through [engaging videos and demonstrations](#), all available online and on demand.

RESPONSIBLY CONNECT DATA, TECHNOLOGY AND CARE

Every day, people put their health in our hands — it's a responsibility we take seriously. Data and technology hold the key to transforming healthcare, and we're committed to leveraging this power while protecting the information people share with us.

INITIATIVE SPOTLIGHT

Managing diabetes can be overwhelming. We're collaborating on smarter systems that simplify diabetes care, connecting FreeStyle Libre products with delivery systems and a coaching platform to offer personalized experiences that help people understand and manage their own health in real time.

5X
more frequent glucose scanning with FreeStyle Libre 2

TAILORED COACHING
with Omada Health platform and FreeStyle Libre 14-day system

CONNECTED TECHNOLOGIES
like our FreeStyle Libre smartphone app that gives users clear information about their glucose status without the use of a separate reader, and LibreLinkUp, an

app that allows healthcare providers and loved ones to monitor your glucose levels remotely

Our Approach to Responsible Data

Timely, accurate and secure data can empower people to take control of their own health, and it can help connect them to care, wherever they are. Protecting that data is key to achieving our vision of digitized, democratized and decentralized healthcare.

The Principles of Data Use

Technology has always fueled advances in healthcare, and we plan to remain at the forefront of this progress. As we expand our data capabilities, we are also implementing increasingly robust measures for managing and protecting large volumes of private information.

We have established three guiding principles to direct our efforts and ensure we are:



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

OUR 2030 GOALS PROGRESS

Published a formal commitment to customer and patient privacy and information protection.

Maintained a cybersecurity certification program that includes external SOC 2 and International Organization for Standardization (ISO) 27001 assessments.

Established a coordinated vulnerability disclosure program with a mechanism for reporting product and system vulnerabilities.

Partnered to develop future cybersecurity talent as a founding member of the University of Minnesota Center for Medical Device Cybersecurity.

For specific information on our 2030 goals around Responsible Data, see [page 11](#).



Data Privacy and Security, Governance and Management

We are committed to responsibly collecting, using and protecting personal information. Strong governance and a centralized privacy program ensure we uphold the most rigorous standards.

OUR 2021 PERFORMANCE

Throughout 2021, we performed maturity assessments for both our privacy and product security organizations. The results give us a stronger view of our capabilities and will help drive continuous improvement initiatives. We also produced new data privacy principles, effective as of January 1, 2022, to make our position on information collection, data use and sharing, and security clear and publicly available.

OUR MANAGEMENT APPROACH

To provide personalized treatments we must draw on patient and customer insights. To address potential privacy risks, we develop our products, processes and internal systems

securely, embedding data safety considerations in everything we do. We comply with local regulations for reporting and notification of security breaches involving customers' personal information in all locations where Abbott operates.

We transitioned our global privacy program to a centralized system in 2018, to drive a consistent approach across Abbott. Our Global Privacy Office — part of our Office of Ethics and Compliance (OEC) — is overseen by the Chief Ethics and Compliance Officer and the Divisional Vice President for Global Privacy. Dedicated global professionals, as well as country-specific privacy champions, identify and address data privacy matters. Clear standards, processes and training develop employee understanding of how to protect sensitive information, making data privacy a shared responsibility.

Oversight Committees

In addition to the Global Privacy Office, we have two oversight committees that connect with key stakeholders across Abbott.

Each oversight committee also has its own operational committees that engage at a product and business-unit level.

The Cybersecurity and Privacy Oversight Committee brings together officers from Legal, OEC, Finance, Human Resources, Quality and Information Technology. Its role is to provide oversight to senior management on Abbott's cybersecurity and privacy programs, and to advise on and monitor strategies. The Product Security Oversight Committee, established in January 2020, comprises corporate and division senior leadership across Abbott. The committee meets quarterly to develop our strategy and approach to product security, monitoring progress and supporting company-wide compliance.

In addition, Abbott's senior cybersecurity and privacy leaders provide regular updates to the Board of Directors and Board Committees, providing progress updates, sharing opportunities for improvement and embedding data protection and cybersecurity into the top levels of governance.

KEEPING PATIENTS AND DOCTORS CONNECTED DURING COVID-19

We envision a world where data to inform better health choices is right at our fingertips. Our "connected care" devices bring new sight to healthcare, enabling remote monitoring of patients — something that has taken on new importance during the COVID-19 pandemic.

Our *NeuroSphere Virtual Clinic* met increasing demand for virtual care when in-person appointments were limited. Encrypted, authenticated in-app video chats and remote programming allowed doctors to monitor and adjust patient neuromodulation devices, all with the click of a button. And, so people feel protected while using the *NeuroSphere Virtual Clinic*, we have built it to comply with key privacy standards, like the EU General Data Protection Regulation (GDPR) and the California Consumer Privacy Act (CCPA).

The service holds the potential to transform how patients receive care, something *TIME* magazine recognized when it named *NeuroSphere* to its list of 100 best inventions of 2021.



Cybersecurity Management

OUR MANAGEMENT APPROACH

We understand the potential impact of cyberattacks – for Abbott's systems, and for the people who have entrusted us with their data. We focus on reducing risks of security breaches by regularly updating our systems and protocols. We have evolved our governance approach to have laser focus on two prominent cyber categories: enterprise and product cybersecurity.

Our Enterprise cybersecurity organization is focused on ensuring the security and availability of the systems and technologies that support Abbott's business operations. There are also regional cybersecurity leaders deployed in strategic geographies around the world for local support. This organization is led by Abbott's Chief Information Security Officer (CISO).

Our Product cybersecurity organization is focused on driving cybersecurity standards throughout the total product life cycle. At the corporate level, we provide shared services to our business units such as inventory and vulnerability management to leverage economies of scale. Our divisions and product teams also have cybersecurity expertise, ensuring that our products and medical devices are secure by design. Our Cybersecurity and Quality organizations partner to incorporate cybersecurity throughout the total product life cycle, from design to the integrity of quality data systems. This organization is led by Abbott's Divisional Vice President of Product Security.

Both cybersecurity leaders report to Abbott's Chief Information Officer (CIO), who has overall responsibility. Our CIO reports directly to our Chief Financial Officer (CFO), who in turn reports to our Chief Executive Officer (CEO).

Enterprise Cybersecurity

Phishing attacks and social engineering scams are among the largest cybersecurity threats. One of the most important objectives of this organization is creating a security-focused culture and providing our employees clear direction on security controls necessary to protect operations. Our focus is to create a strong cybersecurity foundation by placing controls around our infrastructure and securing our operations to reduce vulnerabilities. We do this through education and awareness, designing the right cybersecurity architecture, implementing incident monitoring and response efforts, manufacturing cybersecurity, disaster recovery planning efforts and other services provided to the enterprise. Regardless of where employees are or what business function they represent, Abbott believes every employee plays a critical role in protecting Abbott data

and business systems and infrastructure. Our company-wide cybersecurity training program ensures that employees and contractors receive targeted training on phishing awareness and monitors results to identify retraining requirements. This way, we can help ensure everyone at Abbott understands that protecting sensitive data and personal information is everyone's responsibility.

This year we created new roles for divisional Business Information Security Officers (BISOs) to embed cybersecurity further into our businesses. Additionally, the Data Loss Protection Program is designed to implement the proper security controls that will help monitor and prevent unauthorized data sharing.

PARTNERING ON SECURITY

Cybersecurity issues can't be addressed in a vacuum. That's why we maintain multi-stakeholder partnerships to understand the latest cybersecurity threats and trends, support research and inform new standards and best practices, including:

- Health Information Sharing and Analysis Center (H-ISAC)
- Medical Device Innovation Consortium (MDIC)
- International Medical Device Regulators Forum (IMDRF)
- Healthcare and Public Health Sector Coordinating Council (HHS/PHSCC)

Product Cybersecurity

The growth of connected medical devices, products, diagnostics platforms and systems means healthcare professionals can provide their patients with smarter, faster and more effective treatments. At Abbott, we are unlocking potential solutions to some of our most difficult healthcare challenges. But we are also aware of evolving security threats, and we adapt our security measures to meet this changing world. Our approach to product cybersecurity is guided by four pillars:

1 Cybersecurity-embedded design

to ensure we embed cybersecurity considerations throughout the total product life cycle.

2 Threat and risk analysis

to identify new threats and deploy controls, informed by external experts and information-sharing agreements with healthcare and cybersecurity specialists.

3 Testing by internal and external experts

A regular testing program ensures our devices, products and systems meet or exceed cybersecurity standards.

4 Partnering with industry

(more information on page 27) to support trend assessments, information sharing and creation of standards that protect patients and maintain trust.

We maintain a cybersecurity certification program that includes SOC 2 and ISO 27001 assessments for multiple Abbott products that process protected health information. These assessments are performed by an independent external auditor and cover the design and effectiveness of Abbott's cybersecurity program and controls.

Many of our products and programs are designed to collect information that can help people make better decisions about managing their health. This information also helps us understand how to make our products better and what our customers want to learn more about. Our goal is to ensure our devices, products and systems meet the highest security standards, and that commitment guides our approach to protecting data and privacy across our businesses.

To strengthen our ability to respond to changing circumstances, we have developed a customized cybersecurity control framework, informed by robust existing internal and industry strategies. The framework will support Product Security maturity assessments, providing a benchmark against which to measure progress.



BUILD THE DIVERSE, INNOVATIVE WORKFORCE OF TOMORROW

Our employees' innovative ideas, hard work and dedication are helping build a sustainable and healthy future. What do they get from Abbott in return? One, they have the opportunity to grow, learn and have a rewarding career. Two, they can use the health, wellness and financial benefits we provide to build a secure life for themselves and their families. And three, they can be their true selves while working with other amazing people, doing work that truly matters.

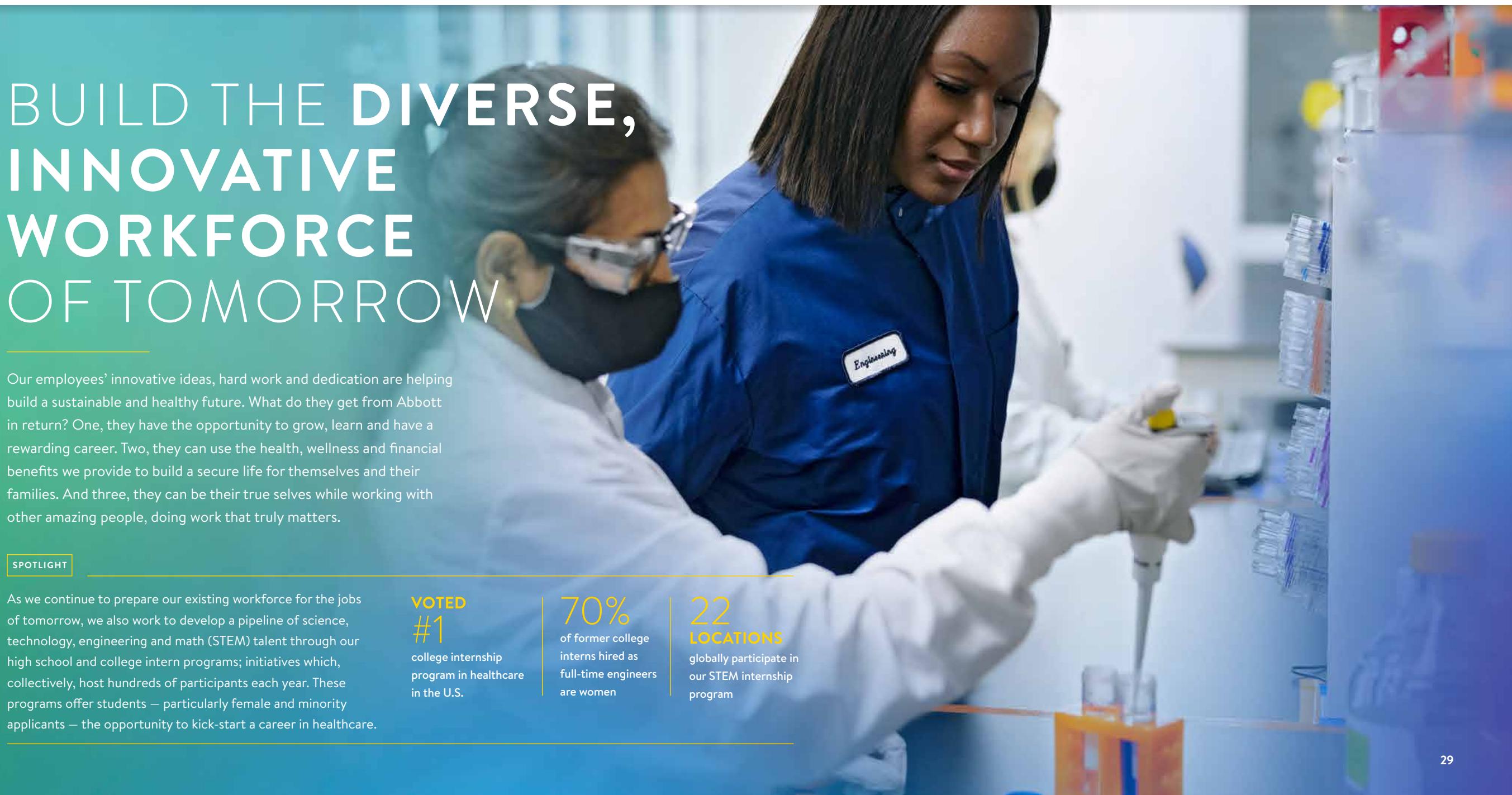
SPOTLIGHT

As we continue to prepare our existing workforce for the jobs of tomorrow, we also work to develop a pipeline of science, technology, engineering and math (STEM) talent through our high school and college intern programs; initiatives which, collectively, host hundreds of participants each year. These programs offer students – particularly female and minority applicants – the opportunity to kick-start a career in healthcare.

**VOTED
#1**
college internship
program in healthcare
in the U.S.

70%
of former college
interns hired as
full-time engineers
are women

22 LOCATIONS
globally participate in
our STEM internship
program



Our Approach to Building Tomorrow's Workforce

Dedicated employees power our sustainable success. As they drive our growth, we provide a supportive, inclusive culture, and programs that help ensure their continued development and encourage them to build a successful career with us.

Our Workplace Environment Promise

We are making a promise to every one of our employees to provide a work environment that:

- Promotes diversity and inclusion
- Offers extensive professional development, mentoring and training programs
- Encourages and supports work-life harmony
- Offers competitive compensation and benefits tailored to each market
- Protects human rights
- Promotes overall wellness
- Contributes to employee health and safety

OUR 2030 GOALS PROGRESS

ACHIEVED

163,315

development and job opportunities for current and future employees

40%

of global management positions are filled by women

\$3.5M

in savings contributions through our Freedom 2 Save program

44.6%

female representation in STEM roles

1,375

young people participated in 2021 internship programs

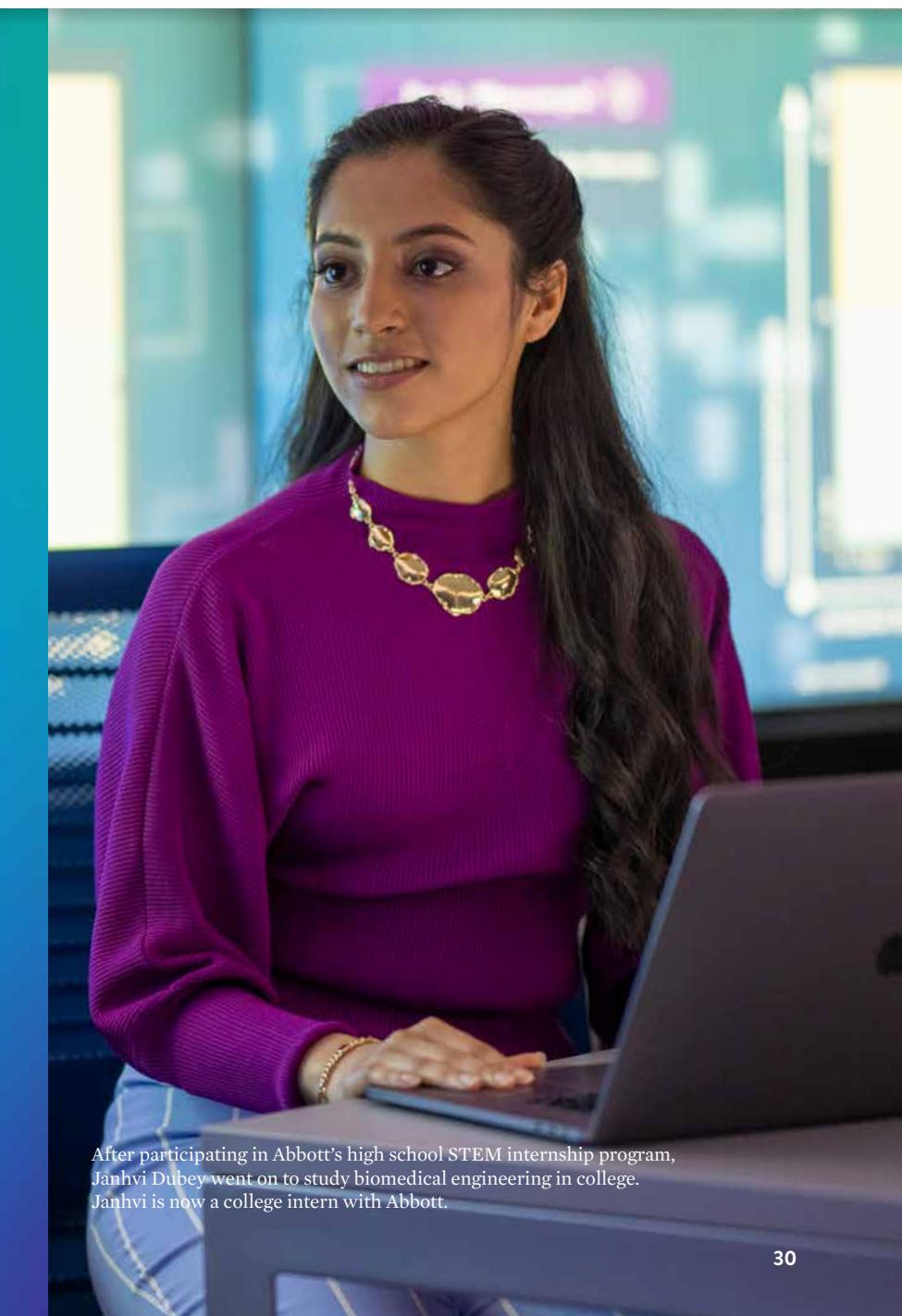
33%

of leadership roles held by people from underrepresented groups

45%

of targeted new jobs filled internally

For specific information on our 2030 goals around Building Tomorrow's Workforce, see [page 12](#).



After participating in Abbott's high school STEM internship program, Janhvi Dubey went on to study biomedical engineering in college. Janhvi is now a college intern with Abbott.

Talent Management

To continually innovate lifesaving solutions, we must empower our teams with skills to meet the health needs of tomorrow.

OUR APPROACH

Talent management is overseen by our Executive Vice President, Human Resources — who reports directly to our Chairman and Chief Executive Officer (CEO) — and corporate officers, all of whom carry talent management goals.

Attracting the Best Talent

We seek to maintain long-term relationships with candidates, showing them that their unique skills are valued by Abbott. We engage with candidates to provide all the information they need to succeed during interviews — including offering them access to our Abbott Talent Community — and maintain ongoing connections with them through our social channels. This way, we can build a pipeline of qualified, interested candidates that we can consider for future opportunities.

⁵ In previous years, we reported on our corporate-sponsored training only. Due to enhancement in data collection, we are including trainings conducted by our businesses in this submission; these programs were not previously reported. Hence, our results are significantly higher than in 2020.

In addition, we engage organizations such as Advancing Minorities' Interest in Engineering (AMIE) and the Society of Women Engineers to identify diverse talent. Partnerships with Historically Black Colleges and Universities (HBCUs) institutions like Howard University and North Carolina Agricultural and Technical State University also support our future employee pipeline.

Our career site employs artificial intelligence to enhance the application process, streamlining user experiences with tailored content and a personalized chatbot to help identify roles. In 2021, Abbott filled 26,184 positions, and 15% of all open positions were filled by internal candidates.

Developing Employees

In addition to attracting new employees, we are committed to developing and retaining our current employees. Through our many programs and resources, we provide opportunities for individual growth and development, helping employees build great long-term careers at Abbott. We value our experienced employees; their knowledge helps us succeed as a company and contributes to a strong succession pipeline. Some of the resources that help our employees progress include:

- Ongoing reviews, career development discussions and goal setting with managers
- Access to Career Connect — our personalized career development and planning tool
- Mentoring, job-specific education and leadership training
- Annual performance management processes

Our Board of Directors conducts an annual Talent Management Review (TMR) to review critical position succession plans and development actions. TMRs are also held at divisional, functional, country, region and team levels to find Ready Now and Ready Future successors, and to support intentional development plans for them. Included in these discussions is the identification of early career talent with leadership potential.

OUR 2021 PERFORMANCE

Learning Opportunities

We offer many employee development opportunities, working to bring more online each year. Throughout 2021, we delivered an average of 28 hours of training and development per full-time employee (FTE).⁵ This equated to an average training and development spend of \$227 per FTE.

Also in 2021, Abbott launched a comprehensive leadership training program called Leading With Impact (LWI) for over 18,000 people managers worldwide. LWI provides 12 weeks of self-paced, virtually delivered, immediately applicable coaching and training.

By the end of 2021, 17,375 people managers had participated. Through the program, they gained new skills, tools and perspectives to help them create a more supportive, inclusive and rewarding environment for their teams.

Industry-Leading Internships

Internships offer future innovators first-hand industry experience. Throughout 2021, we expanded our IT and Computer Science internship in the U.S., with plans underway to bring our Engineering co-op program to more applicants. Our college internship program was voted #1 in Healthcare in the U.S. and ranked highly in 21 other countries.

Read about our STEM internship expansion on page 33.



Diversity and Inclusion

Promoting diversity and inclusion is integral to how we lead. We want to create an environment that nurtures everyone, regardless of race, gender, age, sexual orientation, disability or nationality.

OUR MANAGEMENT APPROACH

We are creating a culture where inclusiveness is a natural state, not an initiative. We want it to be the natural way things get done at Abbott. It takes all of us to build and maintain the just and inclusive culture we want to live and work in. To help build engagement, we've initiated a program of "Let's Talk" sessions, in which employees engage in open and honest discussions about diversity and inclusion.

We are increasing representation of underrepresented groups throughout Abbott. Our Executive Diversity Council consists of diverse leaders who demonstrate their commitment to diversity and inclusion. Members are selected based on characteristics and qualities that highlight their desire to champion and drive diversity and inclusion and span across the enterprise.

The council meets several times a year to discuss key successes related to diversity and inclusion in the current year, and establish clear priorities for the future. The council can serve as an ad hoc advisor on new programs proposed to maximize inclusion at Abbott, and holds a formal responsibility for supporting the diversity and inclusion strategy development, ensuring diversity and inclusion practices are integrated into business practices/strategy, and program implementation at Abbott.

Communities of Support

Employee networks bring underrepresented employees (and their allies) together to share experiences, expand visibility and create opportunities. Almost 15,000 members benefit from the activities and programs our employee network groups support. Each network is supported by our Diversity and Inclusion team and sponsored by an Abbott executive.

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 (Hispanic and Latino employees)	2005
PRIDE (LGBTQ+ employees)	2007
Women in STEM	2016
Veterans Network	2017
Advancing Professionals Network (APN)	2018
Abbott disAbility Network	2021

Channels for Ongoing Communication

As we work to build a more inclusive culture, we monitor our progress in a variety of ways. Annually, all employees have the opportunity to participate in an employee engagement survey. Employees may also be invited to share their views through onboarding and "stay" surveys, sponsored by our businesses and regional/country affiliates.

We maintain several other channels to gather thoughts. Our Chairman and CEO regularly communicates with employees through various channels, including email and video, and invites their responses. He also holds an annual All Employee meeting that provides an opportunity for employees to pose questions and comments. Our senior leaders also respond to employee comments and concerns at small-group and town-hall-style meetings. Finally, our employee networks have created a host of additional forums for employees to voice opinions, concerns and recommendations for improvements.



Michelle Spencer, Senior Manager, Sales Operations in Abbott's Nutrition business, was honored by our Black Business Network for her inspiring leadership within the organization.

OUR 2021 PERFORMANCE

Making Abbott an actively inclusive community is one of our top priorities. In 2021, we launched our Inaugural Diversity, Equity & Inclusion report setting out our action plan.

We're actively working 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.

In 2021, we nominated seven inspiring Abbott women for inclusion in the Women of Color in STEM Peer Review award. We were proud that Deborah Brown – our Senior Director of Toxicology – received an award for Managerial Leadership.

Also in 2021, we received a number of awards and honors for our performance, including:

- DiversityInc's Top 50 Companies for Diversity (18 straight years in 2021)
- 2021 Seramount Inclusion Index
- 2021 Seramount Best Companies for Multicultural Women

Ethnic Representation in U.S. Management Positions (totals by race)



Workplace Gender Diversity, U.S.

Our continued focus has helped us maintain or improve our gender diversity measures across the board, and we take particular pride in the progress we've made increasing our percentage of management positions held by women.

Female share of workforce



Total management positions filled by women



Women in STEM-related positions



Workplace Gender Diversity, Global

Female share of workforce



Total management positions filled by women



Women in STEM-related positions



Nurturing Diversity in STEM

Our High School STEM internship program supports female and minority students making their first steps into STEM fields. It aims to boost diversity in our talent pipeline while advancing prospects for interns.

In 2021, we expanded the program to Singapore, Vietnam and Puerto Rico, offering placements to 50 students. And, for the first time, U.S. participants could apply for college credit, creating an incentive to stay in STEM and increasing degree completion.

This year, we plan to expand to Costa Rica, giving more students from diverse backgrounds the opportunity to kick-start their career. And, to expand impact in this area, Abbott has created the "Shaping the Future of STEM" blueprint, a scalable plan we share with other companies to help them create their own high school STEM internship programs.

Protecting Human Rights

We play an active role in protecting human rights, complying with laws and regulations wherever we operate and creating our own standards.

Our global guidelines include:

- Providing a healthy and safe working environment
 - Complying with child labor laws and laws prohibiting any form of forced, bonded or indentured labor
 - Promoting workforce diversity and not discriminating against any employee for reasons such as race, religion, color, age, gender, ethnicity, disability, marital status and sexual orientation, in addition to any other status protected by local laws
 - Not tolerating any harassment (sexual or nonsexual) or harsh or inhumane treatment in the workplace; this includes providing harassment training for employees
 - Protecting individual privacy
- Providing compensation and benefits that are competitive; complying with applicable laws for minimum wages, overtime hours and mandated benefits; and providing competitive income in the context of each market
 - Encouraging open communication between management and employees

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. Every U.S. employee is required to complete unconscious bias and anti-harassment training annually.

We investigate all reported instances in a sympathetic and 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 79](#).

Our approach to identifying and managing human rights risks

Our processes for managing human rights risks are embedded across our business, encompassing our workforce policies, ethics and compliance program, supply chain management approach, and more. We aim to proactively identify and mitigate potential human rights impacts across our operations and value chain, including risks of discrimination and unequal pay; unsafe working conditions; human trafficking; child labor; and forced or bonded labor. We conduct periodic reviews of our risk exposure, including annual high-level risk assessments of all suppliers ([see page 67](#)).

Abbott employees are expected to adhere to all laws and Abbott's policies, procedures, principles and standards. Our Code of Business Conduct includes prohibitions on illegal and inappropriate labor conditions, and cruel or inhumane treatment. For details on our approach to discrimination and harassment, [see page 79](#), and find more on our approach to compensation and benefits on [page 36](#). Further information on how we ensure the health and safety of our employees and contract workers is on [page 38](#).

In our supply chain, we establish human rights expectations of all suppliers we enter a business relationship with through our Supplier Guidelines, and conduct assessment, monitoring and auditing of suppliers to identify and mitigate potential risks, including those related to human rights. For further information, [see page 64](#) and [page 67](#).

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 U.S. to complete due diligence before engaging third-party companies. This includes screening companies, identifying high-risk partners and monitoring and mitigating any potential risks, including human rights risks. For more details, [see page 81](#).

We investigate reported concerns and actual or potential violations of our policies, and take corrective action, if needed, in a timely manner. Read more on [page 67](#) and [page 79](#).

Employee Community Engagement

Our employees care about the people we serve, whether that's delivering life-changing solutions or giving back to the communities we call home. By supporting local causes, our employees bring to life Abbott's purpose to help more people than ever achieve better health.

OUR MANAGEMENT APPROACH

Caring has always been one of our core values. Our Employee Giving Program and volunteering options create spaces for employees to uphold this legacy of care in their communities. Oversight for community engagement sits with our Citizenship organization, including employee giving and volunteering, as well as programs and strategies for product donations.

Employee Donations and Matched Giving

In 2021, we introduced our enhanced Employee Giving Program in the U.S. and Puerto Rico. The program brings together our existing Employee Giving Campaign and

Abbott Fund Matching Grant Program into one integrated donation program.

Through the new Employee Giving Program, the Abbott Fund has expanded its guidelines, making more nonprofit organizations eligible for matched donations, and doubling its match to 100% of eligible donations, up from 50% previously. And, so every cent goes to the charity of choice, Abbott commits to paying all processing fees.

Employee Volunteering

We provide employees with a range of opportunities for local volunteering. Most recently, we honored the legacy of Martin Luther King Jr. by continuing to offer U.S. employees eight hours of paid time to volunteer — at any time during the year — in their community in ways that are meaningful for them.

Our employees are passionate about making a difference in our industry as well, and know that to create the healthcare innovators of tomorrow, we must inspire young people today. We maintain partnerships with schools, educational organizations and nonprofits to promote engagement in STEM.

OUR 2021 PERFORMANCE

Through our enhanced Employee Giving Program, which launched in September 2021, employees can donate year-round to organizations they care about. Included in this is our Employee Giving Campaign, an annual donation drive run every October for over 40 years. During the 2021 campaign, 95% of employees in the U.S. and Puerto Rico pledged over \$15 million⁶ to more than 9,500 charitable organizations in a single month — a clear indicator of their passion for making a difference.

2021 Social Investing

Cash contributions	\$48,311,612
In-kind giving, product or service donations	\$35,961,192
Administrative costs	\$5,120,420
Time, employee volunteering	\$736,774
Total	\$90,129,998

⁶ This figure includes employee donations and Abbott Fund donation matches. It also reflects payroll deduction pledges that are deducted during the 2022 calendar year and may be subject to change based on individual employee decisions.

FUTURE WELL KIDS

The *Future Well Kids* program encourages young people to take charge of their own health today by developing habits that will help them maintain good health their entire lives. Powered almost entirely by Abbott employee volunteers who deliver a fun and engaging curriculum to students ages 10–13 throughout the school year, *Future Well Kids* teaches kids about noncommunicable diseases (NCDs) through lessons about science, health and the human body. During the 2020–2021 school year, three countries had the program delivered, with six Abbott sites working with eight partner schools or organizations.

Read more about *Future Well Kids* on [page 23](#).

FOR THE 2020–2021 SCHOOL YEAR

98
CLASSROOM
VISITS
across 23 partner
classrooms delivered

608
STUDENTS
positively impacted

Allison Huckins, Abbott STEM intern.



Compensation and Benefits

Our compensation and benefits programs are designed to enable our employees to build financial security and to provide for the health and well-being of themselves and their families.

OUR MANAGEMENT APPROACH

Abbott compensates employees based on the work they do, regardless of race, ethnicity or gender. We are committed to equal pay for equal work, and do not tolerate discrimination in pay, as stated in our position statement on human rights. Three concepts guide development of consistent, fair compensation:

- Base salaries and benefits are based on, and competitive in, the markets where we compete for talent
- Annual and long-term incentives are linked to business and individual performance, with a balance of short- and long-term financial and strategic objectives
- Compensation encourages behavior consistent with the ethical values in Abbott's Code of Business Conduct

⁷ Eligibility for nonsalary 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. Outside the U.S., we typically provide benefit programs above and beyond government requirements.

⁸ Full-time, permanent employees with loans under the Dutch student loan system implemented in 2015.

Our leadership covenant specifically states that senior leaders are accountable for the achievement of Abbott's 2030 Sustainability Plan goals. Any corporate officer that does not fulfill the covenant can receive a reduction of up to 100% of their annual incentive and/or long-term incentive awards.

A Stake in Abbott⁷

Helping employees build an ownership stake in Abbott is key to our philosophy. Several programs facilitate this:

- **Global long-term incentive program:** grants restricted stock units (RSUs) to employees, generally beginning at the manager level. Paid out in shares of Abbott common stock (except in countries that require cash payment).
- **401(k) program:** offers employees in the U.S. and Puerto Rico a 5% match for employee contributions of 2% or more. Employees can choose from a range of investments, including company stock.
- **Employees Stock Purchase Plan:** offers employees (excluding corporate officers) in most countries outside the U.S. stock at a discounted price.

Enabling Financial Freedom

Our first-of-its-kind Freedom 2 Save program helps U.S. employees save for retirement while repaying student loans. Employees who put at least 2% of eligible pay toward repayments receive a 5% 401(k) contribution from Abbott. More than 1,400 employees have enrolled, with Abbott contributing over \$3.5 million dollars to their accounts.

For retirement-eligible employees, Freedom to Work supports reduced schedules, workloads and/or responsibilities while allowing employees to continue building retirement income. Over 1,800 employees have enrolled since 2008.

OUR 2021 PERFORMANCE

In 2021, Abbott granted RSUs to 13,199 employees across 71 countries, while more than 18,000 employees in 60 countries participated in our Employees Stock Purchase Plan.

Supporting Financial Independence

A new college loan repayment program in the Netherlands is helping more employees achieve financial independence. Eligible employees⁸ can receive reimbursement from Abbott of €1,200 annually, up to a total of 50% of post-graduation balance.

Enabling Further Education with FreeU

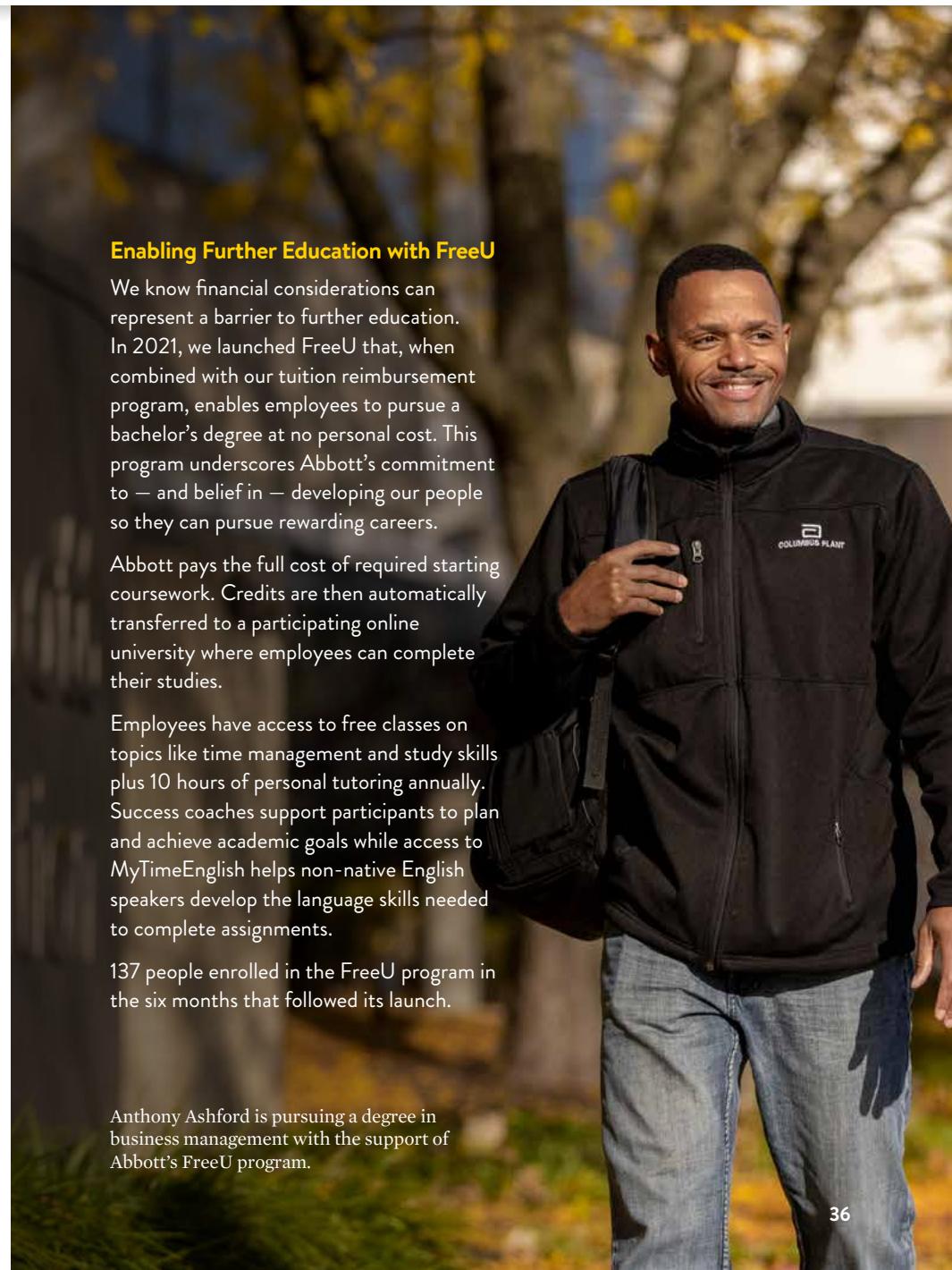
We know financial considerations can represent a barrier to further education. In 2021, we launched FreeU that, when combined with our tuition reimbursement program, enables employees to pursue a bachelor's degree at no personal cost. This program underscores Abbott's commitment to — and belief in — developing our people so they can pursue rewarding careers.

Abbott pays the full cost of required starting coursework. Credits are then automatically transferred to a participating online university where employees can complete their studies.

Employees have access to free classes on topics like time management and study skills plus 10 hours of personal tutoring annually. Success coaches support participants to plan and achieve academic goals while access to MyTimeEnglish helps non-native English speakers develop the language skills needed to complete assignments.

137 people enrolled in the FreeU program in the six months that followed its launch.

Anthony Ashford is pursuing a degree in business management with the support of Abbott's FreeU program.



Employee Well-Being

Employee well-being matters, and we are fully committed to protecting it. We offer programs that support work-life harmony and promote good health, with many available to employees' families as well.

OUR MANAGEMENT APPROACH

We recognize that, to feel and perform at their best, employees must be able to balance work and family responsibilities. During the pandemic, we recognized that the way we work was going to change. So, building upon our long-standing practice of flexibility, we made changes to support these trends, offering eligible employees enhanced opportunities to benefit from options like flextime, compressed work weeks, reduced schedules, job sharing and remote working. We also made changes to our U.S. vacation policy to offer employees more weeks of paid time off earlier in their careers.

In the U.S., on-site child care, discounts on external child care, and parenting and counseling services are provided. New parents are offered eight weeks' paid leave, and since 2015, we have given financial support for adoption of up to \$20,000 per child.

Our company-funded Employee Assistance Program (EAP) provides free expert mental health support for employees and their families through one-on-one assistance, seminars, online courses, crisis intervention services and workplace emergency response.

OUR 2021 PERFORMANCE

Supporting Every Employee

We want as many of our people as possible to benefit from well-being services. In 2021, we expanded our EAP to the Czech Republic, Slovakia, South Africa and Vietnam, reaching more employees with mental health support. This builds on the more than 20 countries we introduced the EAP to in 2020 and brings the total program presence to more than 50 countries.

Thousands of employees participated in wellness sessions, including a webinar on reducing stress, overcoming burnout, enhancing relationships and creating work-life balance, and a live meditation session. In honor of World Mental Health Day in October, we offered employees across the world three mental health awareness webinars.

In India, the second wave of COVID-19 presented a difficult situation with the average daily case numbers peaking above 300,000. This led to a scarcity of oxygen, medicines, hospital beds, ventilators and access to doctors and a medical infrastructure stretched beyond capacity. Our team in India mobilized resources to build a regional task force and a comprehensive program for employees and their families. They delivered support to employees that included telemedicine and home COVID-19 management; robust employee communications and support; oxygen concentrators for employee usage and vaccinations for all employees.

A Globally Recognized Commitment to Our Employees

We prioritize well-being because we care about our employees. While not motivated by external recognition, we are proud to have been featured in several global indices for our efforts throughout 2021.

- Great Place to Work certified (U.S., U.K., Brazil, Costa Rica)
- Fortune Best Workplaces in Health Care and Best Big Companies to Work For
- Seramount 100 Best Company
- Dave Thomas Foundation for Adoption Best Adoption-Friendly Workplace
- Science magazine Top Employer
- Certified Top Employer by Top Employers Institute in six EU and three Middle East countries



Employee Health and Safety

The health and safety of our employees and contract workers is paramount for Abbott. Through an integrated Environment, Health and Safety (EHS) management system and a dedicated EHS Leadership Council, we are embedding a culture of safety across every area of our business.

OUR MANAGEMENT APPROACH

Our EHS Leadership Council governs the EHS organization. It comprises professionals who manage internal programs across 90 manufacturing sites, and commercial professionals who support field-based teams, offices and warehouses in more than 90 countries. The commercial EHS organization is divided across six regions, each with a dedicated manager. At each Abbott site, designated safety representatives and safety teams help ensure the successful implementation of our internal programs.

We maintain global policies and standards for managing employee health and safety. Experts regularly update these to reflect changes in regulations and global expectations. Similar standards extend to contractors

working at Abbott locations. Each site must comply with robust contractor EHS management programs, including:

- Training for Abbott employees responsible for contractor activities
- An EHS approval process for contractor companies
- Orientations for contractor employees
- EHS plans for projects over \$2 million
- A full-time safety representative on large construction projects
- Inspections of contractor activity
- Contractor completion of Job Hazard Analyses or Risk Assessment and Method Statements
- Evaluation of contractor company's EHS performance

We regularly evaluate commercial operations, manufacturing and research and development (R&D) sites through internal compliance assurance audits that cover:

- Health and safety
- Strategic planning and prioritization

- Risk assessment/self-assessment
- Business integration
- Training and awareness
- Communication and information
- Performance measures

Senior leadership uses EHS scorecards to monitor performance. We communicate results across our organization, identifying necessary corrective actions and ensuring actions are completed on time. A separate Global Health Scorecard is used by site and divisional leaders to track implementation of occupational health and well-being initiatives. Each site is required to improve its score annually.

Occupational Health Services

Our global Occupational Health Services (OHS) team – part of the EHS organization – develops and maintains occupational health (OH) policies, procedures and guidelines, trains relevant employees and consults on regulatory compliance. Together with the EHS team, they lead our response to public health emergencies with the potential to impact our business, such as the ongoing COVID-19 pandemic.

This team is also responsible for implementing our global employee health and productivity strategy, tracking progress against key performance indicators (KPIs) and identifying improvement opportunities. To support this, we have developed our Occupational Health Services Standard, requiring facilities to provide adequate resources and designated healthcare professionals with site-specific knowledge. Today, over 130 OH professionals support employee health and well-being, treat illnesses and injuries, and maintain employee medical records. They conduct regular screenings and health education programs to identify and minimize occupational risks.

Our Reproductive Hazard Management Standard ensures the health and safety of employees and their potential future children. We also use established external standards and certifications to drive continuous improvement. At the end of 2021, 22 Abbott sites were certified to International Organization for Standardization (ISO) 45001.



Fostering a Health and Safety Culture

To build a robust health and safety culture, we must engage everyone at Abbott – something we achieve and maintain through our EHS policy and several technical and management standards, including:

- **Risk Assessment and Self-Assessment Management Standard:** requirements for assessing and mitigating health and safety risks

- **Training and Awareness Management Standard:** requirements for employees to be aware of health and safety risks and have knowledge of job-specific hazards

- **Area-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:** requirements for emergency preparedness planning and minimum requirements to ensure health and safety on-site and in surrounding communities. Includes:

- Detailed site descriptions and hazardous chemical lists

- Identifying potential emergencies and required responses
- Clearly marked emergency response equipment
- Designating an emergency coordinator and Response team
- Procedures for reporting emergencies and site evacuations
- Employee and Emergency Response team training
- Annual procedure reviews

A full list of [EHS management and technical standards](#) is available online.

OUR 2021 PERFORMANCE

Throughout 2020, we achieved a significant improvement in our lost-time case rate, partially the result of increased working at home during the pandemic. However, each division also implemented initiatives to drive improvement. These include ongoing driver safety initiatives and multiple ergonomic projects. Our 2021 lost-time case rate has remained consistent with what we achieved in 2020, even as operational activity and on-site working returned to pre-pandemic levels at certain facilities. We are also happy to report that Abbott experienced no fatalities among our employees or contractors in 2021.

Increasingly Robust Standards

Our teams have worked to increase understanding of workplace health and safety issues, updating our protocols to safeguard against occupational injuries and illness. We refreshed our internal ergonomic technical standard to more thoroughly address the leading causes of illness and injuries. Additionally, increased focus was placed on creating a global task force on lockout/tagout control of hazardous energy, a step that will help ensure enhanced safety procedures are followed when servicing machinery.

A Global Safe-Driving Program

Our safe-driving program reduces vehicle accidents across Abbott. In Latin America, a new driver risk assessment covers driver profile, driving behaviors and knowledge of local traffic regulations. This information will help us develop trainings targeted to drivers' specific risk level. In India, our commercial EHS team is developing a vehicle safety initiative focused on two-wheelers to reduce crash-related injuries.

Continuing to Keep People Healthy During COVID-19

Throughout 2021, we have maintained robust on-site cleaning procedures and continued to provide personal protective equipment (PPE) to those who require it. To keep employees healthy we offered on-site testing and vaccine clinics in certain locations.

In the U.S., we regularly test employees and contractors directly involved in manufacturing our COVID-19 tests, and have expanded this testing to other facilities and offices across the U.S. and at our facilities in other countries as well. This ambitious employee testing program has resulted in more than 3 million tests performed globally since the start of the employee and contractor testing. We have also developed guidelines on traveling, returning to work and case management to reduce transmission risks.

While social distancing, wearing a mask, frequent hand washing, and asking that employees stay home (with pay) if they feel ill or show symptoms are all critical steps to maintaining a healthy work environment, our program of regular testing gave our employees additional peace of mind as they returned to the office. Measures have been introduced on a site-by-site basis, timed to align with country-specific regulatory developments.

OHS Performance

Abbott senior leadership regularly reviews OHS data to help ensure continuous improvement in this area.

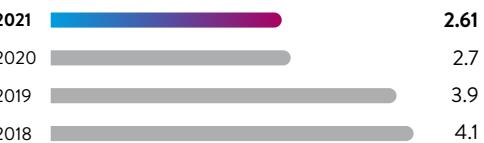
Lost-Time Case Rate⁹

Employee and Contractor



Vehicle Accidents per Million Miles

Employees



Recordable Case Rate¹⁰

Employees



⁹ Cases per 100 workers

¹⁰ Cases per 100 workers

PROTECT A HEALTHY ENVIRONMENT

We are champions for health. This means developing products and technologies that change people's lives. It also means protecting the planet that supports every living thing.

INITIATIVE SPOTLIGHT

As global temperatures increase, one of the most pressing issues is the growing scarcity of clean, safe water. In Spain, we completed the installation of a second reverse osmosis (RO) system to minimize water use, safeguarding potable sources for the people whose quality of life relies on them.

8M
GALLONS
of water
saved annually

12,800
kWh
less energy needed to
run water wells

3.7
METRIC TONS
CO₂e associated
emission savings



Our Approach to Environmental Protection

Safeguarding the environment must be a priority for Abbott if we are to help people around the world live healthier, fuller lives. Evolving our operations to reduce our environmental footprint will also help us build a more resilient business for the long term.

Environmental Impact Projects

Every year, our sites establish and advance projects tailored to address the unique requirements of each region to reduce environmental impacts. By developing our facilities for environmental efficiency, we can also achieve significant financial savings.



71 projects completed



38 sites across 15 countries



~\$990,000 annual savings



6.6 million kWh annual energy savings and 1,700 metric tons CO₂e emissions reduced annually



18.7 million gallons of water saved annually



457 U.S. tons of waste eliminated annually

OUR 2030 GOALS PROGRESS

88.5% WASTE
diversion rate

Committed to a **science-based target** for Scope 1, 2 and 3 carbon emissions

556 SUPPLIERS
engaged to evaluate climate, water and waste risk management

5% REDUCTION
in Scope 1 and 2 emissions (vs. 2018)

Laid groundwork for future **water stewardship** certification and management practice accreditation

530,200 POUNDS
of packaging impacted through sustainable design since 2020

For specific information on our 2030 goals around Environmental Protection, see [page 13](#).



Environmental Governance

Abbott operations are present around the world. A clearly defined, robust governance structure ensures the environmental impact of these facilities is as positive as possible.

OUR MANAGEMENT APPROACH

Environmental governance and management fall under our Environment, Health and Safety (EHS) approach, led by our Board of Directors and senior management. Our EHS organization reports to the Senior Vice President, Quality Assurance, Regulatory and Engineering Services who, in turn, reports to our Chief Executive Officer (CEO). The Senior Vice President is also the executive sponsor for the development of our climate and water strategy.

Policies and Management Systems

Our policies and standards are updated regularly to reflect best practices, regulatory trends and requirements. A comprehensive audit program monitors compliance and 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.

Environmental and Ecosystem Protection

Protecting biodiversity and ecosystems is key to environmental management. Abbott maintains technical standards for preventing unpermitted environmental releases that facilities must comply with alongside relevant external regulations. Many sites have implemented protective measures, including processes to safeguard soil and groundwater, protect and restore wetlands and prairies, and remove invasive species.

Mergers and Acquisitions

Our EHS policy requires that EHS liability and compliance evaluations are conducted prior to all property and business acquisitions and divestitures. Compliance with our EHS policy is also incorporated into all new acquisitions. The type of due diligence we undertake depends on the nature of the transaction:

- **Real property transactions:** Environmental due diligence is conducted to evaluate potential environmental risks and liabilities associated with real property acquisitions and divestitures.
- **Business acquisitions:** In conjunction with environmental due diligence, a company's EHS resources and programs are assessed, gaps identified and resources estimated to align with regulatory requirements and Abbott standards.

Abbott develops multi-year integration plans to ensure acquisitions align with our EHS management practices and standards. This includes providing training and resources to enable implementation of our EHS policy. Progress against integration plans is monitored to help ensure their ongoing efficacy. The final step in integration plans is often an internal EHS compliance audit to ensure acquired businesses are fully aligned.

Engaging Employees in Our Efforts

All EHS employees receive training on our standards and changing regulatory requirements. We maintain several employee engagement initiatives, including:

- Evaluating EHS leaders against performance goals in annual reviews
- Raising awareness of priority EHS issues through dedicated discussion forums
- Recognizing exceptional performance through our annual EHS Awards Program

All EHS policies and standards are available online. Read more about our strategy on page 38.

FOUR LEADERSHIP COUNCILS SUPPORT IMPLEMENTATION OF OUR EHS PROGRAMS

Global Operations Council (GOC)

- 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 ensures execution of programs
- Builds company awareness and sharing of EHS best practices

Supply Chain Council (SCC)

- Identifies suppliers to engage with on shared sustainability responsibilities and initiatives

Energy and Emissions

We are committed to safeguarding a healthier planet for everyone. One way we do this is by reducing our emissions, finding more efficient ways to use energy and limiting reliance on fossil fuels.

OUR IMPACT

We realize our emissions contribute to global climate change. Our operational activities produce Scope 1 (direct) and 2 (indirect)¹¹ emissions. Emissions from activities like business travel, waste disposal, raw material sourcing and processing, and product distribution, packaging and disposal — collectively known as Scope 3 emissions — also contribute to our footprint.

We're working to reduce the negative impacts of our emissions by investing in renewable energy, reducing fleet fuel consumption, increasing manufacturing efficiency and partnering with suppliers.

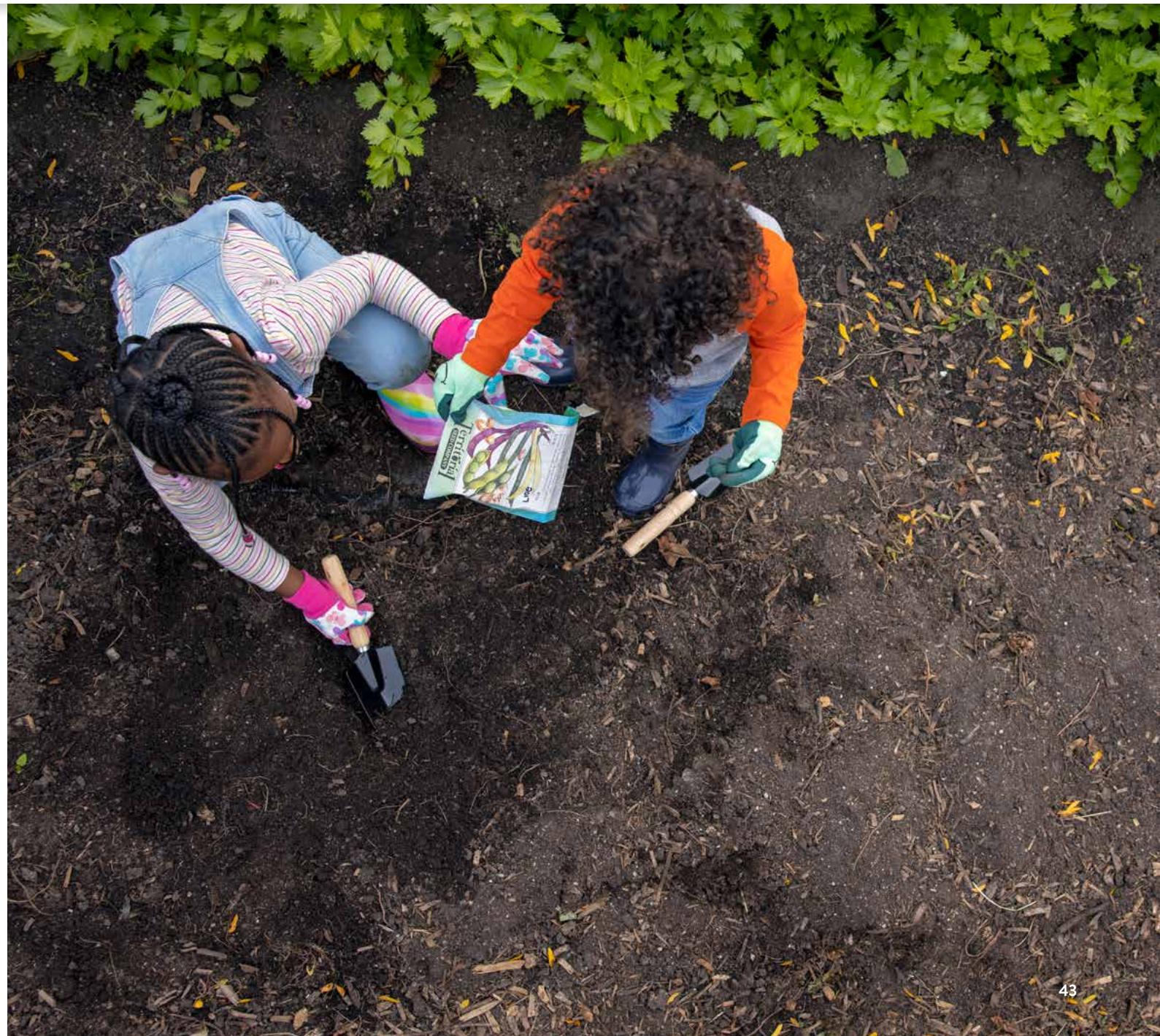
OUR MANAGEMENT APPROACH

We maintain a robust program for recording and reducing energy and air emissions, outlined in both our [Climate Responsible Energy Policy](#) and Internal Energy Guidelines. Along with these documents, our Global EHS Governance team provides guidance on:

- Energy efficiency in manufacturing operations
- Low-carbon energy investments
- Transportation fleet efficiency
- Supply chain carbon footprint
- Public reporting of our performance

We align with international frameworks — including CDP and the Greenhouse Gas (GHG) Protocol — to measure, track, reduce and report emissions.

¹¹ Scope 1 emissions result from owned and controlled sources. Scope 2 emissions are produced during generation of purchased electricity and energy.



A Holistic Plan for Reductions

We are committed to supporting the Science Based Targets initiative (SBTi) objective. By 2030, we plan to reduce Scope 1 and 2 emissions by 30%¹² (vs. 2018).

We have established a comprehensive program for reducing these emissions, including measures to advance:

- Operational energy efficiency, driving reductions in 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

Each Abbott business sets individual annual energy efficiency targets. Manufacturing sites that produce over 25,000 metric tons of CO₂e annually are required to set additional carbon reduction goals.

Our Scope 3 emissions constitute around 93% of total emissions. We calculate them annually using the GHG Protocol Corporate Value Chain (Scope 3) Standard, referring to the 10 Scope 3 categories* that apply to Abbott (see Our Carbon Footprint infographic).

We're currently developing a quantitative target for Scope 3 emissions. This will include working with key carbon-intensive suppliers on emission reduction solutions. Read more about supply chain efforts on [page 62](#).

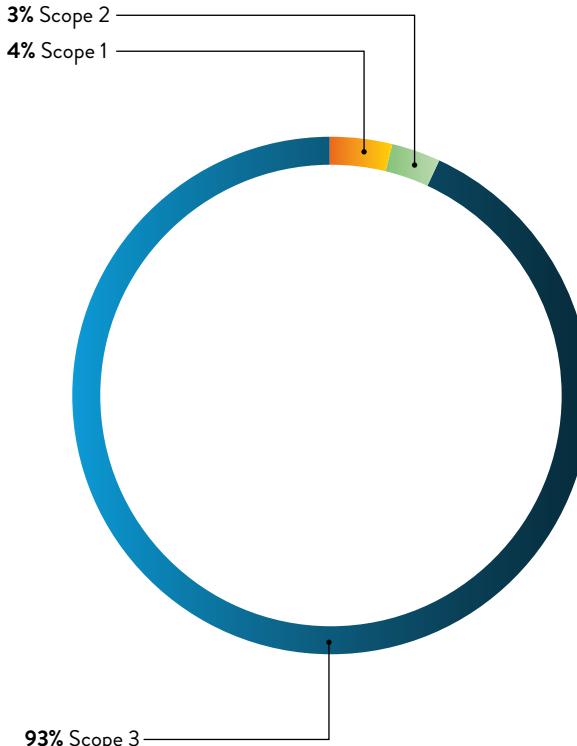
We have our data assured every year. All Scope 1 and 2 emissions, as well as Scope 3 emissions related to business travel and operational waste production, are verified through a third-party assurance process. Our latest assurance statement is available on our [Environmental Policy page](#).

Regulated Air Emissions

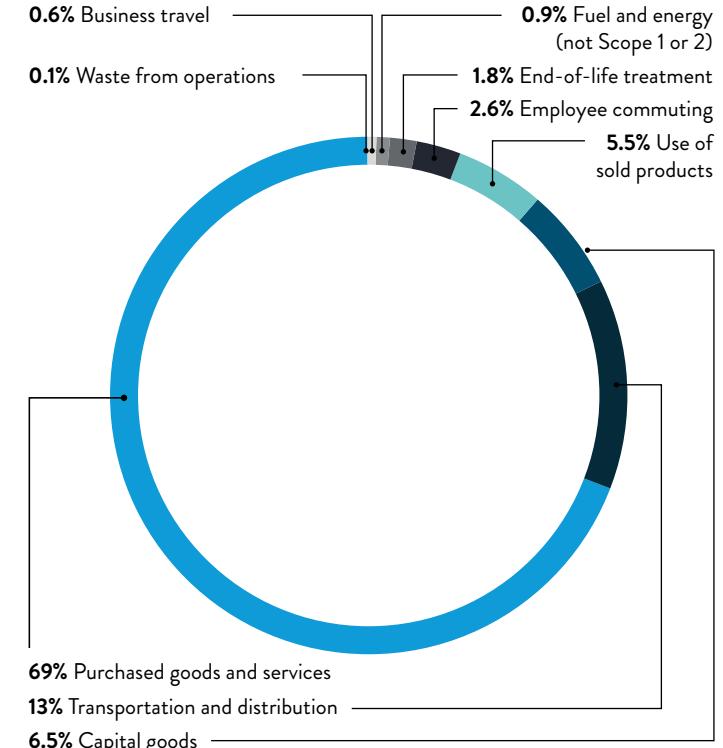
The production of some Abbott products involves substances that are ozone-depleting or classified as hazardous or toxic air pollutants (HAPs) by local environmental protection agencies. We require all Abbott facilities using these substances to take all necessary steps to ensure the protection of human health and the environment. This includes adhering to all applicable regulations, as well as to Abbott technical standards.

Our [Supplier Guidelines](#) establish that the same standards are expected of all Abbott suppliers.

Our Carbon Footprint



Scope 3 Breakdown



¹² Target expected to be validated by SBTi in 2022. 2030 targets will be measured in terms of CO₂e emissions. They will include all GHG emissions covered by the World Resources Institute/World Business Council for Sustainable Development (WRI/WBCSD) Greenhouse Gas Protocol (GHGP) methodology for GHG reporting.

* Transportation and Distribution includes Upstream and Downstream.

OUR 2021 PERFORMANCE

Throughout 2021, absolute Scope 1 and 2 emissions production increased by 3.3% compared to 2020. When adjusted for sales, Scope 1 and 2 emissions decreased 17% over this same time period. In 2021, as our products – including COVID-19 testing and diagnostics – became increasingly important for patients and healthcare workers globally, we expanded production, which has come with a rise in emissions. As we move forward, we continue to identify ways to reduce our carbon footprint year-on-year to achieve our 2030 goal.

A More Energy-Efficient Global Operation

To reduce energy demand, we have made several operational energy-efficient improvements as retrofits to existing equipment or through active and efficient in-house energy management. Several sites use energy data and innovative methods to identify and quantify energy inefficiencies in manufacturing processes, often employing external experts. These insights then inform a list of priority energy demand reduction projects across the global business.

For example, in Indonesia, many of our motors have been upgraded with variable speed drives, reducing energy requirements while retaining performance.

Our manufacturing site in Singapore achieved an 8% CO₂ emissions intensity reduction in 2021 even with an 11% increase in volume, through initiatives pioneered by our Utilities Excellence team. More than 200 metric tons CO₂e annual reduction were realized by installing a boiler oxygen management system in our three steam boilers. This increased boiler efficiency by 3%, by controlling excess oxygen and fuel ratio to increase percentage of complete combustion. Another project to upgrade cooling-tower fins, louvres and in-fills resulted in an annual reduction of about 250 metric tons CO₂e.

To reduce safety and supply chain risk, one of our facilities in Peru switched from using liquefied petroleum gas (LPG) to feed the boilers, kitchen and laboratory workstations to instead supply with natural gas. This switch also resulted in a financial saving, plus an environmental benefit of an annual GHG emission reduction of about 20 metric tons.

Powering Our Facilities Renewably

We are committed to purchasing a greater proportion of electricity from renewable sources and are developing a Renewable Energy Procurement initiative to drive continuous improvement in this area. In 2021, we purchased 190 million kWh of low-carbon and renewable energy, resulting in savings of 80,000 metric tons of CO₂e. In addition, we also generated 1.8 million kWh from solar installations at eight of our sites.

Increasingly Green Transport

We have established a range of initiatives to manage fuel consumption in our commercial fleet as well as the fuel consumption during employee commuting. These include establishing increasingly robust requirements for vehicle fuel efficiency, providing on-site electric vehicle charging stations, promoting car-sharing and, where possible, public transportation use.

Bringing Greater Clarity to Scope 3 Emissions

To expand understanding of Scope 3 emissions, we partnered with an external consultant to update our calculation methodology. This included assessing our supplier-affiliated Scope 3 categories to identify priority sourcing categories for transitioning to an average-data calculation

method.¹³ Through the exercise, we have updated the emission calculation methodology for 47% of our carbon-intensive categories, resulting in a more accurate, representative 2020 Scope 3 baseline recalculation.

See [page 93](#) for a detailed breakdown of our emissions and energy metrics.

Lighting Our Facilities Sustainably

Upgrading sites to LED lighting is one of the ways we are mitigating CO₂e emissions. In 2021, several facilities made the switch to LEDs throughout the year, most notably our site in South Carolina, where approximately 240 light fixtures were upgraded across the various production areas. Taken together, this switch will result in annual financial savings of over \$16,500 and energy savings of over 187,100 kWh.

5%
ABSOLUTE REDUCTION

in Scope 1 and 2 emissions (vs. 2018)



17%
REDUCTION

in Scope 1 and 2 emissions
(vs. 2020, normalized to sales)



Disclosing Climate-Related Risks and Strategies

The Task Force on Climate-related Financial Disclosures (TCFD) outlines how companies should report on climate-related risks and mitigation strategies and covers four core elements:

- Governance
- Strategy
- Risk management
- Metrics and targets

It includes recommended disclosures that companies should make for each area. Our EHS Governance team monitors emerging climate-related trends and regulations to analyze potential business impacts, understand risk exposure and develop appropriate mitigation strategies.

Our [TCFD index](#) at the back of this report details our disclosures in full; we also share information in our latest [CDP Climate Change Disclosure Response](#) and the Energy and Emissions section of this report. The environmental metrics we track and report against are available from [page 93](#).

¹³ A method that estimates emissions for goods and services based on the mass or other relevant units of goods and services purchased multiplied by relevant secondary emission factors.

Protecting Water Resources

We recognize the importance of water in sustaining life, human health, economic growth and ecosystems. Water also plays a critical role in our business continuity, manufacturing operations and product use. As such, we are committed to managing our water use efficiently and responsibly, contributing toward the goal of facilitating access to good quality water in the communities where we operate.

OUR IMPACT

Wherever we use and discharge water we work to minimize the impact we have on the quality and quantity of local sources. We establish 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 MANAGEMENT APPROACH

Our Water Footprint

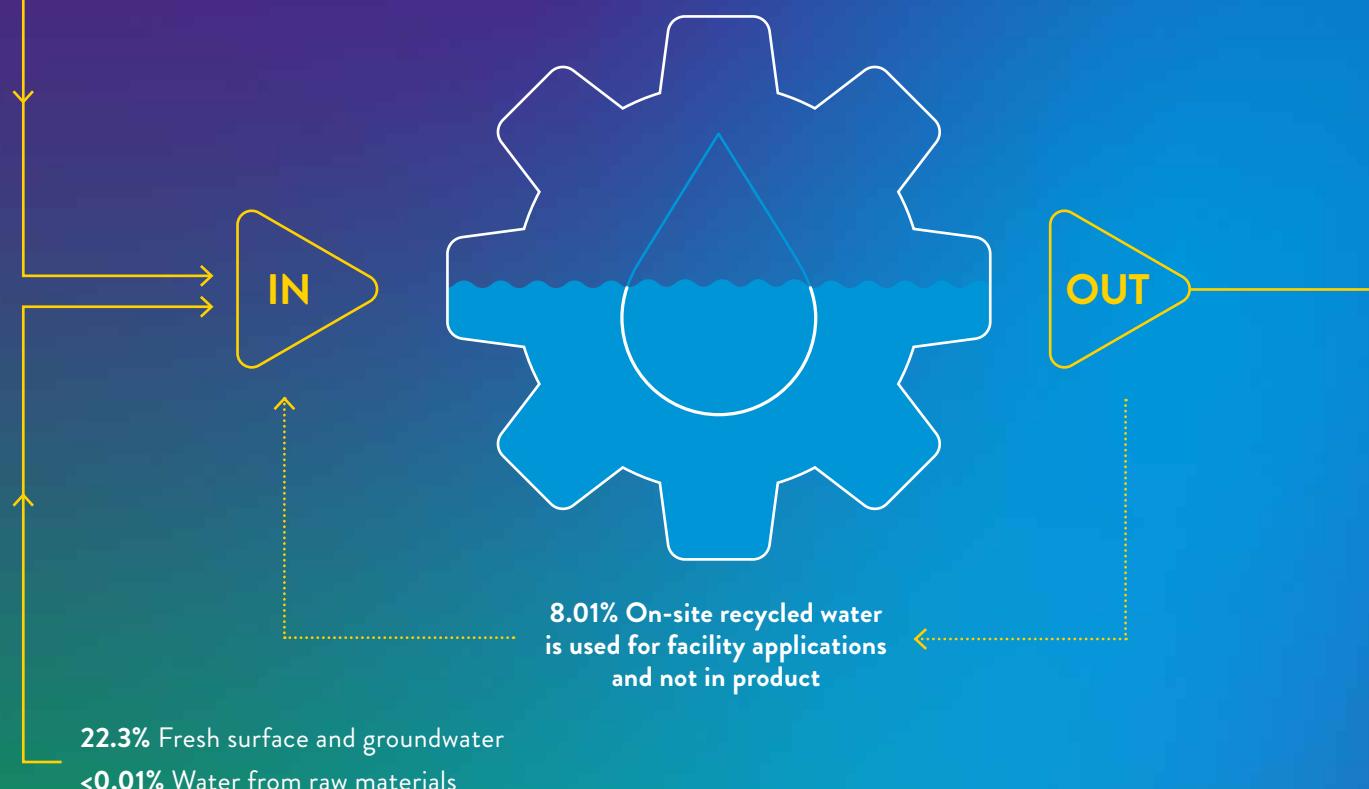
We perform an annual mapping process to understand where the water we use comes from, how it is treated and discharged, and the impacts our operations have on local basins. Most of our sites discharge water to municipal treatment plants before release to the environment. Those that treat water on-site and discharge it directly to the environment are required to meet relevant local regulations.

Where possible, we reduce withdrawals by recycling and reusing water. Since 2017, we have measured how much water is recycled on-site¹⁴ and how it is recycled or reused.

OUR 2021 WATER FOOTPRINT

77.5% Municipal water
0.2% Rainwater collected on-site

17.5% Water consumed in process
70.0% Water treated by municipality
12.5% Water returned to environment



¹⁴ We define water recycling as the act of processing used water and wastewater through an additional operating cycle(s) before treatment and discharge.

Tailoring Our Management Approach

As a member of the Alliance for Water Stewardship (AWS) and with the support of World Resources Institute (WRI) resources, we have developed a comprehensive approach to water management, tailoring how we mitigate risks and ensure business continuity to local circumstances.

Our process centers around four principles:

- **Reduce:** continuously work to improve water use efficiency in our operations
- **Prevent:** manage water discharges that could adversely impact human health or the environment
- **Engage:** develop and apply key water management principles and best practices across our company
- **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

These principles are communicated through our [Position Statement on Access to Clean Water](#) and internal Water Use Guidelines.

Managing Water Risks

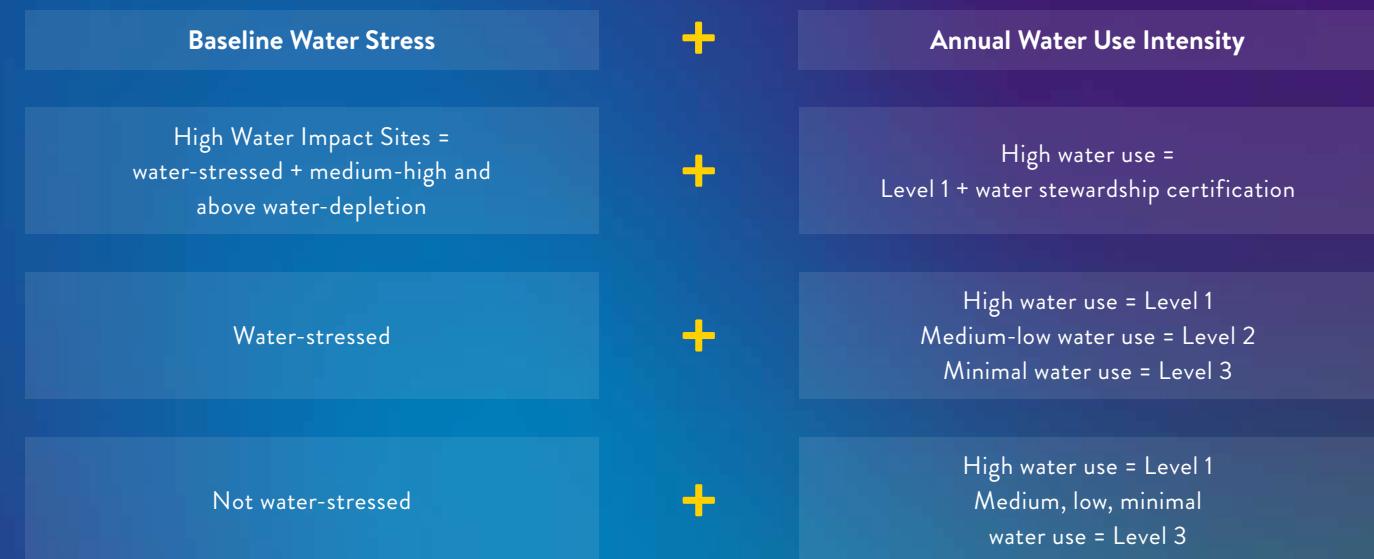
Our water management technical standard helps monitor Abbott's impact on resources in communities where we operate. Any manufacturing or research and development (R&D) site with high water-use requirements¹⁵ — as well as those in water-stressed areas — must implement management plans and targets for mitigating risks. Significant water users must also engage key local stakeholders to fully understand water-related risks.

Abbott sites are evaluated annually for resilience, using WRI Aqueduct™ — a global water-risk mapping tool — to analyze local water stress and evaluate against our internal water use intensity. The assessment also highlights our company-wide level of risk and, today, shows our overall exposure to chronic physical risks is limited.

Read more about how we manage water risks in our [CDP Water Disclosure Response](#).

OUR FRAMEWORK FOR CONTEXT-BASED WATER-RISK ASSESSMENTS

Evaluating water stress and use intensity to determine site water-risk profiles



Level of water mitigation description

LEVEL 1

- Evaluate local water risks
- Identify opportunities to mitigate water-related risk
- Engage local stakeholders
- Set and track water targets

LEVEL 2

- Evaluate local water risks
- Identify opportunities to mitigate water-related risk
- Set and track water targets

LEVEL 3

- No additional water mitigation measures beyond complying with internal and external water management standards

¹⁵ Water use of over 50 million gallons per year.

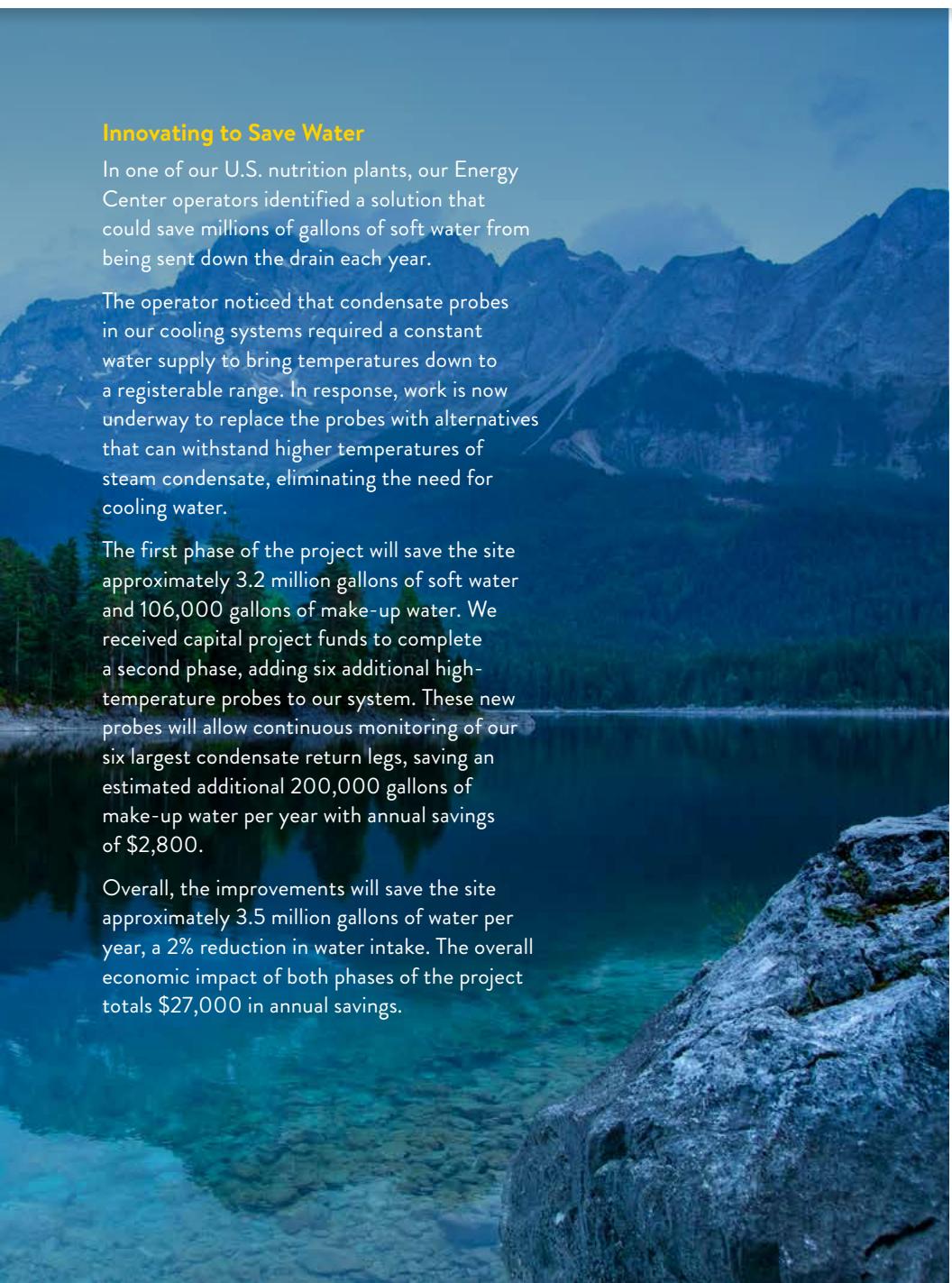
Innovating to Save Water

In one of our U.S. nutrition plants, our Energy Center operators identified a solution that could save millions of gallons of soft water from being sent down the drain each year.

The operator noticed that condensate probes in our cooling systems required a constant water supply to bring temperatures down to a registerable range. In response, work is now underway to replace the probes with alternatives that can withstand higher temperatures of steam condensate, eliminating the need for cooling water.

The first phase of the project will save the site approximately 3.2 million gallons of soft water and 106,000 gallons of make-up water. We received capital project funds to complete a second phase, adding six additional high-temperature probes to our system. These new probes will allow continuous monitoring of our six largest condensate return legs, saving an estimated additional 200,000 gallons of make-up water per year with annual savings of \$2,800.

Overall, the improvements will save the site approximately 3.5 million gallons of water per year, a 2% reduction in water intake. The overall economic impact of both phases of the project totals \$27,000 in annual savings.



OUR 2021 PERFORMANCE

Foundational elements have been set to support future water stewardship certification and management practices.

Water Stewardship Certification

We aim to achieve water stewardship certification at all high water impact manufacturing sites in water-stressed regions. In 2021, 25 of our manufacturing sites were identified as operating in areas of water stress. Of those, 48% used less than 15 million gallons of water while nine sites were deemed high impact considering basin water stress, basin water depletion level and water usage. Aligned with our context-based approach and based on the potential for these sites to significantly impact local communities, we have targeted them for AWS water stewardship certification. Alignment with the standard is intended to achieve five main outcomes:

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

We have established a Community of Practice for our nine High Water Impact Sites to support progress toward AWS water stewardship certification. Strategic roadmaps highlight key steps for achieving certification.

Water Stewardship Management Practices

We will implement accredited water stewardship management practices in more than 75% of all manufacturing sites operating in water-stressed regions by 2030. In 2021, we set this in motion for 16 sites identified as being in water-stressed areas not classified as being high water impact. While these sites have less impact than our high water impact facilities, it is also important for them to adopt water stewardship practices that support achievement of the outcomes described above.

Draft accredited water stewardship practices are currently under expert review. They will be finalized in 2022 alongside a supporting guidance document. The new Community of Practice will help sites stay on track through quarterly reporting and act as a resource for shared learning between facilities.

Water-Saving Solutions

Total water intake in 2021 rose by approximately 4% versus the previous year – a result of increased production in 2021. When adjusted for sales, water intake decreased 16% compared to 2020. Nonetheless, we continually look for ways to reduce absolute withdrawals – with a particular focus on those facilities in water-stressed areas. In Minnesota, low-flow faucets and fixtures have been installed, saving the site 73,000 gallons in a single year. In Costa Rica, we are reducing reliance on groundwater by harvesting rainwater and reusing water

from our cooling towers in the site toilets and irrigation system.

Our efforts in Spain – where we operate in a water-stressed area – are even more substantial. We have achieved significant reductions in both water use and wastewater production by installing a second RO water purification system. By increasing capacity to recover and treat 70% of water rejected by the first RO system, across 2020 and 2021 we saved over 8 million gallons of water. Additionally, by reducing well water consumption by 11%, the site has also achieved notable energy savings of 12,800 kWh every year – and avoided approximately 3.7 metric tons of CO₂e.

Read more about our emission reductions on [page 43](#).

Identifying Supply Chain Focus Points

In addition to addressing direct water impacts, by 2030 we aim to work with 50 key suppliers in high water-stressed areas to reduce quality and quantity risks in our supply chain. In 2021, we performed an assessment to identify key suppliers to further engage on efforts. Read more about this on [page 72](#).

Additional details of 2021 water stewardship efforts are available in our latest [CDP Water response](#).

See [page 104](#) for a detailed breakdown of our water metrics.

Waste Management

Each stage of a product's life cycle has potential impacts on human health and the environment – from how materials are harvested to how final products and services are consumed. We believe waste management responsibility extends beyond the manufacturing phase and we are committed to staying accountable for impacts at each point of a product's journey.

OUR IMPACT

If not carefully managed, raw material extraction depletes natural resources, while waste production and use of potentially hazardous chemicals present contamination risks. We maintain a robust approach to managing and reducing our waste footprint. At the same time, we ensure everyone at Abbott responsible for working with waste in manufacturing is trained in handling materials safely and mitigating negative impacts.

OUR MANAGEMENT APPROACH

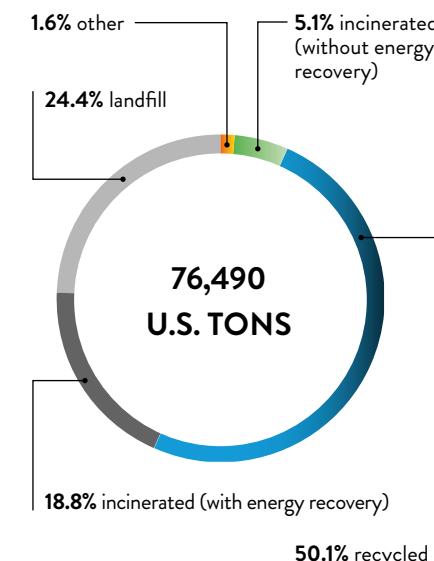
Our responsibility for the impact of our products and services extends throughout the entire life cycle.

- **Procurement**
We ensure operational inputs – e.g., raw materials, processed goods and services – are procured ethically and sustainably.
- **Design, Production and Distribution**
We consider the environmental and social impacts of how we produce and deliver our products.
- **Consumption**
We ensure products can be consumed and disposed of in environmentally responsible ways.

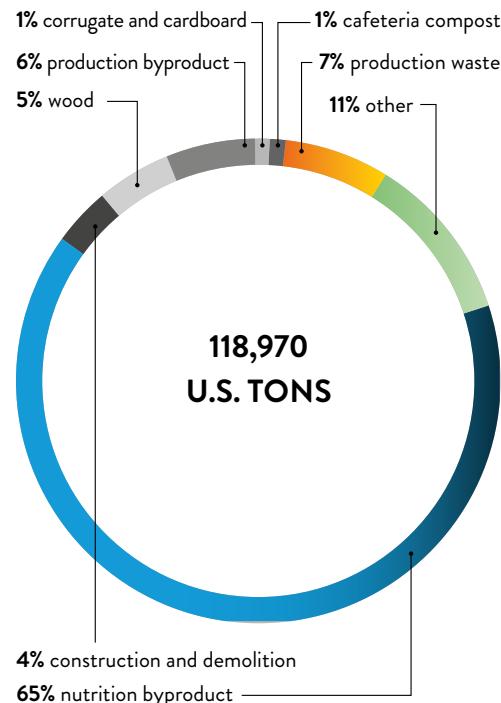
Our Operational Waste Footprint

Responsibly handling the waste we create is a central tenet of Abbott's commitment to extended waste management responsibility. Our ultimate aim is to "design out" waste and minimize consumption of raw materials. We are working to extract additional value from waste and materials through processes such as incineration for energy, recycling and beneficial use.¹⁶ Mapping our operational waste footprint brings greater clarity to what we have achieved to date and where we need to improve.

Waste Generated in 2021



Waste to Beneficial Use in 2021



¹⁶ 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.

Closing the Loop on Operational Waste

By 2030, we plan to implement a circular economy approach to reduce waste, aiming to achieve and maintain at least a 90% waste diversion rate.¹⁷ In 2021, we reached an 88.5% rate by diverting 61% of materials to beneficial use, and a further 27.6% away from incineration without energy recovery and landfill.

To keep resources in use for as long as possible, we are designing for sustainability, eliminating material use and reducing how much we send to landfill every year. We are committed to

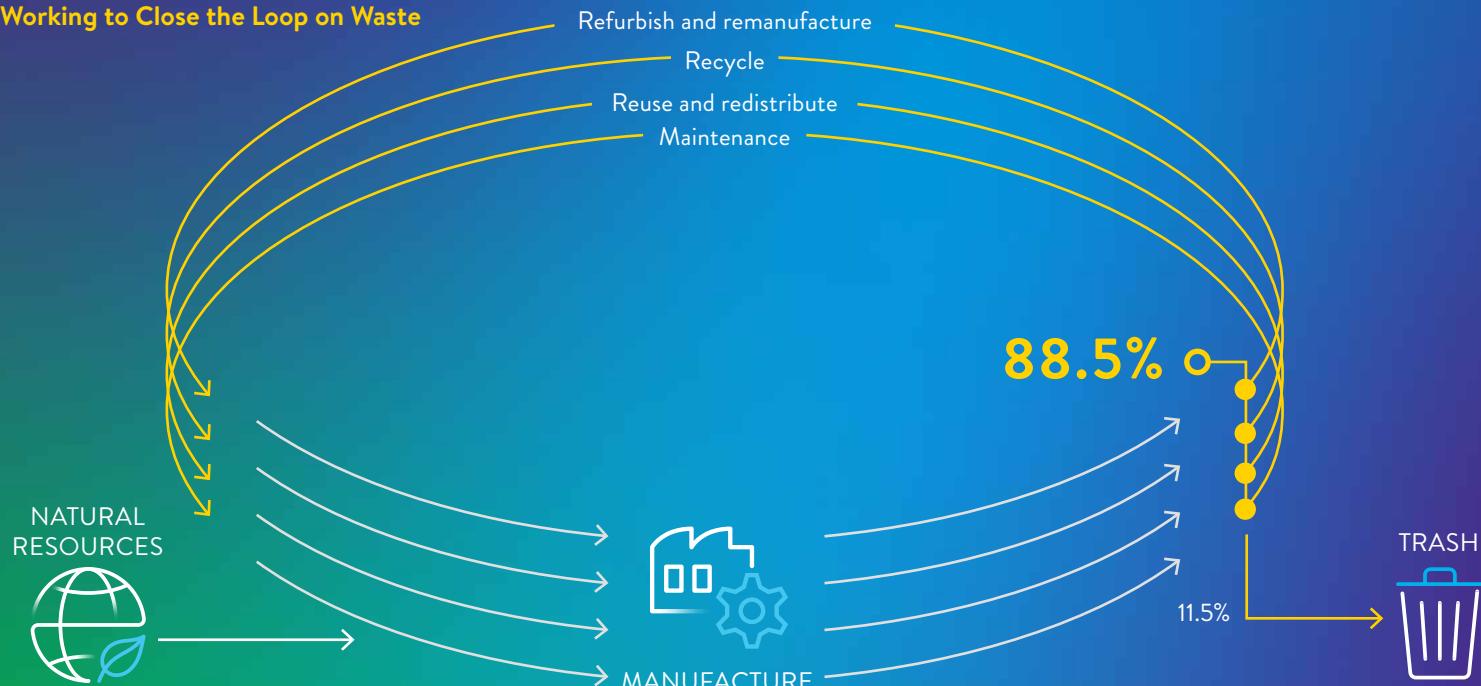
finding responsible and economical ways to reduce the volume of waste we produce and ensure effective disposal practices. At the same time, we are innovating our processes to maximize resource recovery.

The standard governing of our practices applies to both hazardous and nonhazardous waste, as well as our beneficial-use activities. It specifies a range of waste management strategies, including:

- Preventive maintenance and process design to eliminate waste generation

- Process 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
- Ensuring proper waste material segregation
- Recycling and incinerating with energy recovery

Working to Close the Loop on Waste



Managing Hazardous and Chemical Waste

We are prioritizing reducing the proportion of waste classified as hazardous (around 11.2% of our 2021 waste footprint). The waste management standard we follow details requirements for storing, segregating, labeling and documenting hazardous and chemical waste, and for decontaminating biohazardous waste prior to final disposal. It also requires that all Abbott employees and contract workers who work with waste complete annual training before undertaking responsibility for hazardous waste management. Manufacturing sites that produce over 1,200 kilograms of hazardous waste annually require audits of waste management firms at least every five years. This is guided by our Waste Vendor Assessment program.

We are committed to developing and tracking waste diversion initiatives for key suppliers too. Read more about this on [page 73](#).

¹⁷ Abbott diversion rate is calculated as follows: (Total Waste + Beneficial Use - Landfilled and Incineration Without Energy Recovery)/Total Waste and Beneficial Use

OUR 2021 PERFORMANCE

Waste production did increase in 2021 due to increased production, as well as a rise in construction waste from expansion projects to allow for production growth. When adjusted for sales, waste production decreased 8.6% versus 2020. We continue to identify opportunities to divert materials from landfill, and advance the Zero Waste-to-Landfill initiative we launched in 2012. In 2021, seven manufacturing facilities and one non-manufacturing facility received Zero Waste-to-Landfill certification, bringing our total number of facilities certified through this program to 38 manufacturing and eight non-manufacturing facilities.

One of our facilities in Norway developed a great cross-functional Waste Management team that is very active. The site demonstrated the following key elements of a successful waste management program:

- Senior Leadership buy-in and site-level support of the program
- Clear lines of responsibility for waste management, including ongoing communications on waste management performance
- Initial and ongoing training and supporting Standard Operating Procedure for waste management

- Excellent recordkeeping and interaction with current vendor to allow for higher levels of waste management
- Ongoing site-wide communications on waste management performance
- Proactive program that continues to focus on capturing more value from waste
- At the time of audit, the site was maintaining a diversion rate of 100% (no waste sent to landfill or incineration without energy) thus effectively capturing value from waste

Each facility tailors waste management initiatives to address its most pressing issues, following the principles of reduce, reuse and recycle.

Reduce

At both the Abbott Park corporate headquarters and Core Diagnostics operations in Illinois, we started an initiative in March 2021 to reduce waste generation from these sites by sending baled corrugated cardboard to a third party for beneficial use. The cardboard is used as cellulose insulation for homes and commercial buildings. While pushing the management of this material further up the waste hierarchy increased our overall costs rather than providing cost savings, it resulted in a waste reduction of nearly 200 U.S. tons (193.5 U.S. tons) for these locations in 2021. We

are continuing this initiative after 2021 and project over 200 U.S. tons of baled corrugated cardboard will be sent to the third party for beneficial use every year going forward.

Reuse

In Costa Rica, our team is finding ways to reuse Gaylord shipping containers, cutting both waste production and costs associated with product distribution. For health and safety purposes, containers have historically been used once. However, our studies found that, with proper sterilization methods, each container could be used twice before being disposed of. The team is now in the process of transitioning to multi-use, updating procedures for handling the shipping containers and assessing their condition prior to reuse.

Recycle

In one of our U.S. nutrition plants, prior to COVID-19, fiber drums were sent to an external partner for beneficial reuse (resale). During the pandemic, these vendor activities slowed, resulting in the accumulation of fiber drums at our on-site Recycle Center. In response, we invested in a dechimer machine to break drums down into their cardboard and metal components so each can be recycled. In 2021, about 13.7 U.S. tons of fiber drums were

processed by the dechimer, and this investment prevented surplus drums from being sent for incineration. In addition, now that fiber drums are back to being sent to an external partner for beneficial use, we are still using the dechimer to break down lower-quality drums that the vendor cannot take, which will result in an estimated 4.8 U.S. tons per year increase in recycling, and corresponding decrease in incineration, of fiber drums.

See [page 107](#) for a detailed breakdown of our waste metrics.



Packaging

Packaging is key to ensuring our life-saving solutions are delivered safely to those who need them. To achieve our 2030 goals, we continually assess our design and manufacturing processes, identifying novel ways to develop packaging solutions that protect both their contents and the planet.

OUR IMPACT

We recognize the impact our packaging has on the environment in the form of resource use, related emissions and waste production. We are rethinking how we design packaging to optimize material use and keep materials in circulation for as long as possible. To reduce our raw material burden, we are optimizing efficiency by minimizing the volume and weight of our packaging. We are also employing circularity principles to incorporate increased quantities of recycled content and designing for recyclability, reusability and increasingly positive impact.

OUR MANAGEMENT APPROACH

We want to design our packaging with sustainability in mind. Many Abbott functions collaborate to help ensure sustainability considerations are prioritized during product and packaging design and manufacture.

Each division has provided projections for the next decade of packaging projects. Our Sustainable Packaging Council has designed a database for reporting progress against these projections, supporting more efficient tracking of our target.

Guiding Principles of Sustainable Packaging

To address 50 million pounds of packaging through high-impact sustainable design programs, we need a plan of action. Our Sustainable Packaging Guiding Principles – recently created by the Sustainable Packaging Council – inform changes to existing packaging and target new designs that integrate sustainability from the very beginning.

The Sustainable Packaging Guiding Principles are:

Optimize Material Efficiency

- Eliminate unnecessary components
- Reduce packaging materials

Employ Circularity Principles

- Replace problematic materials
- Design for disassembly
- Design for recyclability
- Design for reuse
- Utilize renewable materials
- Integrate recycled content

Balance All Aspects of Packaging Systems Holistically

- Optimize cube efficiency
- Provide consumer direction
- Improve carbon footprint

Working With Suppliers

We're working with suppliers to create lower impact packaging that supports our circular economy approach. Together, we identify solutions that either eliminate packaging materials supplied to us or ensure those we do receive can be reused in manufacturing processes. This includes optimizing design to reduce material use – particularly plastics – improving shipping efficiencies, increasing fiber-based packaging sustainability and introducing reusable options. We are also working to develop packaging take-back initiatives. Read more about supplier partnerships on [page 73](#).

OUR 2021 PERFORMANCE

Through adoption and socialization of the 2030 packaging goal, a list of high-impact packaging projects was developed and prioritized, and the projected benefits quantified. Implementation of these projects will contribute to achieving our goal on time.

Same Packaging, Fewer Materials

One way we're reducing our packaging footprint is by finding solutions to do more with less. We recently launched the first phase of a project to reduce plastic use in blister packaging for our acetaminophen product.

Through the project, we are reducing packaging specifications from a starting thickness of 250 micron of plastic to 220 micron. The result is a 16.2 metric ton reduction in material use with associated savings of \$93,000 annually.

NEARLY 300,000

pounds of packaging reduced in 2021 through optimizing material efficiency

NEARLY 15,000

pounds impacted in 2021 through employing circularity principles

Optimizing Materials Use

In 2021, several projects were implemented to reduce packaging size while retaining the same level of protection.

To increase the efficiency of our Core Diagnostics *Alinity* platform, engineers identified an opportunity to improve packaging design through carton size reductions for *Alinity I* and *Alinity C* products. Based on the portfolio conversion, these changes are predicted to have a 2022 sustainability impact of:

- 170 fewer truckloads from Abbott manufacturing sites to the distribution center
- 240,000 pound reduction in total carton weight
- 56,000 pound reduction in total shipper weight
- 270 loaded shipping containers removed from the global distribution network

A similar initiative was identified for our Sigma Strong ARCHITECT Clinical Chemistry product line. By implementing more appropriately sized packaging options for assays, we have significantly increased efficiency for material use, and product transportation and storage. In 2021 alone, 3,000 pounds of packaging materials were eliminated while transport requirements were cut by 30%.



Responsible Sourcing and Product Stewardship

For Abbott to be truly sustainable, we must consider the wider effects of our products. This is why we work with key value chain partners to address product stewardship at every step of the product life cycle.

OUR IMPACT

Some of our products and packaging may contain hazardous chemicals and/or conflict minerals. We continuously monitor these materials in our supply chain and operations to ensure we are complying with relevant regulations and minimizing negative outcomes. Other supply chain activities – including how raw materials are produced and transported – contribute to global emissions, waste production and animal welfare issues. We partner closely with key suppliers to identify alternative, more responsible approaches.

OUR MANAGEMENT APPROACH

To identify and mitigate the environmental impacts of our packaging and products throughout their life cycles – and at every stage of the value chain – 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.

Strategic sourcing initiatives are described in the Supply Chain section of this report on [page 70](#).

Product Stewardship

Product stewardship focuses on minimizing use of hazardous chemicals and substances of concern, and carefully managing critical materials in products, packaging and manufacturing processes to ensure compliance with applicable regulations. It stretches from design through end of life, promoting a circular economy approach to our products.

Each business conducts assessments of new and changed products for substances of concern, or restricted and critical materials. Risk assessments are prepared whenever these substances are identified. We then evaluate:

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

The evaluation also serves as an opportunity to research suitable alternatives and how they could impact product performance and cost. Recommendations for next steps contain justification for substance use, product support strategies and a business risk monitoring plan. These are all reviewed by business management.

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.

Our product stewardship program tracks and addresses hazardous chemical legislation and supports the implementation of due diligence on conflict minerals. We offer product stewardship training on hazardous chemical legislation and conflict minerals to all relevant teams, including R&D, Supply Chain, Procurement and EHS.

Hazardous Chemicals and Conflict Minerals

Hazardous chemicals are those that pose a risk to human health and the environment. Responding to regulations on them is key to our product stewardship program and impacts how our products can be used, recycled and disposed of. We ensure the marketing and sale of our products comply with current regulations, not just those in place at the time of product development.

Conflict minerals include tantalum, tin, tungsten and gold – also known as 3TG minerals. We have a robust due diligence process for understanding sourcing and use of them in our products and supply chain. We file an annual Form SD¹⁸ and Conflict Minerals report each year with the U.S. Securities and Exchange Commission (available on our [website](#)). We are a member of the Responsible Minerals Initiative and use its Reporting Template to survey suppliers on conflict materials. This is supported by an automated analysis tool that assesses risk in our supply chain.

¹⁸ 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.

Environmental Investment and Compliance

Our right to operate relies on compliance with relevant laws and regulations. This includes those related to environmental impacts. We work diligently to ensure we operate in accordance with requirements.

ALIGNING WITH REGULATIONS

Regulations under federal and state environmental laws impose strict limitations on emissions and discharges to the environment from various manufacturing operations. We believe our operations comply in all material respects with applicable laws and regulations covering areas of environmental protection. All relevant employees receive training in our standards and changing regulatory requirements while a comprehensive audit program monitors compliance and helps identify potential risks to our business and employees.

Established external standards are a useful tool in guiding our efforts and we pursue certification where relevant. We consider Leadership in Energy and Environmental Design (LEED) certification when building new facilities, and have certified 19 projects under the LEED standards, including

one platinum, six gold and six silver certifications. We also consider external certification – like International Organization for Standardization (ISO) – where it adds business value. By the end of 2021, 52% of manufacturing sites under Abbott's operational control have been certified under ISO 14001 – Environmental Management and/or ISO 50001 – Energy Management standards. These sites represent 68% of our manufacturing site square footage.

ENVIRONMENTAL EXPENDITURES

Abbott believes that its operations comply in all material respects with applicable laws and regulations concerning environmental protection. Regulations under federal, state and various other countries' environmental laws impose stringent limitations on emissions and discharges to the environment from various manufacturing operations.

Abbott's capital and operating expenditures for pollution control in 2021 were not material and are not expected to be material in 2022.

We compile data on capital and operating expenditures related to environmental matters from all sites where this spending is over \$1 million. In 2021, these sites reported operating expenditures for pollution control of approximately \$40 million and capital expenditures for the same purpose of approximately \$10 million.

Abbott has been identified as one of many potentially responsible parties in investigations and/or remediations at several locations in the U.S., including Puerto Rico, under the Comprehensive Environmental Response, Compensation, and Liability Act, commonly known as Superfund. Abbott is also engaged in remediation at several other sites, some of which are owned by Abbott, in cooperation with the Environmental Protection Agency or similar agencies.

While it is not feasible to predict with certainty the final costs related to those investigations and remediation activities, Abbott believes that such costs, together with other expenditures to maintain compliance with applicable laws and regulations concerning environmental protection, should not have a material adverse effect on Abbott's financial position, cash flows or results of operations.

2021 Environmental Certifications

Total ISO 50001: 2018 AND/OR 14001:2015 Sites Certified	66
Total ISO 14001: 2015 Certifications	49
Total ISO 14001: 2015 Manufacturing Sites Certified	41
Total ISO 14001: 2015 Nonmanufacturing Sites Certified	8
Total ISO 50001: 2018 Certifications	29
Total ISO 50001: 2018 Manufacturing Sites Certified	17
Total ISO 50001: 2018 Nonmanufacturing Sites Certified	12

QUALITY MANAGEMENT

OUR CUSTOMER PLEDGE

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 are 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 people who need them.

ABBOTT PEOPLE PLEDGE TO:

LISTEN TO

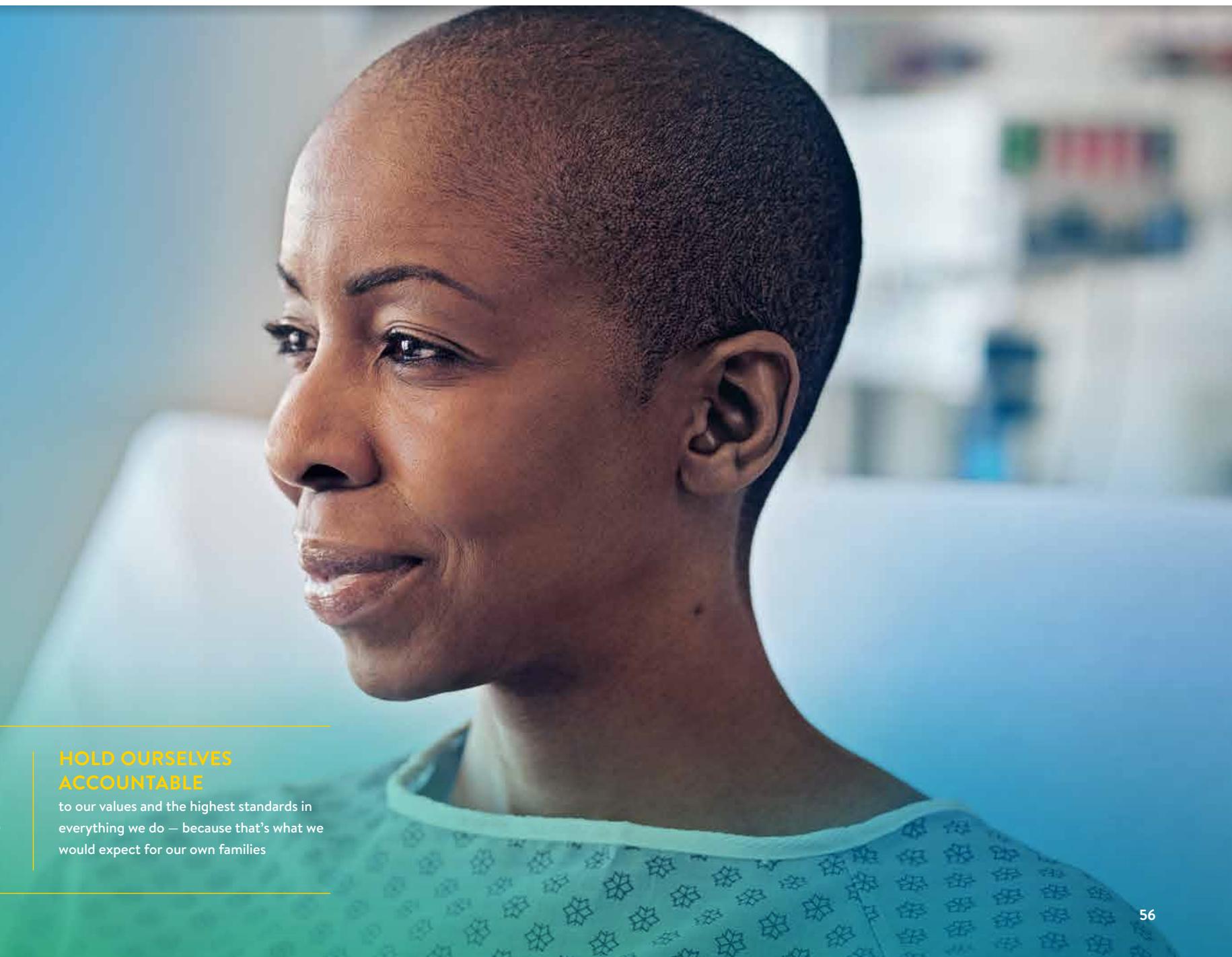
learn from and deeply understand those we serve better than anyone else, ensuring we always meet their needs

ALWAYS ANTICIPATE

and adapt what we do — and how we do it — to continuously exceed our customers' expectations and stay relevant to their lives

HOLD OURSELVES ACCOUNTABLE

to our values and the highest standards in everything we do — because that's what we would expect for our own families

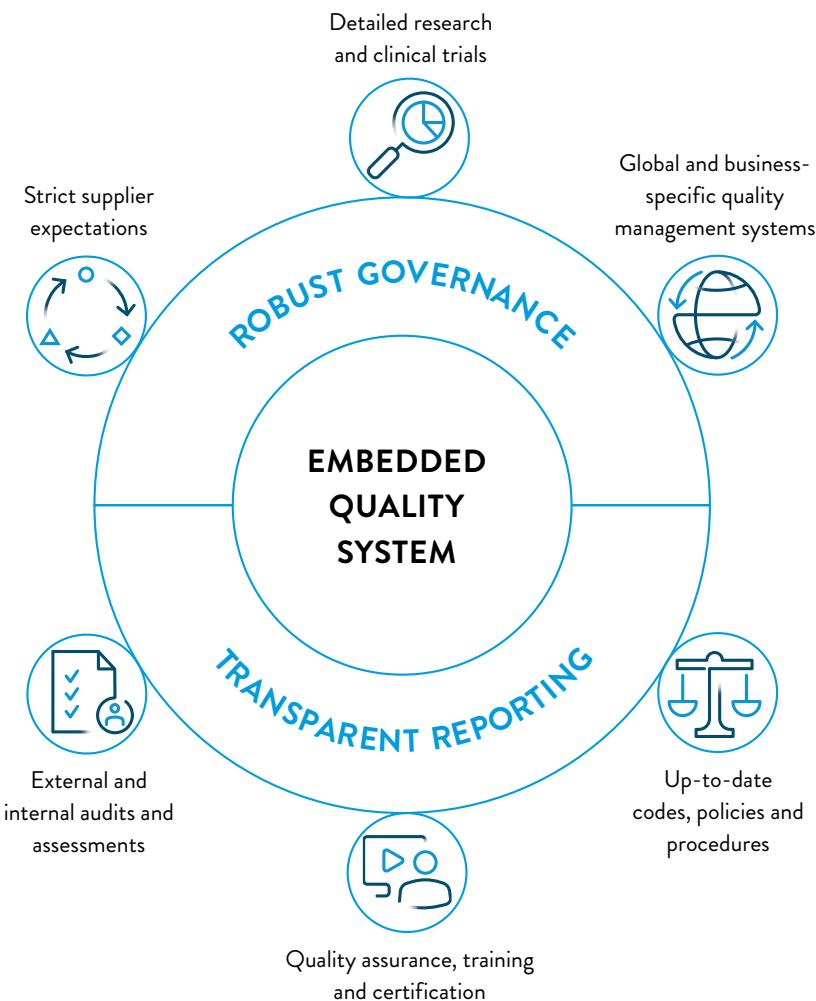


Product Quality

People depend on Abbott products to improve their lives; we must build and retain their trust, so delivering high-quality, safe products is always our number one priority.

OUR MANAGEMENT APPROACH

Abbott manufactures products at 90 sites globally, crossing many jurisdictions and involving oversight from over 100 quality and regulatory agencies. Product quality and safety are paramount for Abbott; we embed considerations from the highest levels of governance and throughout our entire business. Global oversight sits with our Senior Vice President, Quality Assurance, Regulatory and Engineering Services, who reports directly to our Chief Executive Officer (CEO) and Chairman of the Board. In each Abbott business, quality and regulatory leaders are responsible for the quality systems specific to their business and update each Abbott business president on progress. The Board's Public Policy Committee regularly reviews quality metrics, inspection findings, industry progress and emerging issues.



Senior quality, regulatory and operations leaders meet at least quarterly to maintain quality systems with quality performance indicators, global industry standards and key market regulations. Our systems are agile to respond to and maintain compliance with changing regulations, such as:

- EU Medical Devices Regulation (effective May 26, 2021)
- EU In Vitro Diagnostics Regulation (effective May 26, 2022)
- Swiss Medical Devices Ordinance (MedDO) (effective May 26, 2021)
- China Order 739 (effective June 1, 2021)

Our quality framework helps ensure compliance with regulatory requirements in every country where we operate.

OUR 3R APPROACH TO ANIMAL RESEARCH

Abbott is committed to minimizing use of animals in research and maintaining the highest humane care standards while meeting regulatory requirements. The U.S. Food and Drug Administration (FDA) and other regulators

require animal safety and efficacy data for many Abbott products, and we have an ethical obligation to explore potential health benefits and risks before they're used by patients.

We are developing testing to eliminate the need for animal models where feasible. When animal tests are required, we strive to reduce their number and frequency. We follow the 3Rs approach to adopting alternatives:

- Replace the need for animal testing through non-animal research methods
- Reduce the number of animals used to the minimum necessary for valid results
- Refine experimental procedures to avoid or minimize pain and distress

Our laboratory-animal research programs and facilities meet or exceed relevant regulations in countries where we operate.

When human clinical studies commence, we conduct them in line with all relevant laws and regulations. Explore how we conduct clinical trials in our [SASB Index](#).

Robust Post-Market Surveillance

Our Global Post-Market Surveillance (PMS) system helps ensure the highest quality and safety in marketed device and diagnostic products. It sets a global standard while supporting product-by-product monitoring. While we already maintain best-in-class, on-time medical device reporting (MDR), in 2021, our Quality and Regulatory team established a Human Error and Reliability Optimization project to target continual progress. The project introduces measures to address behaviors that can contribute to human error, including:

- **Examining** current factors to assure on-time reporting
- **Categorizing** these identified factors
- **Developing** in-depth investigation tools based on these categories
- **Establishing** a solution matrix to proactively address issues
- **Implementing** a Case Reference Catalog to record learnings and support development of corrective and preventative actions

Through this process, we will strive to achieve 100% on-time MDR across Abbott, ensuring regulatory compliance.

Additionally, our Pharmaceuticals business uses a single pharmacovigilance (PV) system for marketed products to monitor worldwide safety reports and ensure disclosures to relevant authorities. Information is collected on suspected adverse reactions through a global database, with each case investigated and communicated to relevant health authorities. This system is regularly reviewed by senior management while training is provided to support understanding among branded generic medicine division employees.

Quality management decisions are made following product-specific safety surveillance based on predefined, risk-based criteria and applicable local legislation.

Quality Management System

Abbott has implemented a Quality System Manual, based on established regulations and industry standards, which governs the specific quality framework for each Abbott business and division. The system is implemented at a global level and incorporated into each division and site. The Quality System elements encompass the entire product life cycle — from research and development, clinical studies and product design through risk management, material, production and process controls and right up to distribution and post-market surveillance.

The Quality Management System model and metrics are continuously reviewed to track performance at site, business and company levels. Key learnings and best practices, including those from external intelligence, are captured and applied elsewhere in our organization. Where performance changes are identified, we analyze root causes and take necessary corrective action. In targeted use cases, we apply machine learning to enhance predictions of potential risks.

Each operating business maintains Quality Management Systems and performs audits in line with governing regulations. Audits from the corporate level are also conducted. The results of all quality surveillance activities, which are well documented, feed into continuous improvement initiatives.

Engaging Suppliers on Quality

Our suppliers play a key role in our product quality and safety. A comprehensive, risk-based program ensures those that impact our regulated products and/or Quality Management System conform to predefined quality requirements.

We require suppliers to have a documented Quality Management System that is commensurate with the products and services that they provide to Abbott. Continuous monitoring measures suppliers against minimum performance criteria. Suppliers are classified according to risk level of potential impacts; evaluation frequency is determined based on this, ranging between every two (high-risk) and four (low-risk) years. Read about how we categorize suppliers for sustainability risks on [page 67](#).

Evaluations provide evidence that suppliers can deliver to our requirements, maintain adequate Quality Management System elements and conform business and process capabilities to relevant regulations and Abbott standards. On-site audits and additional agreements for high-risk partners confirm operational capabilities and Quality Management System requirements.

We collaborate and partner with key suppliers to continuously improve product quality and safety.

Assuring Commercial Quality

Commercial quality assurance (QA) ensures supply chain processes maintain product quality and compliance. Suppliers are expected to maintain management systems, training and competency programs, facilitating continual improvement and ensuring compliance with our guidelines. We require that suppliers provide evidence of any employee training performed.

The One Abbott QA initiative establishes common management procedures for:

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

Through our One Abbott approach, we have aligned our systems for managing suppliers, documentation, warehouse controls, distribution controls, nonconformance and corrective and preventive action (CAPA).

Developing Employees

New employees are trained on Quality Management System elements, while existing employees are systemically retrained. Topics include data analytics, cleanroom qualification, risk management and documentation controls. Annually, a Quality Management System Refresher course is updated and deployed to all existing and part-time personnel. In 2021, new trainings were available on:

- Human Reliability and Human Reliability Tools for Corrective and Preventive Action
 - Product Risk Management
 - Laboratory Testing and Controls
- Additionally, all employees with product quality responsibilities benefit from:
- Good Manufacturing Training offerings at the business level

- Corporate-level quality courses, many in multiple languages, on topics including:
 - Complaint Handling
 - Clinical Practices
 - Data Integrity
 - Document and Change Control
 - Product Design and Development

Each business offers division- and site-specific trainings, tailored through a review of our current offering, inspection outcomes, training requirements and emerging industry issues.

In 2021, 42 employees were newly qualified through the American Society for Quality (ASQ) and Regulatory Affairs Professionals Society (RAPS) for certifications including Quality Engineer, Quality Auditor, Manager of Quality/Organizational Excellence, Six Sigma Black Belt and Regulatory Affairs. This brings the total number of certified employees to 1,000 across the business to date.

Independent Quality Certification

We embrace independent quality certification as an opportunity to drive continuous improvement and operational excellence across Global Commercial Manufacturing, R&D and Commercial operations. Manufacturing operations hold Good Manufacturing Practices (GMP) certification such as International Organization for Standardization (ISO) certification for quality management. Nutrition manufacturing maintains food and safety standards certification as well.

Quality Excellence Aligned With Recognized Standards and Organizations¹⁹

- ISO 9001, ISO 13485, ISO 14001, ISO 17025, ISO 22000 and ISO 90013
- NSF (National Sanitation Foundation) International
- GMP+ FSA (Good Manufacturing Practices Plus and Food Safety Assurance)
- FSMA (Food Safety Modernization Act)
- FSSC 22000
- Safety Assurance Certification
- HACCP (Hazard Analysis and Critical Control Points)
- Halal
- QAI (Quality Assurance International)
- Organic Certification
- Kosher
- Class A Certification
- SQF (Safe Quality Food)
- IEC (International Electrotechnical Commission)
- ASQ
- AAMI (Association for the Advancement of Medical Instrumentation)
- CLSI (Clinical and Laboratory Standards Institute)
- ASTM International
- ISPE (International Society for Pharmaceutical Engineering)
- ASME (American Society of Mechanical Engineers)
- IPC

¹⁹ This list represents a sample of the certifications our sites maintain and that are frequently used as indicators of product quality.

OUR 2021 PERFORMANCE

Throughout 2021, we introduced new policies and procedures to direct efforts regarding product software life cycle security, economic operator checklists and internal auditor assessment forms.

Product Quality Indicators

With global manufacturing operations and oversight from numerous regulatory agencies, our annual interactions with these organizations are key indicators of the efficacy of product quality efforts.

In early 2022, Abbott initiated a proactive, voluntary recall of powder formulas manufactured in one of the company's facilities in response to consumer complaints related to *Cronobacter sakazakii* or *Salmonella* Newport in infants who had consumed powder infant formula manufactured in this facility.

Abbott conducts microbiological testing on products prior to distribution, and no Abbott formula distributed to consumers tested positive for *Cronobacter sakazakii* or *Salmonella*. After a thorough investigation by FDA, Centers for Disease Control and Prevention (CDC) and Abbott, and review of all available data, there is no conclusive evidence to link Abbott's formulas to these infant illnesses.

Abbott is committed to upholding the highest standards for manufacturing of all nutrition products and has been implementing corrective actions and enhancements at the facility to give parents and customers renewed confidence in the quality of manufacturing at this plant. Our efforts have included increasing our finished product testing; confirming process consistency; enhancing our environmental monitoring program; installing non-porous, easily cleanable sanitary floors; and implementing revised traffic control patterns to further protect the manufacturing environment.

We know that our decision to recall product worsened the industry-wide formula shortage in the U.S., and prior to restarting production we worked to get as much product as we could into the hands of parents by increasing supply at our other FDA registered facilities, including bringing in Similac from our site in Cootehill, Ireland, by air and producing more liquid Similac and Alimentum. We also began releasing metabolic formulas that were previously on hold, to those who need these unique formulas.

Through support from Abbott, Patient Advocate Foundation established a \$5 million Pediatric Amino Acid Formula Emergency Assistance Fund to help families of patients on amino acid-based formulas who've been

hospitalized or encountered emergency room visits as a result of the formula shortage. The fund will provide grants to help these families with medical and related living expenses.

In addition, we've offered an increased number and value of coupons available for all our infant formula products, including Similac ready-to-feed, to enable customers to purchase formula, either free or deeply discounted. And we are working with the USDA and state Special Supplemental Nutrition Program for Women, Infants and Children (WIC) agencies and paying rebates on competitive products in states where Abbott holds the WIC contract, when Similac is not available. Abbott will continue to pay rebates for competitive products through August 31. This means program participants will continue to be able to obtain formula, free of charge whether it is Similac or formula from another manufacturer.

Finally, we are making significant investments to help ensure this never happens again. We plan to expand both capacity and redundancy. And we will similarly invest in upgrading our safety and quality processes and equipment.

Pre-Market Product Submission Review

Throughout 2021, we established a team of technical and regulatory experts whose job it is to collaborate with the diagnostic business on driving better product approval outcomes.

This includes targeting:

- Consistency and technical robustness of submissions; complete, well written and consistent with regulations, guidance, expectations and current industry technical standards

- Broad knowledge-sharing and training across divisions to drive awareness and adoption of FDA feedback and internal findings
- Improvements to the design and development processes

Quality Inspections and Audits

	2020	2021
Quality/regulatory inspections by global health authorities	507	559
% resulting in zero observations	81%	80%
FDA site inspections	4	12
% resulting in zero observations	75%	92%
Average number of observations per inspection	0.25	0.42
Internal independent corporate-level audits to ensure compliance with Abbott quality standards	96	145

US FDA Class I and Class II

Business	Class I	Class II
Med Device	1	3
Diagnostics	1	6
Pharmaceutical ²⁰	N/A	N/A
Nutrition	0	0

Total US FDA Warning Letters Issued

	2020	2021 ²¹
	0	0

²⁰ Abbott does not distribute pharmaceutical products in the U.S.

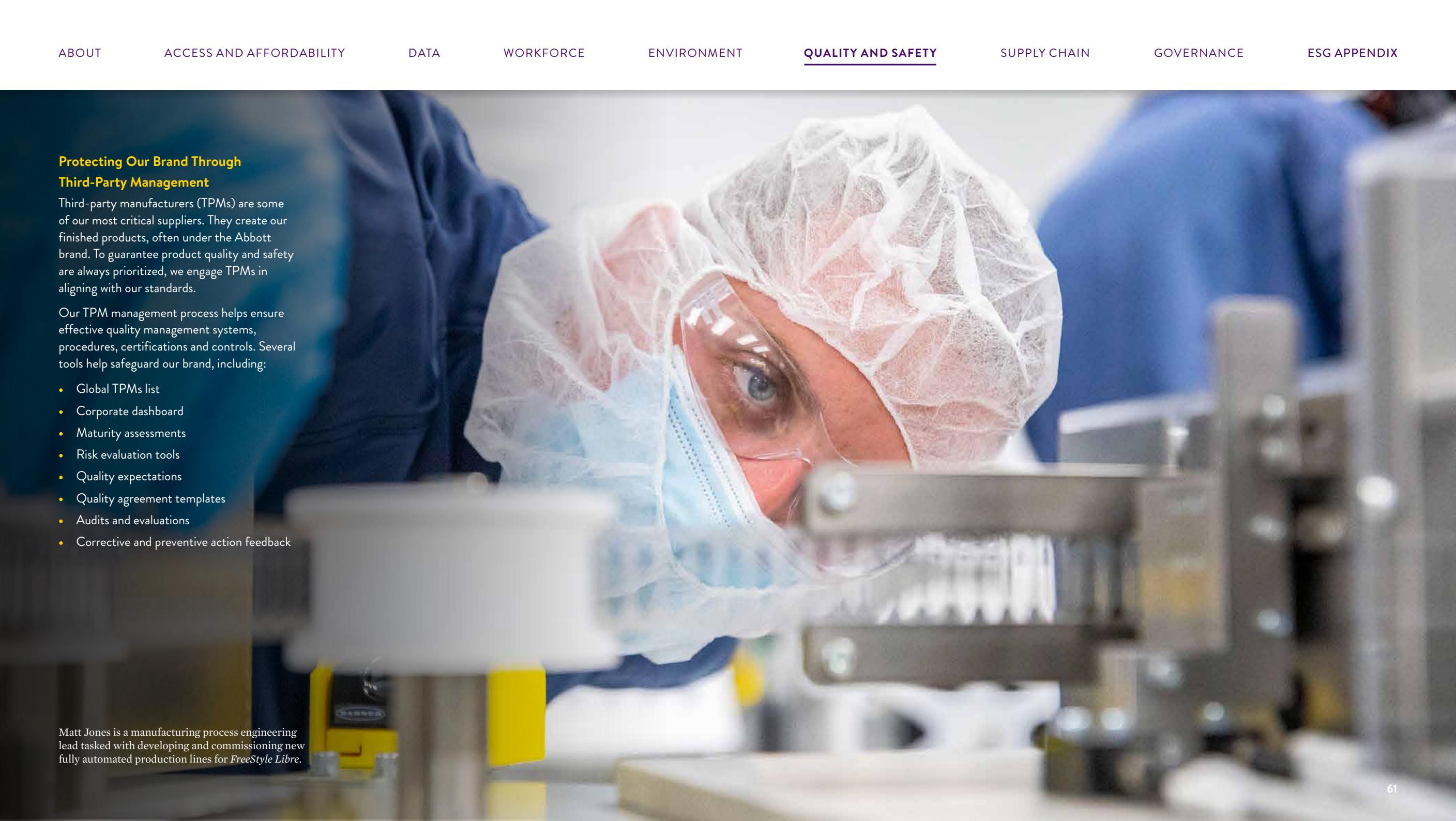
²¹ As of 2021, Abbott has no open warning letters.

Protecting Our Brand Through Third-Party Management

Third-party manufacturers (TPMs) are some of our most critical suppliers. They create our finished products, often under the Abbott brand. To guarantee product quality and safety are always prioritized, we engage TPMs in aligning with our standards.

Our TPM management process helps ensure effective quality management systems, procedures, certifications and controls. Several tools help safeguard our brand, including:

- Global TPMs list
- Corporate dashboard
- Maturity assessments
- Risk evaluation tools
- Quality expectations
- Quality agreement templates
- Audits and evaluations
- Corrective and preventive action feedback



Matt Jones is a manufacturing process engineering lead tasked with developing and commissioning new fully automated production lines for *FreeStyle Libre*.

CREATE A RESILIENT, DIVERSE AND RESPONSIBLE SUPPLY CHAIN

Abbott's global supply chain has proven its strength, resilience and ability to amplify our positive impact on the world.

When we nurture a supplier network that's strong and ethical, we multiply our ability to touch people's lives and reduce shared sustainability impacts. And, by focusing on spend with diverse companies, we're creating a supplier base as varied as those we serve.

INITIATIVE SPOTLIGHT

In 2021, we established a partnership with the Local Initiatives Support Corporation (LISC), a nonprofit committed to connecting private resources with under-invested people and places. Starting in 2022, we will provide financial assistance to select diverse suppliers. For more information, see page 71.

\$37.5M

joint investment to support tailored solutions, talent development and growth resources

\$25M

in financial assistance provided by Abbott

\$12.5M

loan capital matching from LISC



Our Approach to Supply Chain Management

A healthy supply chain is one that is resilient, diverse and responsible. To build the sourcing network we envision, we are evolving our approach to how materials and services are procured, packaged and transported.

Our Supply Chain Is Multi-Faceted

Our intricate global network enables the company to get its life-changing technologies into the hands of the millions of people around the world.



Approximately
76,000 suppliers



Across
154 countries



In 2021, we spent approximately \$20.3 billion with these suppliers

More information on how we are working with suppliers to improve our environmental impacts can be found from [page 40](#).

* Includes data from U.S., Canada, and Puerto Rico suppliers.

** Includes data from U.S. only.

OUR 2030 GOALS PROGRESS

Established language to incorporate our social responsibility requirements into direct material spend contracts

31% AND 15% GROWTH

in spend with Black- and women-owned businesses* respectively (2021 vs. 2020)

100% OF SUPPLIERS

assessed for sustainability risk

Identified a representative sample of suppliers with potential high-risk sustainability factors to pilot 2030 audit programming

48.6% SPEND

increase with small businesses**

3 PACKAGING INITIATIVES

funded that will impact 8 million pounds of packaging materials

For specific information on our 2030 goals around Supply Chain Management, see [page 11](#).



Supply Chain Governance

We are constantly evolving how we manage supplier relationships to minimize our shared sustainability impacts.

OUR MANAGEMENT APPROACH

With a global footprint, we have an opportunity to leverage our supply chain for positive social and environmental change. We maintain a robust, multi-layered governance structure that provides oversight of all supply chain-related activities, helping minimize risks and maximize opportunities to address shared impacts.

Our management approach places particular importance on supply chain sustainability and resilience. Each business is responsible for their respective supply chain, with enterprise efforts coordinated through Abbott's Global Operations Council (GOC). The GOC collaborates across the enterprise to set the framework for our supply chain, encompassing manufacturing, procurement and logistics.

The evolution and execution of our global supply chain strategy is overseen by the Supply Chain Council (SCC), which meets quarterly and reports regularly to the GOC. Among other responsibilities, several additional groups assist the SCC in our efforts to improve supply chain adaptability, resilience and flexibility.

A Targeted Strategy

Our supply chain and procurement strategy embeds sustainability considerations into supplier selection and management processes. It is managed by our Corporate Procurement team, a group that spans geographies, organizations and business functions.

Our strategy is designed to ensure the products we make — and what others make for us — are sourced and produced ethically while mitigating negative sustainability impacts. It centers around five objectives:

- Ensure our supply network aligns with, protects and elevates our brand
- Create relationships that deliver shared value by conducting business with transparency and trust
- Enhance margins and elevate financial performance by optimizing total cost, balancing risk with return and certainty
- Expedite growth and drive innovation through proprietary and exclusive opportunities
- Design a flexible, dynamic supply network, driving service with value and quality while mitigating supply risk

Supply Chain Council

- Composed of senior leaders with responsibility for the supply chain of each Abbott business
- Makes recommendations for achieving a sustainable, resilient supply chain
- Leads development of a consistent global approach to identifying and managing sustainability opportunities and risks

Supplier Diversity Governance Council

- Responsible for growing a strong, diverse supplier base
- Appoints Supplier Diversity Champions in each business and major spending category

Environmental, Health and Safety (EHS) Leadership Council

- Responsible for governing EHS-related topics
- Composed of EHS leaders from all business divisions
- Provides expertise to advise supply chain assessments and engagements

Packaging Community of Practice

- Responsible for leading packaging development efforts at corporate and divisional levels
- Drives implementation of Abbott's 2030 sustainable packaging goal

Executive Crisis Management Team

- Responsible for managing supply chain risks for business continuity
- Supported by Global Security organization and 32 country-specific crisis action teams

GLOBAL OPERATIONS COUNCIL

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

OUR SUPPLIER GUIDELINE FOCUS

Ethics

- Business integrity and fair competition
- Identification of worker concerns
- Animal welfare
- Conflict minerals
- Privacy and confidentiality

Human Rights and Labor

- Freely chosen employment
- Child labor and young workers
- Nondiscrimination
- Fair treatment
- Wages, benefits and working hours
- Freedom of association

Health and Safety

- Secure, safe and healthy workplace
- Accident, injury and health risk
- Legal and regulatory

Environmental Management and Compliance

- Environmental management systems
- Waste storage and management
- Water and wastewater
- Air emissions
- Environmental permits, licenses and reporting requirements

Management Systems

- Legal and customer requirements
- Risk management
- Documentation
- Training and competency
- Continuous improvement
- Communication

Guiding Responsible Suppliers

We are committed to upholding the fundamental principles of human rights, labor, environmental protection and anti-corruption to ensure long-term business success for Abbott and our suppliers, and to improve lives around the world. Our [Supplier Guidelines](#) establish our expectations of any supplier we enter a business relationship with. The Guidelines align with the [Ten Principles](#) of the UN Global Compact and the Pharmaceutical Supply Chain Initiative (PSCI) [Principles for Responsible Supply Chain Management](#).

Through the Guidelines, we detail minimum conditions to help ensure that our suppliers conduct their business in an ethical manner, with integrity and in compliance with all relevant legal requirements and industry codes. In 2020, we updated our Guidelines to strengthen our focus in five key areas.

Suppliers must be able to demonstrate compliance with our Guidelines at the request and to the satisfaction of Abbott through our Supplier Social Responsibility program. It is Abbott's expectation that our suppliers fully support the Guidelines and drive sustainability principles across their own supply chains, systems and employee benefits. This helps ensure materials and services from Tier 2 suppliers, and deeper, also meet our requirements.

We embed a social responsibility clause in our direct material procurement contracts. The clause details Abbott's values and sets the expectation that vendors will comply with the focus areas of our Supplier Guidelines. It enables assessment of this compliance and requires our vendors to remediate any issues identified.

Abbott's Procurement professionals are required to complete training on the Guidelines and contract language to ensure these expectations are understood internally and cascaded to our suppliers. Likewise, our suppliers are responsible for training their employees to meet the expectations detailed in the Guidelines.

In combination with our Supplier Guidelines, several additional policies and guidelines further our supply chain sustainability strategies:

- **Green Procurement Guidelines:** support our Sourcing team to identify environmentally preferable goods and services and request them from suppliers
- **Global Environmental, Health and Safety Policy:** guides engagement with strategic stakeholders, suppliers and contractors to help ensure compliance with regulations and applicable Abbott standards to reduce EHS impacts

- **Supplier Diversity Guidelines:** commit Abbott to equal opportunities for small businesses and those owned or operated by members of underrepresented groups

- **Water Policy:** sets supplier requirements for transparency on water management practices

- **Climate Responsible Energy Guidelines:** encourage suppliers to reduce emissions and improve energy efficiency

- **Animal Welfare Policy:** guides our 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

- **Position Statement on Conflict Minerals:** details a process for understanding conflict mineral sourcing and use, including identification of in-scope products and suppliers, supplier engagement and requirements to disclose the presence and source of conflict minerals in their supply chains

Read more about how we ensure Abbott's standards are upheld throughout the supply chain on [page 82](#).

Product Traceability and Critical Materials

Abbott maintains product traceability throughout manufacturing and distribution by leveraging tracking and tracing technologies and enterprise resource planning solutions. This way, we can help ensure compliance with regulatory, quality and control requirements.

Critical material use is managed through our product stewardship program (see [page 54](#)).

OUR 2021 PERFORMANCE**Growing Our Team**

In 2021, we expanded the Supply Chain Sustainability team within our Global Procurement organization, and continued partnering with Operations, Supply Chain and EHS functions to manage our supply chain sustainability strategy, governance and programming. We also established a network of Sustainability Liaisons to act as representatives for each business division in support of our 2030 goals and supply chain initiatives.

Evolving Social Responsibility Language

In 2021, we updated the language in our social responsibility clause that will be included in direct material contracts. Implementing this clause contributes to our goal of having 80% of newly contracted direct material spend incorporate social responsibility requirements. In support of this initiative, teams with contracting authority or oversight in our Divisional, Procurement and Legal functions were trained on the new language and how to engage with suppliers to implement it.



Chee Siong Ngui, Senior Technician, Packaging.

Supplier Risk Assessment and Engagement

We want to work with suppliers that share our commitment to sustainability. We maintain a formal process for assessing suppliers to minimize reputational and continuity risks, and to help ensure compliance with our Supplier Guidelines.

OUR MANAGEMENT APPROACH

Choosing the Right Suppliers

When selecting suppliers, we consider applicable environmental, social and governance (ESG) factors alongside business capabilities and capacities, financial health and alignment with our vision. Using classification models, we measure the risk levels and shared sustainability impacts of the applicable relationship.

All suppliers on our Approved Suppliers List are categorized as high (critical), medium or low risk. Critical suppliers are those 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 based on supply chain transparency and complexity, alignment with certification schemes, how close they are to our customers and whether they've demonstrated commitment to product security.

Our process for confirming suppliers meet our quality standards is detailed on [page 58](#).

A COLLABORATIVE APPROACH TO RISK ASSESSMENT

Direct and Indirect Suppliers

- Annual high-level ESG risk assessments of supply base
- 150–300 potential high sustainability risk suppliers surveyed to understand management systems, programs and performance
- Auditing of highest sustainability risk suppliers completed every 1–5 years depending on industry and prior performance
- Post-audit actions determined by program and stakeholders (see individual program descriptions for details)

Strategic Sourcing Category Initiatives

- Targeted initiatives to assess and engage suppliers operating in sourcing categories with significant sustainability risks and/or opportunities

Industry Organizations

- Industry standard and practice alignment
- Knowledge sharing and best practices
- Supplier training opportunities to address shared risks
- Shared supplier assessments to minimize reporting burden on suppliers

Nongovernmental Organizations (NGOs) and Charitable Organizations

- Collaboration on initiatives

Risk-Based Monitoring and Evaluation

We have global policies and procedures for evaluating suppliers for potential sustainability issues, including those related to ethics, human rights and labor, health and safety, environment and management systems. Our supplier assessment programs take a risk-based approach to determine assessment, monitoring and audit requirements. They consider supplier size, maturity, industry, sourcing regions, ESG performance and Abbott spend. This is particularly relevant to our critical suppliers, but we also assess non-critical suppliers that operate in high sustainability risk industries or regions with potential risk exposure.

Abbott utilizes a third-party risk monitoring tool to perform real-time analysis of critical supplier sourcing locations, tracking potential geopolitical, security, sustainability, environmental and infrastructure risks.

Sustainability risk scores consider performance in employee autonomy, workers' rights, child labor and environmental factors. We also use the tool to monitor supply chain disruptions and to identify suppliers and locations that pose potential business continuity risk. These insights then inform our sourcing strategy and contingency plans.

Additional risk-specific analyses are performed for strategic sourcing categories and regions when potential risks are identified.

Supplier Survey and Audit Program

Abbott's Supplier Sustainability Survey and Audit Program is an ongoing effort that enables global supply chain assessment and engagement on a broad range of sustainability topics. Through a two-year cycle, we identify and engage potential high sustainability risk suppliers, as well as those with the greatest opportunities to address shared sustainability impacts, to evaluate their sustainability risks and ensure business continuity.

First, our global supply base is assessed, considering overall sustainability impacts, as well as topic-specific impacts such as human rights and labor, EHS risk, waste diversion opportunities, climate impacts and carbon management. Then 150–300 potentially high sustainability risk suppliers are identified by our Procurement and Business teams for participation in Abbott's annual Supplier Sustainability Survey. The survey helps us understand supplier sustainability maturity and opportunities to improve supply chain sustainability and resilience, covering:

- Management systems
- Compliance and reporting
- Ethics
- Human rights and labor practices
- Health and safety

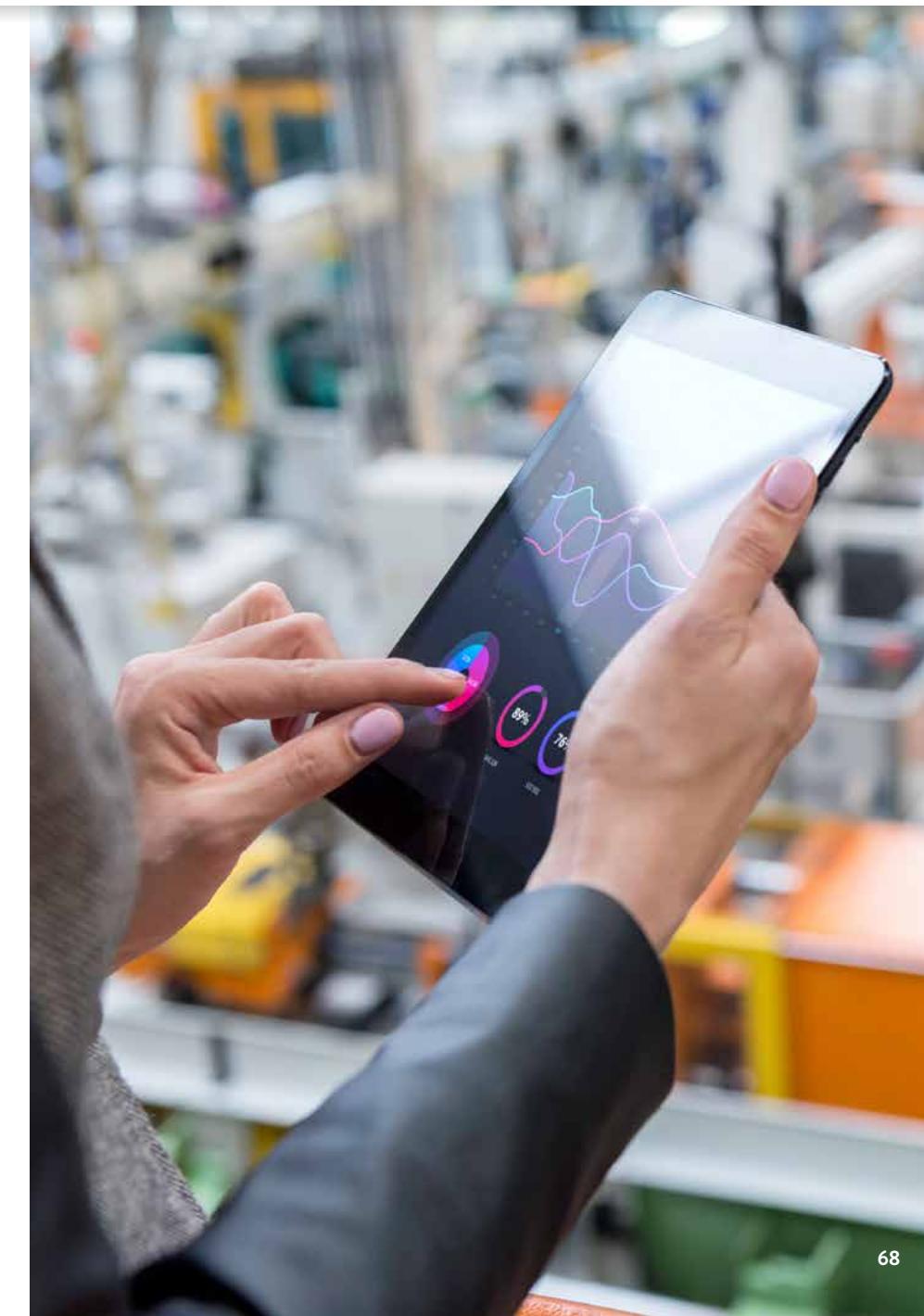
- Environmental performance
- Supply chain management

Suppliers are determined to be "high sustainability risk" when responses are not aligned with the expectations outlined in our Supplier Guidelines.

After reviewing the survey results, suppliers selected for audit are notified and audited by an external third-party auditor using Workplace Conditions Assessment (WCA) – or other globally recognized – standards. These standards assess a supplier's social and labor conditions, health and safety, environment and business practices at the facility level. Depending on supplier industry and survey/audit results, audit frequency can range from one to three years.

Positive Results on Engagement

To assess how companies engage suppliers on climate issues, the CDP provides a Supplier Engagement Rating (SER). In 2021, we were proud to receive an SER of A-, placing us in the Leadership band.



Where major issues are noted, suppliers must submit corrective and preventive action (CAPA) plans within 30–60 days of receiving audit results. Abbott's supplier relationship manager and subject matter experts will then monitor the supplier's CAPA implementation and determine if a reaudit or other action, such as contract termination, is required. We also encourage suppliers to report concerns via our Speak Up tool, which is covered in more detail on page 79.

In addition to our Supplier Sustainability Survey and Audit program, we maintain category- and region-specific supplier assessment and audit programs where specific sustainability risks have been identified. They include our Active Pharmaceutical Ingredients (API) Program, Waste Vendor Assessment Program, Animal Welfare Program and Conflict Minerals Program. These programs are detailed on pages 70–73.

Insights collected through these supplier assessment and engagement programs support better supplier engagement and inform development of sustainability initiatives for implementation at the supplier, sourcing and/or business level.

OUR 2021 PERFORMANCE

Engaging the Right Global Suppliers

In 2021, 210 suppliers covering 25% of spend were engaged through Abbott's Supplier Sustainability Survey. We also updated the survey to better understand risks and opportunities in line with current and emerging sustainability-related issues and our 2030 goals.

In addition to survey respondents, 51 high sustainability risk suppliers were audited with overall findings indicating Abbott is limited to minimal sustainability risk based on the suppliers assessed.²²

Safeguarding Business Continuity and Supply Chain Risk Mitigation

Risk profiling, global event monitoring and an alert system support identification of potential supply disruptions and inform proactive responses. In 2021, our risk profiling exercise more than doubled the number of supply chain areas monitored.

To further safeguard our business and supply chain against unforeseen events, we created a Supply Chain Resilience program to develop people, processes and tools to evaluate and engage with suppliers on identified topics. 2021 actions included an end-to-end risk assessment for products identified as critical or constituting the top 80% of revenue for each business, and establishment of standard metrics for measuring internal and external risks. In total, over 50 products were profiled; this included more than 2,500 unique supply chain points, such as suppliers, plants and distribution centers.

Throughout 2021, COVID-19 remained a challenge to supply chain resilience. In response, we maintained precautions put in place the previous year, including building an inventory of raw materials and finished goods to help ensure supply continuity. We continued to monitor performance at manufacturing sites in known COVID-19 hotspots to inform contingency plans. Where labor shortages caused by the pandemic threatened to impact key raw materials suppliers, we provided BinaxNOW COVID-19 tests to enable increased employee testing.

Our Supplier Sustainability Survey Results*

54%

of suppliers operating in water-stressed areas have water targets

97%

have an Ethics policy, Code of Conduct or equivalent

97%

have a Health & Safety policy, procedures and practices

43%

of carbon-intensive suppliers have carbon reduction goals

92%

maintain a formal Human Rights & Labor policy or practices

40%

are International Organization for Standardization (ISO) 14001 or ISO 50001 standard certified

²² Includes unique count of suppliers audited in 2021 through Abbott's Global Social Responsibility, Waste Vendor Assessment, and Chemicals of Environmental Concern and Active Pharmaceutical Ingredient Supplier Assessment programs.

* Rounded to the nearest percentage

Strategic Supply Chain Initiatives

With a global business and supply chain as complex as ours, the opportunity to partner with suppliers on addressing social and environmental impacts is significant. We collaborate across businesses and functions to partner with various supply chain stakeholders on reducing shared sustainability impacts — like worker health and safety, climate change, natural disasters, resource scarcity, cybersecurity and disease outbreaks.

OUR MANAGEMENT APPROACH

Partnering Across the Supply Chain

By connecting with external stakeholders and global leaders in sustainability, we can nurture a responsible supply chain management approach that continuously improves the sustainability of our supply chain. Organizations we partner with include:

- **Pharmaceutical Supply Chain Initiative (PSCI):** promotes collaboration to improve sustainability programming and provide suppliers with capability training through online and in-person learning opportunities
- **National Association for EHS&S Management (NAEM):** encourages advanced environmental stewardship, safe and healthy workplaces, and global sustainability

We also engage suppliers on sustainability risks and opportunities affiliated with products and services they supply to Abbott. Outcomes of these partnerships include, but are not limited to:

- Supplier 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 environment, society and human health impacts
- Solutions to reduce shared sustainability impacts across Abbott and our suppliers' value chains

Strategic Supply Chain Initiatives

Our supply chain initiatives aim to reduce shared impacts, particularly in priority areas such as labor, human rights, environment and anti-corruption. The SCC has developed two types of initiatives:

- **Issue-specific initiatives:** cover the whole supply chain and address targeted topics, such as supplier diversity and management of emissions, water and inbound materials
- **Sourcing category-specific initiatives:** cover multiple sustainability risks and opportunities in high sustainability risk sourcing categories

Sourcing Categories With High Sustainability Impact

- Agriculture
- Dairy
- Energy
- Packaging
- Chemicals of Environmental Concern and Active Pharmaceutical Ingredients
- Transportation and Distribution
- Waste Management



Rasheeda Greene-Woods, Warehousing Clerk, Shipping Operations.

OUR 2021 PERFORMANCE

In 2021, more than 5,600 suppliers were engaged on sustainability risks and opportunities, influencing over 47% of our supply chain spend.

A Recognized Commitment to Supplier Diversity

Supply chain diversity is a cornerstone of our sustainability plan. It encourages innovation, opens new procurement channels and supports community prosperity through economic growth and inclusion. With our Supplier Diversity Program, we are creating opportunities for diverse and historically underrepresented suppliers. And under our Tier 2 program, we partner with key suppliers to increase spend with their diverse suppliers.

We have remained steadfast in our commitment, prioritizing increased spending with small, women-, minority- and veteran-owned businesses. This includes incorporating diversity goals into all procurement sourcing categories and appointing 14 Supplier Diversity Champions across Abbott's four business segments. Through these efforts, we leverage diverse supplier relationships to support their development and growth.

Our memberships in the following organizations open other doors to working with diverse groups:

- National Minority Supplier Development Council (NMSDC)
- Women's Business Enterprise National Council (WBENC)
- National LGBT Chamber of Commerce (NGLCC)
- Diversity Alliance for Science
- Diverse Manufacturing Supply Chain Alliance (DMSCA)
- Chicago United

Read more about how we're promoting supply chain diversity on page 19 of our [Diversity, Equity & Inclusion Report](#).

Promoting Diverse Healthcare

Supply Chains

While a driving force for change, 50% of diverse small business owners in the U.S. face challenges like restricted access to loans for business growth. To address this gap, we partnered with the LISC on a \$37.5 million initiative to provide diverse small businesses with the financial support they need to succeed.

With Abbott contributing \$25 million and LISC a further \$12.5 million, funding will help businesses in three ways:

- Growth capital grants
- Business loans
- Technical assistance

Eligible businesses include those owned by people of color, women, veterans, people with disabilities, people who identify as lesbian, gay, bisexual, transgender and queer (LGBTQ) and other historically underrepresented groups. And, to help ensure the initiative supports a more equitable healthcare industry, funding will go to businesses focused on manufacturing or business-to-business products for diagnostics, nutrition products, medical devices and other key health technologies.

Annual Spend on Diverse Supplier

Dollars spent (billions)



(✓) Goal Achieved

Supplier Diversity and Sustainability Training

Percentage



Supplier Diversity Program Recognition

Our Supplier Diversity Program has been recognized by several organizations in 2021:

#2 in the DiversityInc Top Companies for Supplier Diversity

Best of Best program by:

- Black EOE Journal
- Hispanic Network Magazine
- U.S. Veterans Magazine
- Professional Woman's Magazine

Addressing Supply Chain Water Risks

By 2030, we aim to work with 50 key suppliers in high water-stressed areas to reduce risks to water quality and quantity. In 2021, we conducted a water risk assessment to identify key suppliers. Using the World Resources Institute (WRI) Aqueduct™ Global Water Tool, this assessment considered supplier industries, sourcing locations and level of water stress. Of those identified, 26 suppliers representing 4% of total 2021 spend were engaged through our Supplier Sustainability Survey to better understand existing water risk mitigation efforts and opportunities.

Agriculture and Addressing Deforestation
Abbott is a leader in sustainability, with an internal surveillance program that tests above industry requirements. Our Food and Safety Council (including representatives from Supply Chain, Regulatory, and Research and Development) meets on a quarterly basis to address concerns related to our agriculture supply chain, including sustainability issues. In part, this involves due diligence of our sourcing practices and those of our agricultural suppliers to better understand environmental, social and deforestation risks, particularly for soy- and palm-derived products.

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 (MCT) oil), which can be affiliated with deforestation. In 2021, 0.3% of total spend was with these ingredients, and 0.1% was from deforestation affiliated regions.

Animal Welfare in Dairy

We are committed to improving conditions for animals producing dairy ingredients for our products, by supporting the World Organisation for Animal Health's Five Domains of Animal Welfare. In 2021, 95% of the milk we procured (by spend) was certified to animal welfare standards.

Chemicals of Environmental Concern and Antimicrobial Resistance

Abbott's branded generic medicines business assesses suppliers operating in at-risk regions²³ that handle and/or manufacture chemicals of environmental concern and Active Pharmaceutical Ingredients (APIs). Abbott is a small player in the global anti-infectives market, but recognizes our role in limiting antimicrobial resistance.

This assessment evaluates suppliers based on supply chain criticality and environmental, health and safety risk. Suppliers are evaluated via a questionnaire depending on the level of risk assigned.

An on-site visit²⁴ may be triggered if a supplier is determined high-risk from questionnaire review, if it's had a significant incident, received notice of violation or negative media reporting, or is identified by one of our internal stakeholders. Upon completion of the on-site assessment, suppliers are assigned a risk status and follow-up actions are determined, including CAPA execution by the supplier, continuation of business activities, identification of back-up suppliers and/or implementation of an exit strategy. By assessing suppliers this way, we aim to minimize environmental risks and ensure business continuity.

In 2021, 48 self-assessments were completed by suppliers. On-site visits of 39 suppliers – 16 of which were desk-based as a result of COVID – were completed by Abbott or third-party subject matter experts. Of the on-site assessments completed, six were shared with industry partners through the PSCI data-sharing platform.

Emissions Management in Our Supply Chain

Scope 3 emissions account for about 93% of Abbott's carbon footprint. As such, a cross-functional team – including corporate and divisional EHS, Procurement and Supply Chain functions – has partnered to identify our most carbon-intensive suppliers and sourcing categories with the greatest opportunities for emission reductions.

In 2021, we completed a maturity assessment to understand key suppliers' existing carbon management efforts and their impact on our Scope 3 emissions. A representative supplier sample of 115 suppliers, covering 23% of supplier spend, was then engaged through Abbott's Supplier Sustainability Survey to identify opportunities for carbon reductions.

Read more about emissions on [page 43](#).

Renewable Energy Procurement

We are always on the lookout for renewable energy sourcing options, increasingly purchasing electricity from utility providers that include above average renewable generation in their energy mix. We estimate that 80,000 metric tons of CO₂e were avoided through the purchase of low-carbon and renewable energy in 2021.

Business Travel

As a result of the ongoing pandemic, we continue to avoid nonessential business travel where possible. This has resulted in a 55% decrease in business travel-associated²⁵ Scope 3 carbon emissions compared to pre-pandemic levels (2019) and a 9% increase from 2020 to 2021.

²³ Includes China, Europe, India and Latin America.

²⁴ On-site assessments may be repeated every 3-5 years.

²⁵ Includes commercial air travel and rental cars.

Transportation and Distribution

We are reducing the impact of transportation and distribution activities, and balancing emission savings with the need for timely delivery of lifesaving products. Our U.S. businesses follow the U.S. Environmental Protection Agency (EPA) SmartWay® program to advance supply chain sustainability through measuring, benchmarking and improving freight transportation efficiency.

In 2021, Abbott moved freight 45.9 million miles across North America using multiple modes of transport. This included 1.2 million miles and 605 shipments through intermodal transport, and 44.7 million miles and 71,999 truckloads sent by road.

Packaging

Thoughtful packaging design is the surest way to employ circularity characteristics – like recyclability and material efficiency – are incorporated into our products. We are utilizing our newly created Sustainable Packaging Guiding Principles to tailor how we work with material and technology suppliers on innovative, sustainable solutions.

Read more about our sustainable packaging efforts on [page 52](#).

Transportation Modes (% of Global Spend)

	2019	2020	2021
Air	20%	22%	26%
Over the Road	33%	31%	25%
Parcel	28%	22%	29%
Multi-modal and Rail	9%	12%	6%
Ocean	10%	13%	14%
Total Global Spend in Scope	100%	100%	100%

Partnering With Inbound Materials

Suppliers on Waste Diversion

Forming robust supplier partnerships is critical to achieving our operational waste diversion targets. Abbott's EHS, Procurement and Supply Chain teams are committed to developing and tracking waste diversion initiatives in collaboration with our key suppliers.

In 2021, we established a process and criteria for identifying suppliers with the greatest potential to influence the environmental impacts of Abbott's inbound materials that become waste from our operations. Our approach included engaging Abbott manufacturing sites with significant waste production to identify the suppliers contributing the greatest impacts to our

waste footprint. We also broadened our scope to include our largest suppliers in strategic sourcing categories.

Through this process, we identified over 60 suppliers with potential inbound waste partnership opportunities; a representative sample of almost 40 was engaged through Abbott's Supplier Sustainability Survey to identify future opportunities to collaborate.

Partnering With Suppliers for Reuse and Responsible Waste Management

We partner with waste management suppliers to ensure our waste is responsibly handled and disposed of and, where feasible, divert it from landfill and incineration without energy recovery. This includes seeking opportunities

to reuse and recycle materials and targeting beneficial-use activities, where waste is sent to off-site partners for use as a substitute to commercial products and commodities.

Our technical standard for evaluating and approving vendors mandates ethical, responsible approaches to waste management and aims to minimize risks associated with what we dispose of. For manufacturing sites that produce more than 1,200 kilograms of hazardous waste annually, our Waste Vendor Assessment program requires on-site audits of waste management firms at least every five years. This program has assessed 717 waste vendors within the last five years and 139 in 2021. In addition, we completed 24 hazardous waste vendor on-site audits and 13 desktop audits under the 2020 COVID-19 protocol in 2021.

We maintain an IT standard specifically for evaluating and approving vendors for electronic waste, ensuring responsible recycling and, where viable, resale of IT waste. In 2021, we partnered with two primary waste vendors to recycle 212 U.S. tons and resell an additional 67 U.S. tons of electronic equipment.

Read more about how we're reducing waste on [page 49](#).

Cutting the Distance Between Abbott and Our Suppliers

For many years, our facility in the Netherlands has relied on a Germany-based bottle supplier. However, when a packaging supplier built a new state-of-the-art manufacturing factory close to our own manufacturing facility in 2020, we took the initiative to source packaging more locally.

Not only has this switch reduced manufacturing lead times; it has drastically cut shipping distances by 217 miles for each shipment — annual savings of 528,000 miles. This, in turn, translates into emission savings of roughly 754 metric tons of CO₂e and brings us another step closer to achieving our emission goals.

GOVERNANCE AND SUSTAINABILITY FOUNDATIONS

Our 2030 Sustainability Plan sets a clear course for how we innovate for access and affordability, embed sustainability in everything we do and transform lives. Robust governance helps ensure we have the leadership, policies and structures in place to succeed.

INITIATIVE SPOTLIGHT

To create a business that improves people's lives, we must engage everyone at Abbott. From seeking guidance from a diverse Board of Directors to developing training that reinforces our shared responsibility for ethical business practices, our approach puts sustainability front and center.

>104,000
employees trained through
our Legal and Ethical Resource
Network program

7
YEARS
is the average tenure of
Abbott Board Members



Corporate Governance and Board Oversight

Abbott is committed to strong corporate governance that aligns with stakeholder interests. Our Board of Directors spends significant time with senior management to understand global dynamics, challenges and opportunities. Directors provide insight and ask questions that guide management decision-making.

OUR BOARD OF DIRECTORS

Abbott's Board of Directors consists of our Chairman of the Board and Chief Executive Officer (CEO), Robert B. Ford, a Lead Independent Director and 10 other independent directors.

The Lead Independent Director – currently Chair of the Nominations and Governance Committee, William A. Osborn – is selected by and from the independent directors and has significant responsibilities. These include:

- Presiding at regular executive sessions of the independent directors and all meetings where the Chairman isn't present

- Acting as a liaison between the Chairman and independent directors
- Communicating with the Chairman on agenda topics and Board-related matters
- Reviewing and approving meeting topics and schedules
- Conferring with the Nominations and Governance Committee and CEO on management succession planning
- Leading annual performance reviews of the Board and its committees
- Overseeing director candidate identification and evaluation process
- Working with management on corporate governance developments
- Authority to call meetings of the independent directors
- Engaging directly with major shareholders

THE BOARD EVALUATION PROCESS

Each year, Abbott's directors evaluate the effectiveness of the Board and its committees in performing its governance and risk oversight responsibilities. Directors assess the performance of their peers, as well as the full Board of Directors and each of the committees on which they serve, as follows:

1 Written evaluations solicit feedback on performance of:

Individual directors, including:

- Independent thinking and action
- Discussion and decision contributions
- Ethical standards and values
- Professional competence in oversight and governance

The full Board and committees, including:

- Structure and composition
- Effectiveness of oversight and other responsibilities
- Encouragement of open communication and differing viewpoints

2 Results Collection and Review

- To ensure candid feedback, directors submit evaluation responses to an independent third party that anonymizes and compiles them into reports.
- The Nominations and Governance Committee reviews peer and Board reports. Each committee reviews its respective report.
- All responses are shared with the full Board.

3 Feedback Incorporation

- Feedback requiring additional consideration is addressed at Board and committee meetings. Enhancement opportunities are identified and implemented as appropriate.
- The Chair of the Nominations and Governance Committee discusses peer evaluation results with individual directors as needed.

Board Composition and Diversity

Abbott's Board of Directors is composed of people who bring diversity of experience, expertise, ethnicity, gender and geography to the table. When identifying nominees to serve as candidates, our Nominations and Governance Committee considers these areas and assesses the effectiveness of our selection process.

BOARD COMMITTEES

The Board has four key, fully independent committees:

1 The Audit Committee²⁶

Supports oversight of:

- Accounting and financial reporting practices and the audit process
- Quality and integrity of Abbott's financial statements
- Independent auditor qualifications, independence and performance
- Internal audit function and auditor performance
- Legal and regulatory compliance regarding financial matters
- Enterprise risk management, including information security and enterprise cybersecurity

2 The Compensation Committee

Supports the Board's responsibilities relating to the compensation of Abbott's executive officers and directors, including:

- Reviews, approves and administers equity plans and executive officer incentive compensation plans
- Annually reviews director compensation
- Engages consultants to advise on executive and non-employee director compensation matters

3 The Nominations and Governance Committee

Supports oversight of governance matters, including:

- Assists in the identification of individuals qualified to be Board members and recommends nominees
- Recommends people to be elected as executive officers
- Advises on corporate governance and organizational matters, management succession plans, major structural changes and conduct of Board activities

4 The Public Policy Committee

Supports oversight of:

- Legal, regulatory and healthcare compliance matters
- Product quality and cybersecurity matters and data privacy
- Governmental affairs and political participation
- Sustainability and social responsibility policies and practices
- Social, political, economic and environmental trends and public policy issues that could impact business activities, performance and public image

Full details of Board members and committee functions are available on our website and in our 2022 Proxy Statement. For information on executive-level sustainability oversight, see page 14.

OUR BOARD MEMBERS ARE

33% **17%**

female racially/ethnically diverse

Board Tenure

0–5 years	7 directors
6–10 years	2 directors
11+ years	3 directors

²⁶ Each of the committee members is financially literate, as is required of Audit Committee members by the New York Stock Exchange. The Board of Directors has determined that Nancy McKinstry is an "audit committee financial expert."



A DEFINED APPROACH TO RISK ASSESSMENT AND MANAGEMENT

Our Office of Ethics and Compliance (OEC) oversees regular compliance risk assessments. It follows changes in the external risk environment, including evolving industry codes and best practices, government guidance and enforcement actions taken against other companies. Our Anti-Corruption Compliance Enhancement (ACE) program evaluates specific commercial practices to identify potential compliance risks. Corruption risks are also included in enterprise-wide risk assessments conducted at least annually by our corporate audit group.

Enterprise risk management (ERM) focuses on risks that have the potential to impact business performance. It continuously evaluates likelihood, impact and velocity to ensure our management team focuses efforts in the most relevant areas. Our ERM Network team – 14 functional experts led by Abbott's Vice President, Internal Audit – brings consistency and structure to risk evaluation and integrates ERM throughout our business. The Vice President, Internal Audit presents annual updates to the Audit Committee and completes detailed reviews of specific enterprise risks. The Board and its committees review enterprise risks throughout the year.

Mitigating Acquisition Risks

Acquiring businesses and products is key to evolving our offering. We maintain a clear process for assessing risk when integrating new acquisitions and ensuring they align with our quality, safety and environmental requirements.

A cross-functional team identifies and prioritizes risks to develop integration action plans, focusing on ensuring compliance with country requirements and our own internal standards. Employees from the acquired company receive training to enable a smooth transition.

Read more about how we ensure acquisitions comply with our environmental standards on [page 42](#).

Emerging Risks and Opportunities

As well as addressing existing risks, we analyze emerging situations that represent potential risks and opportunities for Abbott.

Emerging Risks and Opportunities

Disruptive technologies

Technology is increasingly important in healthcare. As requirements for connected solutions grow, we face increasing industry competition and from technology companies branching out into healthcare. The impact of the pandemic has accelerated the need for products that converge technology and healthcare at an unprecedented speed. This presents a challenge where we face competitors not only in our own industry but 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 can address health needs through meaningful innovation that is guided by patient needs. We see this as an opportunity to advance Abbott solutions, partnering across industries on increasingly effective solutions. The changing landscape poses new opportunities at the intersection of healthcare and technology. The convergence of healthcare and technology has shifted the spectrum of care from hospitals and healthcare institutions to digital solutions and remote therapy, from reacting to disease management to preventative care and wellness, and from general diagnosis to customization of care. To remain competitive, our technologies must be science-driven, consumer-friendly, accessible, affordable and relevant. Abbott is creating solutions that enable self-diagnosis, offering devices and digital platforms that connect patients and doctors and enable quicker, better-informed decisions. Our 2030 Sustainability Plan focuses on designing access and affordability into our life-changing technologies and products. This plan requires us to design our technologies and products for broader access and affordability at every step – from every phase of our R&D process, to the materials we use, to manufacturing, to the ways we reach the people who need them.

From pandemic to endemic – the new normal

As COVID-19 continues to create significant impacts and uncertainties for the global economy, we have executed proactive and reactive risk mitigation strategies specifically focused on COVID-19 and novel viruses to keep history from repeating itself. Increased likelihood of pandemics represents an opportunity to advance research capabilities. Through the formation of the Abbott Pandemic Defense Coalition – the first of its kind – we are able to detect threats sooner and respond quicker. In addition, we have developed a suite of COVID-19 testing platforms that supports multiple different diagnostic solutions for the different stages of infection and recovery.

While we continue to remain alert on the pandemic front, we must also have the foresight to prepare to move from pandemic to endemic. Our efforts in meeting the world's COVID-19 testing demands have not detracted our investments and ability to deliver strong growths in our Medical Devices, Nutrition, Established Pharmaceuticals and Diagnostics businesses. As highlighted in our annual reports and press releases for the past two years, we have delivered a continued stream of new products and initiatives around the world, signifying progress and balanced strength in all four business segments.

Ethics and Integrity

Acting ethically and with integrity is of the utmost importance to Abbott. It's how we care for people and the planet and how we show the world we are a company that can be trusted.

GOVERNING ETHICAL PROCESSES

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

The CECO chairs Abbott's Business Conduct Committee (BCC), which includes our CEO and is composed of executive-level leaders. The BCC meets regularly to discuss legal and regulatory changes, monitor best practices and the ongoing operation of our compliance program, and discuss planned actions designed to continuously improve the program.

Dedicated committees at the business and affiliate level monitor compliance, provide employee awareness training and engagement, and meet frequently to discuss emerging issues. Each Abbott business and function has OEC staff members who support implementation of the ethics and compliance program. Outside the U.S., regional OEC personnel oversee country-specific compliance requirements.

A SHARED COMMITMENT TO INTEGRITY

We want to build a culture of integrity and compliance, engaging every employee in upholding ethical behaviors. Our global online Legal and Ethical Resource Network (LERN) training program is run in 91 countries and 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.

Full- and part-time employees are assigned LERN courses based on their role and responsibilities. In 2021, over 104,000 employees completed lessons. The LERN curriculum also includes certifications on the code and conflicts of interest, with a key focus on interactions with healthcare professionals. All Abbott employees are expected to review and sign these annually.

In 2021, we launched Ethics and Compliance Week to drive awareness and engage with employees on compliance-related topics through global and region-specific initiatives. Ethics and Compliance Week kicked off with a company-wide email titled "Are You on the Right Path When it Comes to Ethics and Compliance?" that was viewed by over 55,000 employees. This was followed by a message from Abbott's CECO and select executive vice presidents on the importance of integrity and upholding Abbott values, which was available in 24 languages and viewed by over 57,000 employees. Highlighting Ethics and Compliance Week activities in the U.S., additional compliance messages were

viewed by over 23,000 employees, inviting them to nominate Compliance Heroes who live our commitment to integrity every day. The OEC received 420 nominations, and ultimately recognized 27 employees as Compliance Heroes. In Latin America, Ethics and Compliance Week activities included an Olympics of Ethics and Compliance challenge that attracted more than 4,000 participants. Other regions engaged in similar activities, ranging from communications to interactive sessions designed to reinforce compliance policies and programs.

On December 9, recognized as International Anti-Corruption Day, Abbott's CECO sent a company-wide email available in 25 languages, raising awareness of corruption and highlighting Abbott's commitment to combat and prevent bribery and corruption. The communication included links to Abbott's Anti-Corruption Overview as well as other tools such as LERN training modules, our Third Party Compliance program and our Speak Up reporting tool.

Interacting With Healthcare Professionals

Certain countries require additional transparency and restrict how businesses can interact with healthcare professionals. We comply fully, providing additional certification and reporting payments and transfers of value. Interactions are monitored and audited periodically.

Our commitment to ethical interactions with healthcare professionals, patients and consumers includes communicating responsibly — and in compliance with regulations — about our products and services.

Compliance

To be trusted as a responsible business, we ensure that ethical practices are constantly upheld and that we are working in compliance with relevant regulations.

SEVEN STEPS TO COMPLIANCE

The voluntary Compliance Program Guidance for Pharmaceutical Manufacturers outlines seven fundamental elements for effective compliance programs; we have created our own global ethics and compliance program with reference to these points. The program is regularly reviewed by an external party.

Details of our compliance leadership, training and communication can be found on page 78.

Our risk assessment process is outlined on page 77.

WRITTEN STANDARDS OF CONDUCT

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

Our code and other policies align with guidelines issued by medical technology trade associations such as AdvaMed, APACMed, MedTech Europe and Mecomed. Additionally, our policies and procedures align with regulatory licenses and approvals we obtain to promote, sell and import medical devices, diagnostics, nutrition products and medicines.

Our Nutrition business is committed to developing science-based products for all ages and to marketing these products ethically and in compliance with all local laws and regulations. We maintain robust systems for ensuring conduct at every business level aligns with our Global Infant Formula Marketing Policy and laws in the countries where we operate.

Ethics and compliance policies are updated regularly to reflect regulatory and industry changes.

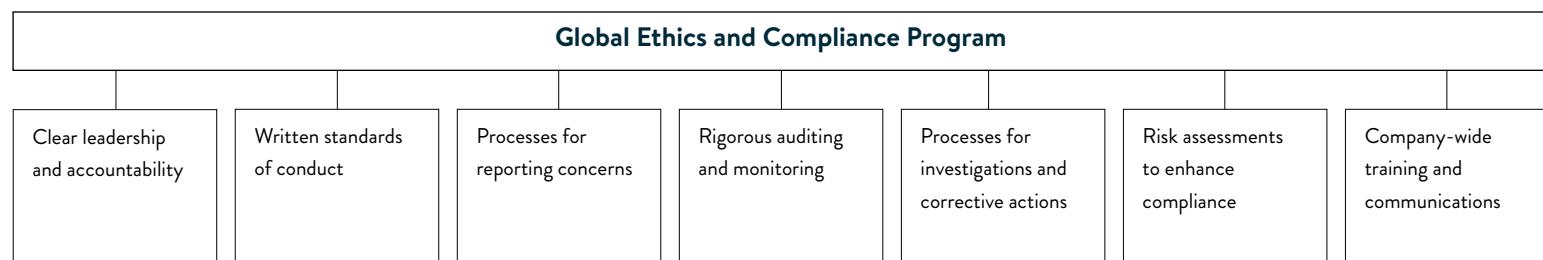
Processes for Reporting Concerns

Our code emphasizes employees' responsibility to report concerns of noncompliance, including those related to workplace discrimination or harassment. To promote this, we strive to create an environment where they feel safe to do so

without fear of retaliation. We have defined avenues and processes for asking questions and reporting suspected or actual violations of our code, policies or procedures. This includes our Speak Up tool, through which employees and external parties, including suppliers, can confidentially and – where permitted – anonymously raise concerns of potential misconduct. Speak Up can be accessed by telephone, email or internet 24 hours a day, seven days a week. Live Speak Up telephone support includes operators who speak multiple languages for non-English speakers. Employees may also contact the OEC, Legal or the CECO directly.

Each report is entered into a database by the Ethics and Compliance Officer or delegated vendor or personnel. These are then investigated by the appropriate function so the OEC can determine if any action is needed. Periodic audits of this process help ensure we are conducting investigations as quickly and thoroughly as possible.

Our Employee Problem Solving policy provides a system for openly exchanging information and resolving concerns. It applies to all Abbott employees worldwide, except where local laws or collective bargaining agreements dictate otherwise.





Rigorous Auditing and Monitoring

Our international audit and monitoring process assesses compliance with our code, policies and procedures. Assessments determine the frequency and scope of audits. We maintain a tracking system for all action items identified to ensure business leaders are held accountable for making any necessary improvements to processes in a timely manner.

The OEC monitors business activities throughout the year. 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.

Our monitoring 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.

The OEC also conducts "live monitoring" programs through which personnel directly observe HCP interactions. Issues detected through monitoring are analyzed, investigated

if necessary and reported to management. Monitoring data are analyzed and trended over time to identify potential patterns requiring further evaluation. The OEC assigns and tracks to completion remedial actions, addressing the root causes of monitoring findings.

Processes for Investigations and Corrective Actions

All reports of potential code violations — including those related to discrimination and harassment — by employees and third parties that perform certain services on our behalf are thoroughly investigated. Where necessary, corrective actions are taken. Any employee who violates our code, policies or procedures is subject to appropriate disciplinary action, which may include termination. Employees refusing to cooperate in an investigation — or anyone who knowingly reports a false concern, or one intended to threaten, intimidate or retaliate — may also be subject to disciplinary action.

Abbott does not tolerate retaliation against whistleblowers, or anyone else who reports a violation in good faith. This foundational principle is embedded in several sections of our Code of Business Conduct, which

employees are required to certify their adherence to annually. Our training courses on the Code of Business Conduct and Decision Making at Abbott also make reference to Abbott's stance on no retaliation. Anti-retaliation language is also included in our Global Compliance Policy on Reporting Concerns and our Global Compliance Standards. Anti-retaliation principles are also a key component in several human resource policies, including Employee Problem Solving, Workplace Harassment and Violence in the Workplace. Abbott's Speak-Up platform, where employees and third parties can raise potential concerns, includes a message from Abbott's CEO that Abbott does not tolerate retaliation against those who report concerns.

In addition, Abbott encourages employees to report any instances of retaliation, separately investigates those reports and disciplines employees who have engaged in retaliation. Corrective action related to Code violations, including retaliation, may involve disciplinary action up to and including termination.

Corruption and Anti-Bribery

As a global healthcare company, we work and interact with thousands of people every day. We maintain strict protocols to safeguard our business against activities that could be viewed as corruption or bribery.

PROTECTING OUR RIGHT TO OPERATE

Essential to protecting our reputation and right to operate is ensuring we never provide or accept anything of value to gain an improper advantage or inappropriately influence business decisions. 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.

As a publicly traded company, we are subject to audits by external auditors. The results of these are reported periodically to the Board's Audit Committee. Abbott is committed to adherence to the U.S. Foreign Corrupt Practices Act (FCPA), the U.K. Bribery Act and all other applicable anti-corruption and anti-bribery laws. We expect that every third-party company we do business with or that performs work on our behalf will act in accordance with these same laws.

PREVENTING ANTI-COMPETITIVE PRACTICES

We commit to complying with competition laws in every country where we do business. These laws prohibit agreements and practices that eliminate or discourage competition. They apply to various facets of our business, including competitor relationships, prices and terms of sale, and marketing and trade practices.

We maintain a compliance program to ensure our operations comply with all relevant competition laws. We have established an in-house Competition Law Practice Group, composed of members of our Legal team and the OEC. The group meets regularly to identify risks and the best course of action to address them. It also monitors legal developments that may impact our global operations and assists in providing ongoing competition law training to employees.

Employees are encouraged to contact our Legal team or the OEC directly for legal guidance regarding interactions with competitors and to report any inappropriate conversations. Reports can also be made through our Ethics and Compliance helpline.

Internal Controls to Prevent Bribery and Corruption



Risk assessments to identify and monitor potential risks or areas for more robust processes.



Policies and procedures with guidelines and approval requirements for business interactions and activities.



Independent Internal Audit team that reports directly to the Audit Committee and verifies policy and procedure compliance.



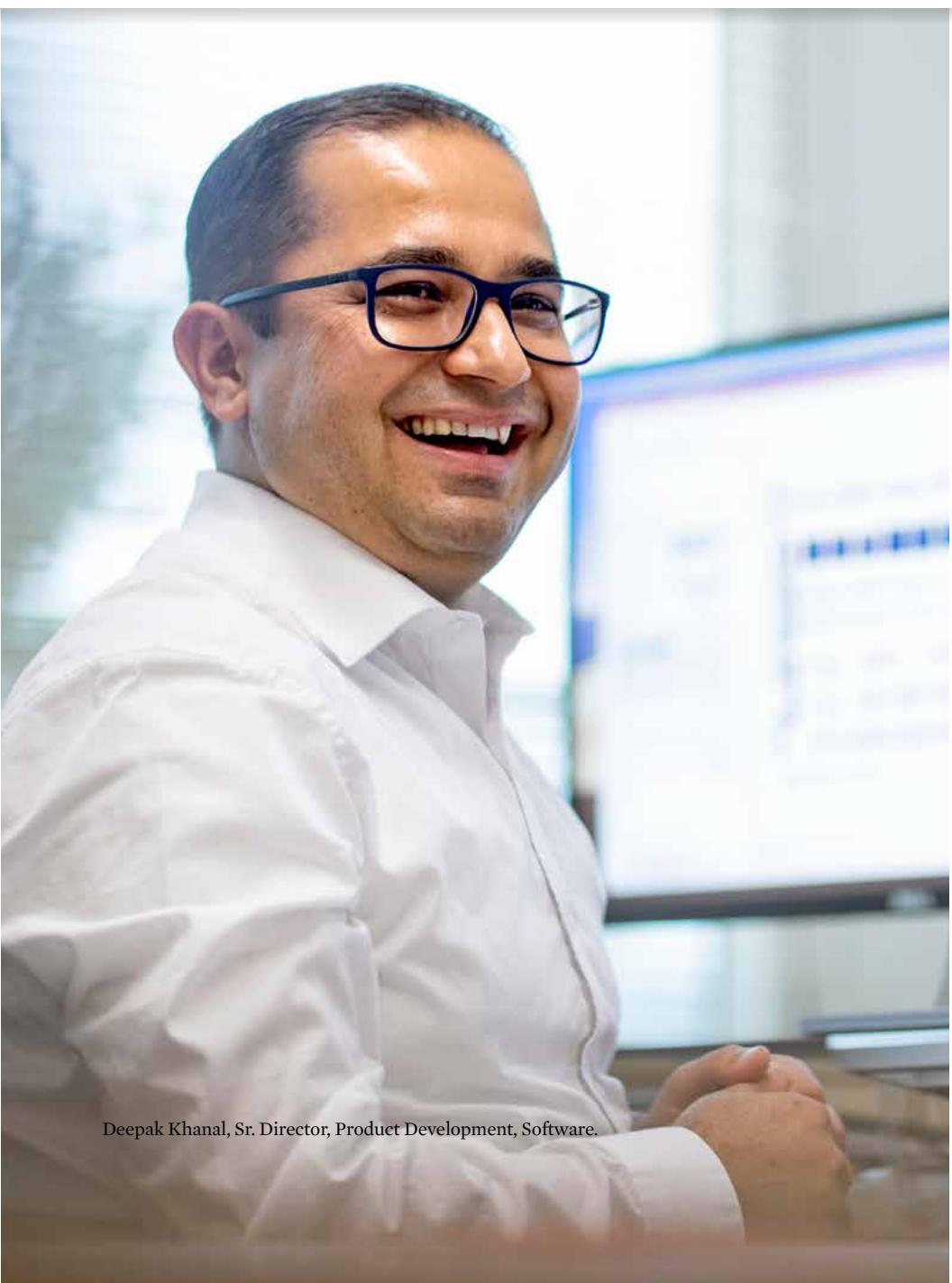
A platform for employees and external parties to **raise concerns of potential misconduct**.



OEC approval of all procedures regarding items that could be characterized as gifts, including brand reminders, cultural courtesies and items of medical utility.



Investigations of all reports of potential violations.



Deepak Khanal, Sr. Director, Product Development, Software.

THIRD-PARTY COMPLIANCE

All third parties that Abbott works with are expected to hold themselves to the same standards of ethical and legal compliance as we do ourselves. Third-Party Guidelines detail the requirements we expect partners to meet. They are [available through our website in 18 languages](#). We provide training on these guidelines and anti-corruption issues to third parties, with a training deck developed for our OEC to guide country-specific training, particularly with companies that promote our products to healthcare providers on our behalf. A new e-learning platform, which we are in the process of launching, will provide and track online training for each third party that undergoes due diligence.

A Third-Party Compliance Process identifies and addresses corruption and bribery risks that arise when interacting with government officials or healthcare providers on our behalf outside of the U.S. It requires Abbott businesses, subsidiaries and affiliates outside the U.S. to complete due diligence before engaging third-party companies. This includes screening companies, identifying high-risk partners, and monitoring and mitigating any potential risks.

Potential partners are required to answer detailed questionnaires, while an external vendor engaged by Abbott performs due diligence background checks.

The check covers 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

Where risks are identified, appropriate remedial action is developed and implemented by the OEC and our Legal team, including additional contract terms, auditing, monitoring, training or termination/rejection of the third party. We routinely update our Third-Party Compliance Process to mitigate risks and better protect our business against bribery and corruption.

Protecting Our People, Products and Brands

Ensuring the authenticity of our products is critical for maintaining trust in Abbott and our products. We maintain strict protocols for eliminating counterfeit products and protecting against security risks.

PROTECTING PRODUCT AUTHENTICITY

We are continuously innovating to mitigate counterfeiting and illegal diversion risks. This is driven by our Global Security, Legal, Trademark, Regulatory, Public Affairs and Business Unit (BU) teams.

Our enforcement program removes thousands of fraudulent online marketplace listings for counterfeit and diverted products every month. The Global Security team uses state-of-the-art analytics to identify and eliminate unauthorized sales. In 2021, we removed 16,692 marketplaces, apps, websites and social media sites selling counterfeit, diverted, outdated and stolen products, and 218,128 individual product listings.

BUs and Business Support teams (BSTs) develop product identification playbooks of authorized packaging, manufacturing locations and typical shipping routes. This helps align internal efforts with those of external organizations, fostering awareness and boosting the identification of fraudulent products.

SAFEGUARDING INTELLECTUAL PROPERTY

The following steps safeguard Abbott's intellectual property and trade secrets against international threats:

- Educating employees on trade secret protection and risk-reduction strategies
- Conducting Security Quality Reviews (SQRs) to identify critical asset risks and developing mitigation strategies
- Supporting BUs to develop risk-mitigation programs that comply with external and internal governance

Throughout 2021, we continued to harness a virtual Security Quality Review (vSQR) process we developed in 2020, completing around 70 reviews of cross-business risks. Our Global Security team launched training for all core businesses, addressing topics related to Interconnected Security Services (ISS) while a new Technical Surveillance Countermeasures (TSCM) program is enhancing security measures for key sites.

PROTECTING OUR EMPLOYEES

Global Communications Center (GCC) analysts monitor world events, providing advance warning of emerging threats and ensuring employees are safe and accounted for. Situational Awareness For Everyone Everywhere (SAFEE) training bolsters security awareness. In 2021, our Global Security team provided training, including SAFEE, to 17,000 employees.

Regional security experts and our Travel Safety program protect employees traveling for work. In 2021, the program supported 28,000 travelers.

SECURING OUR SUPPLY CHAIN

We are committed to eliminating criminal activities, including drug trafficking, terrorism, human trafficking, forced child labor, cyber threats and illegal contraband from our supply chain. We comply with all international customs laws, and carefully choose our partners to prevent 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 (MSC). 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 movement of products in and out of the U.S. with expedited processing and 80% fewer customs exams. Many Abbott businesses also participate in the Authorized Economic Operator program.

A Strategic Approach to Product and Brand Protection

Our enforcement program is built on industry best practices and ensures we address the most significant risks. Enforcement tactics include:

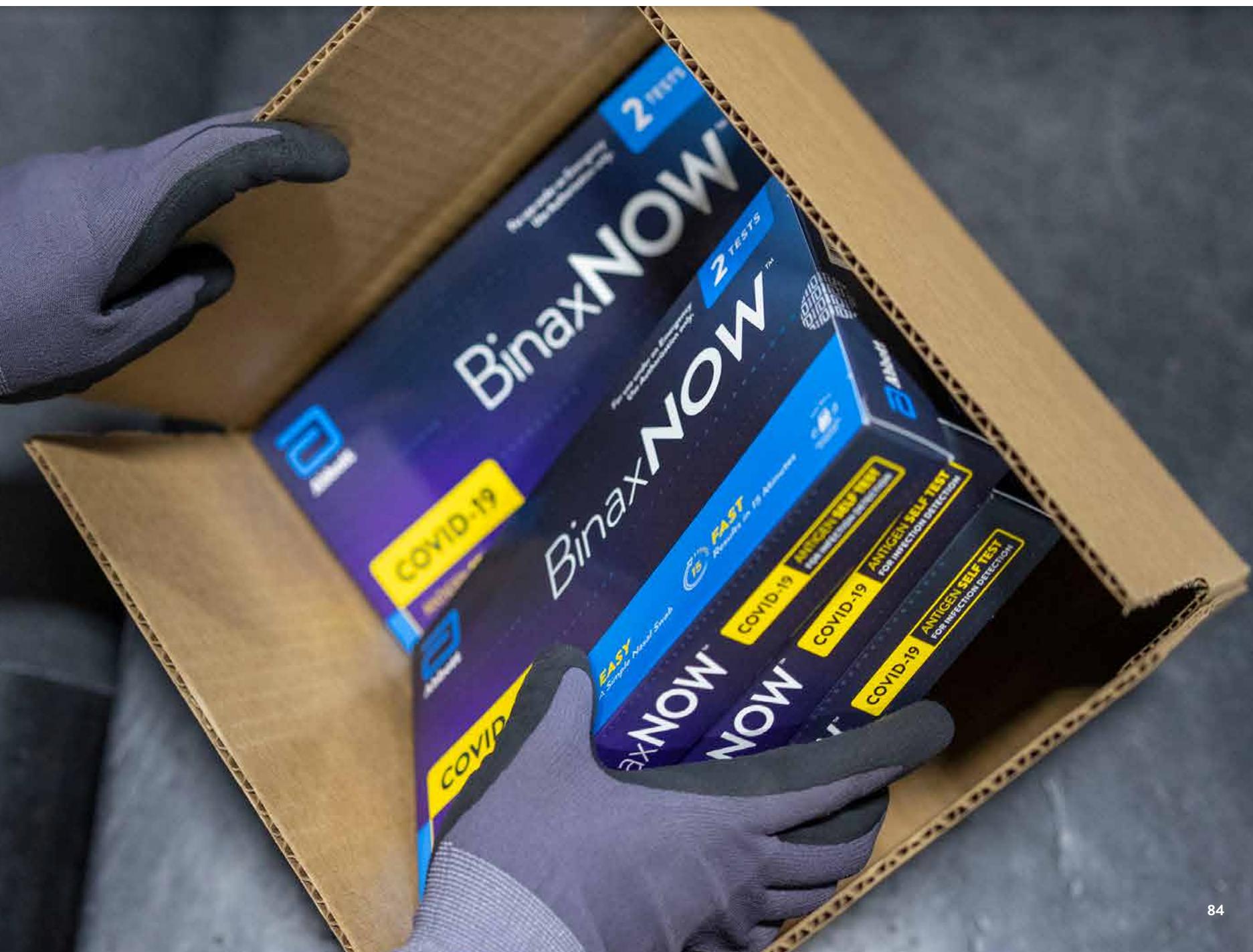
- Covert market surveys
- Removing counterfeit products and sites
- Halting sale of unauthorized products
- Providing contract security language and enforcing policies with authorized resellers
- Identifying and removing illicit actors via paid searches
- Reporting fake social media accounts
- Eliminating illegitimate and cybersquatted sites that could harm the Abbott brand

Securing Our BinaxNOW Supply Chain

Ensuring customers always receive legitimate Abbott goods requires that we track our products at every step of the value chain.

Throughout 2021, we performed robust supply chain risk management processes for our BinaxNOW tests. This included securing over 8,000 shipments to successfully deliver almost 1 billion tests. To prevent fraudulent sales, we removed 70,000 listings selling illicit tests on e-commerce sites. We also partnered with eBay to ensure all test kits were automatically detected and taken down.

These steps helped guarantee that the products customers received were legitimate, safe and effective, and prevented \$4.6 million in losses for Abbott.



Public Policy Engagement

Public policy can be a great enabler of societal health. Abbott's diverse businesses help us have a substantial positive impact, but they also increase the complexity of our interactions with policymakers, trade associations and thought leaders as we work to encourage policies that support access to our innovations.

ENGAGING ON POLICY SOLUTIONS

We connect with various organizations to identify solutions to complex healthcare issues. Three internal principles ensure engagement on policy developments complies with our own standards as well as relevant laws:

- We commit to ethical behavior and transparency, guided by our Code of Business Conduct in all our activities, including public policy engagement. Public policy activities comply with all applicable laws and regulations and adhere to Abbott policies. Abbott, relevant Abbott employees, and external lobbyists and firms register as lobbyists and file lobbying and contribution disclosures as required by applicable law.

- We pursue activities to shape policies that impact our company and benefit the people who need our products, with a focus on improving access to new medical advances and helping people live fuller, healthier lives.

The Board of Directors' Public Policy Committee has lead oversight of our Government Affairs function and public policy issues that could impact our business, performance and public image. This includes reviewing and evaluating our governmental affairs and political participation, including advocacy priorities, political contributions, lobbying activities and trade association memberships.

PARTICIPATION IN POLITICAL ACTIVITY

We contribute to U.S. state and local candidates and political organizations through our Abbott Employee Political Action Committee (AEPAC). We support those that we believe understand the impact of government actions on medical access, and those that will promote environments that foster continued medical progress.

Abbott's Government Affairs function reviews and approves all U.S. political contributions and advocacy activities. It covers direct

advocacy at the federal, state and local levels as well as managing Abbott's relationships with trade associations and similar groups. Further oversight of advocacy at the state level is provided by our State Government Affairs function while activities with the U.S. Congress and the federal government fall under our Federal Government Affairs office.

In the U.S., in compliance with the Lobbying Disclosure Act, Abbott files a quarterly report that includes the following:

- Total federal lobbying expenditures
- The name of the specific legislation or subject that was the topic of communication
- Disclosure of Abbott individuals who lobbied on our behalf
- Identification of the legislative body or executive branch that was contacted

In 2021, Abbott reported \$4,210,000 in U.S. federal lobbying.

Read more about public policy engagement on the [Corporate Political Participation](#) page of our website.

U.S. TRADE ORGANIZATIONS

We are a member of various U.S. trade organizations that engage in lobbying and other political activity to champion our needs, those of our industry and those of the people who rely on Abbott solutions. Our participation in these trade associations, and other tax-exempt organizations that write and endorse model legislation, is assessed annually by the Government Affairs function.



ESG APPENDIX

Appendix

We began reporting on our sustainability efforts in the early 1970s, with our first reports focusing on community engagement and environmental impacts. As our business has grown so too has our approach to reporting.

We align our annual reporting with the requirements of ESG ratings and sustainability indices, as well as providing an analysis of our performance. We refer to external standards, such as the GRI (Global Reporting Initiative), Sustainability Accounting Standards Board (SASB) and the World Resources Institute/World Business Council for Sustainable Development (WRI/WBCSD) Greenhouse Gas Protocol (GHGP). In this appendix you will find the following Abbott sustainability indices:

- GRI from [page 115](#)
- SASB from [page 124](#)
- TCFD from [page 130](#)
- Sustainable Development Goals (SDG) from [page 132](#)

Additional sustainability reports and performance updates, including country reports for key markets, can be found on the [Sustainability Reporting page](#) of our website.

SCOPE OF THIS REPORT

- All financial information is stated in U.S. dollars.
- All data reflect Abbott's activities, with a focus on 2021 results.
- Neither this report nor our website contains performance information on joint ventures, unless otherwise noted.
- Select information and data calculations from prior years have been adjusted to reflect our separation from AbbVie in January 2013.
- All Abbott trademarks appear in italics throughout 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 website](#) and the production of this report. We gratefully acknowledge the counsel we receive from Corporate Citizenship, Flag and WBCSD, among others. Working with these groups better informs our reporting approach, keeps us abreast of external expectations and helps us identify areas of opportunity for strengthening stakeholder engagement.

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

EXTERNAL ASSURANCE

We engaged Apex Companies, an independent assurance provider, to conduct assurance of selected 2021 environmental and safety data. Our website includes a PDF of the [Apex Assurance Statement](#).

ABBOTT'S POLICIES

Our policies help Abbott meet or exceed national and international standards in all countries where we operate. The following critical policies are published on our website:

- Code of Business Conduct
- Supplier Guidelines
- Position Statement on Conflict Minerals
- Environmental Policy
- Energy Policy
- Water Policy
- Environmental Procurement Guidelines
- Global Environmental, Health and Safety Policy
- Anti-Corruption Training Guide for Companies Doing Business With Abbott
- Clinical Trial Registrations and Results Disclosures
- Financial Reports for Healthcare-Related Organizations
- Stakeholder Engagement Policy
- Position Statement on Tax
- Our Commitment to Cybersecurity
- Position Statement on Human Rights
- Global Infant Formula Marketing Policy
- Global Animal Welfare Policies



Materiality

When developing our 2030 Sustainability Plan, we conducted an in-depth materiality analysis of the environmental, social and governance (ESG) issues that are most important for our business.

A FIVE-STEP APPROACH

Working with external consultants Corporate Citizenship, we developed and applied a comprehensive process for identifying and ranking our material issues.

1 Conduct extensive research on potential issues: included benchmarking efforts against peers and competitors; tracking emerging issues; working with customers and rating and rankings organizations; and identifying best practices. This rigorous process involved detailed analysis of over 200 sustainability topics.

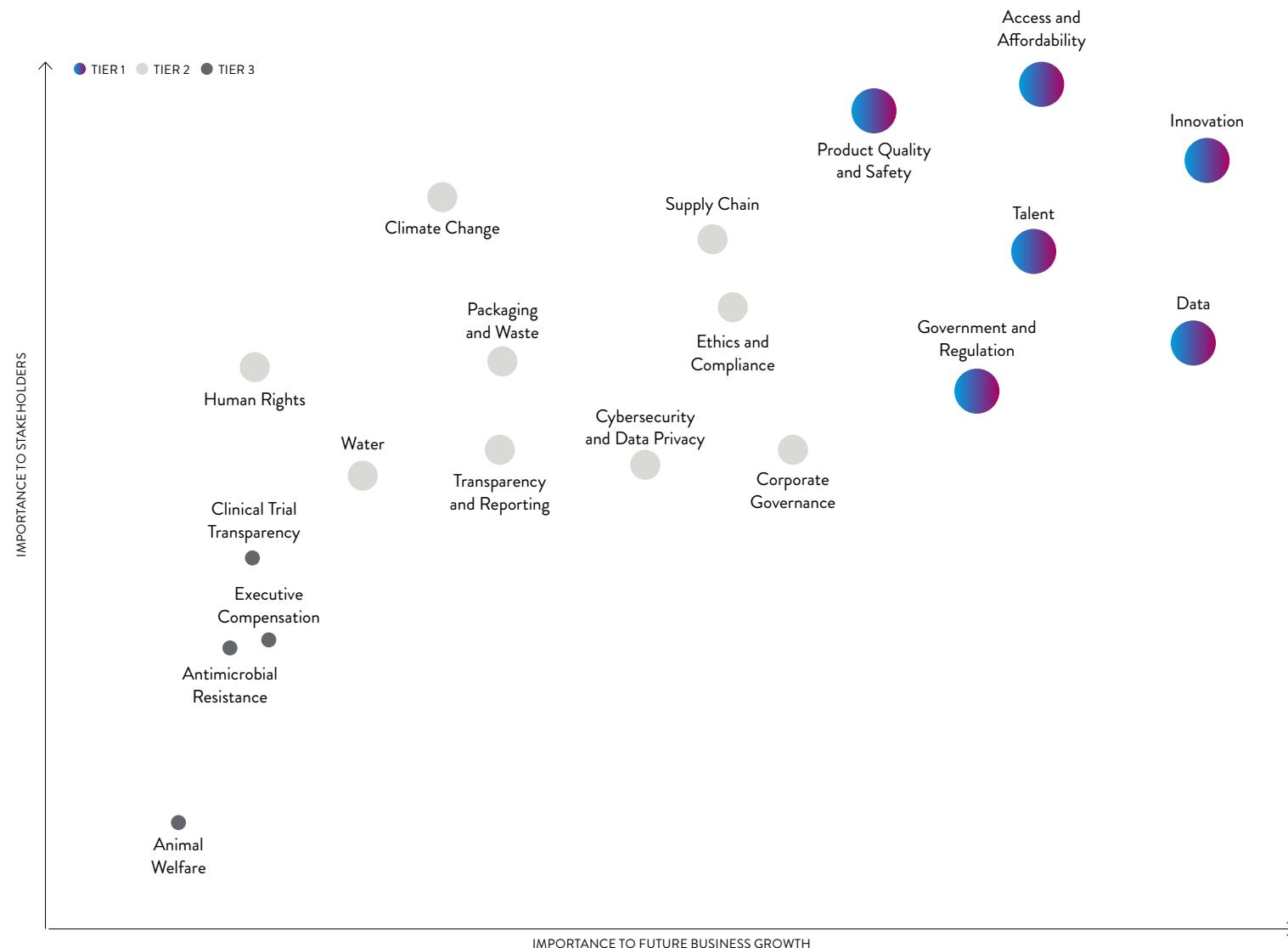
2 Stakeholder interviews: conducted interviews with over 100 internal and external stakeholders, including customers, suppliers, investors, healthcare providers, nongovernmental organizations (NGOs), sustainability experts and employees.

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 Enterprise Risk Management (ERM) process. The information supported development of our materiality 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 ensure Abbott's targets are integrated into our business strategy and financial plan.

5 Sustainability Plan summit: to define our 2030 Sustainability Plan goals, targets and key performance indicators (KPIs), we held a day-long summit with more than 100 cross-company leaders. Leaders offered cross-business and cross-function representation to ensure alignment across the global business. Outcomes of the summit guide our progress, drive improvement and ensure Abbott's future competitiveness.

MATERIALITY AND STAKEHOLDER ENGAGEMENT



Stakeholder Engagement

We understand listening to stakeholders is vital to our success. That's why Abbott is an active participant in global dialogs on the role of business in ensuring better health. It helps us to stay adaptable, creating local solutions that meet people's changing needs and tackle the world's most important health challenges. And it informed our 10-year strategy to build a stronger, more sustainable Abbott that better serves those who depend on us.

We conduct stakeholder engagement formally through the associations and partnerships we are a member of. Informally, we also connect with stakeholders through a range of networks and organizations we participate in.

Our local country businesses are key to preserving strong stakeholder relationships. Teams regularly review stakeholder engagement strategies, ensuring they align with our wider stakeholder engagement methodology. The outcomes of local engagements are reported in country-level citizenship reports, or at local forums. This way, we can keep informed of major areas of stakeholder concern in the regions where we operate.

CUSTOMER SATISFACTION

Our Net Promoter Score® (NPS) is an externally recognized metric for customer satisfaction. Internally, we see it as a key indicator of our ability to continuously meet customers' needs. As an example of our performance, the NPS for our diagnostics business increased from 32.1 in 2010 to 58 in 2021.

GLOBAL STAKEHOLDER ENGAGEMENT

Investors

- Investor calls
- In-person meetings
- Annual Shareholders' Meetings, quarterly earnings calls and conferences (full investor calendar [webpage](#))
- Investor newsletter
- Annual Report
- Global Sustainability Report
- Investor section of [Abbott.com](#)
- Social media (Twitter®, Facebook®, Instagram®, YouTube® and LinkedIn®)
- Email alerts

Customers

- Customer meetings
- Customer call centers
- Sales ambassadors and customer relationship managers
- Field service representatives
- Business and country representatives ([Global Locations & Contacts webpage](#))
- For [Consumer](#) and [Healthcare Professionals](#) sections of [Abbott.com](#)
- Brand websites
- Social media (Twitter, Facebook, Instagram, YouTube and LinkedIn)
- Focus groups
- Clinical trials

Suppliers

- Strategic partnerships
- Procurement specialists
- [Supplier Guidelines](#) published in multiple languages
- Supplier Diversity Policy and Program
- Supplier Social Responsibility Program, including surveys

- Supplier audit programs
- Supplier scorecards
- Active leadership in the Diverse Manufacturing Supply Chain Alliance (DMSCA)
- [Suppliers](#) section of [Abbott.com](#)

For more details, see the Supply Chain section ([page 62](#)).

Governments

- Government affairs liaison
- Trade associations/organizations
- Abbott Employee Political Action Committee
- Global Citizenship and Abbott Fund programs
- [Corporate Political Participation](#) webpage

For more details, see the Governance section ([page 74](#)).

Employees

- Employee surveys
- Annual All-Employee Meeting with our Chairman and CEO
- All-employee emails from our Chairman and CEO
- Business and functional town hall meetings
- Employee networks
- Abbott World intranet
- Abbott World Today daily email articles
- aLIVE smartphone app
- Yammer® groups
- Employee Giving Campaign
- Internal employee volunteering website

For more details, see our Workforce section ([page 29](#)).

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

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 114 for endnotes.

Key Social Metrics

Employees



Total	% of Management who are Women (U.S.) ^(c)	% of Management who are Minorities (U.S.) ^(c)
113,000^(d)	43%	33%
109,000 ^(d)	42%	32%
107,000 ^(d)	41%	36%
103,000	40%	34%

Women in Management Positions

Women in Junior Management Positions	41%
Women in Top Management Positions	32%
Women in Management Positions in Revenue-Generating Functions	40%

Full-Time Employees by Age Group

<30 Years Old	18%
30–50 Years Old	64%
>50 Years Old	18%

Employee Turnover Rate

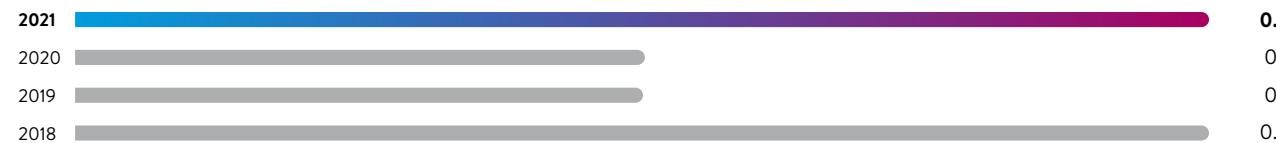
Total Employee Turnover Rate	16%
Voluntary Employee Turnover Rate	12%

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KEY SOCIAL METRICS CONTINUED

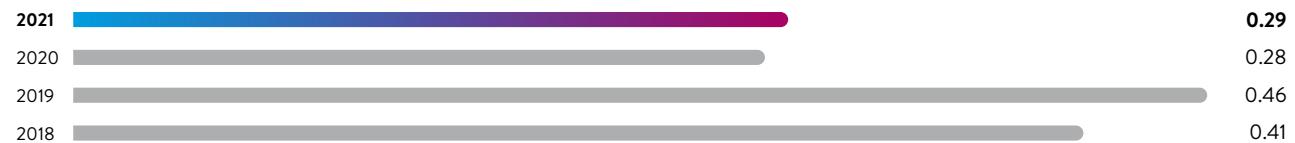
Occupational Illness Frequency Rate^(e)

Illnesses per Million Hours (Employee and Contractor)



Recordable Injury or Illness Rate^(e)

Incidents per 100 Workers^(f)



Lost-Time Case Rate^(e)

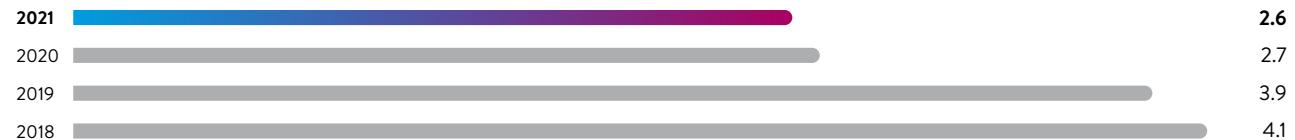
Cases per 100 Workers^(f)



Total Employee and Contractor	Employee	Contractor
0.12	0.13	0.12
0.13	0.14	0.03
0.30	0.32	0.06
0.24	0.27	0.03

Global Vehicle Accident Rate^(e)

Accidents per Million Miles Driven (Employee Only)



Fatalities

	2018	2019	2020	2021
Total Fatalities (Employees and Contractors)	1	2	0	0

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 114 for endnotes.

Key Environmental Metrics – Energy and Emissions

ENERGY AND EMISSIONS GLOBAL PERFORMANCE

Scope 1 and 2 Carbon Emissions

1,000 Metric Tons CO₂e



	Total (Scope 1 and Scope 2) Market-Based CO ₂ e Emissions ^(j,k)	Total (Scope 1 and Scope 2) Location-Based CO ₂ e Emissions	Purchased Fuels (Scope 1) CO ₂ e Emissions ^(l)	Refrigerant (Scope 1) CO ₂ e Emissions ^(m)	Total Direct (Scope 1) CO ₂ e Emissions	Purchased Energy (Scope 2) Market-Based CO ₂ e Emissions ^(j,k)	Purchased Energy (Scope 2) Location-Based CO ₂ e Emissions ⁽ⁿ⁾
2030 GOAL							
2021	930	1,010	524	8	533	397	478
2020	900	977	489	9	498	402	479
2019	962	1,041	530	10	540	422	502
2018 ^(o)	980	1,056	525	10	535	445	520

Scope 1 and 2 Carbon Emissions Intensity – Normalized to Sales

Metric Tons CO₂e per \$ Million Sales



	Total (Scope 1 and Scope 2) Market-Based CO ₂ e Emissions ^(k)	Total (Scope 1 and Scope 2) Location-Based CO ₂ e Emissions	Total Direct (Scope 1) CO ₂ e Emissions ^(l)	Purchased Energy (Scope 2) Market-Based CO ₂ e Emissions ^(j,k)	Purchased Energy (Scope 2) Location-Based CO ₂ e Emissions ^(l)
2021	22	23	12	9	11
2020	26	28	14	12	14
2019	30	33	17	13	16
2018 ^(o)	32	35	18	15	17

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 114 for endnotes.

KEY ENVIRONMENTAL METRICS – ENERGY AND EMISSIONS CONTINUED

ENERGY AND EMISSIONS GLOBAL PERFORMANCE CONTINUED

Scope 1 and 2 CO₂e Emissions by Division

1,000 Metric Tons CO₂e

	2018 ⁽ⁱ⁾	2019	2020	2021
Scope 1 and 2 Carbon Emissions				
Established Pharmaceuticals	142	140	133	133
Nutrition	368	360	342	351
Diagnostics	96	97	100	109
Medical Devices	106	94	92	86
Corporate	267	272	232	250

Scope 1 and 2 CO₂e Emissions Intensity by Division – Normalized to Sales

Metric Tons CO₂e per \$Million Sales

	2018 ⁽ⁱ⁾	2019	2020	2021
Scope 1 and 2 Carbon Emissions				
Established Pharmaceuticals	32	31	31	28
Nutrition	51	49	45	42
Diagnostics	13	13	9	7
Medical Devices	9	8	8	6

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 114 for endnotes.

Scope 1 and 2 Carbon Emissions by Energy Source^(o)

1,000 Metric Tons CO₂e — Market-Based Factors

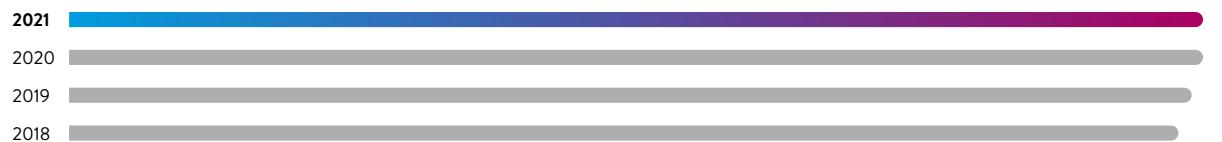
	2018 ⁽ⁱ⁾	2019	2020	2021
Stationary Sources				
Electricity (Purchased)	439	417	397	392
Natural Gas	384	374	370	386
Fuel Oils	4	4	4	7
Coal	0	0	0	0
Misc. Fuels	12	12	13	13
Purchased Steam, Hot Water and Chilled Water	6	6	5	5
Biofuels	0	0	0	0
Generated Electricity (Cogeneration)	0	0	0	0
Generated Electricity (Renewables)	0	0	0	0
Stationary Total	844	813	788	804
Mobile Sources				
Sales Fleet Gasoline	92	98	72	90
Sales Fleet Diesel	26	34	25	22
Aviation Fuel	6	6	4	5
Plant/Shuttle Fleet (Diesel, Gasoline, E85, Propane)	1	2	1	1
Mobile Total	125	140	103	118

KEY ENVIRONMENTAL METRICS – ENERGY AND EMISSIONS CONTINUED

ENERGY AND EMISSIONS GLOBAL PERFORMANCE CONTINUED

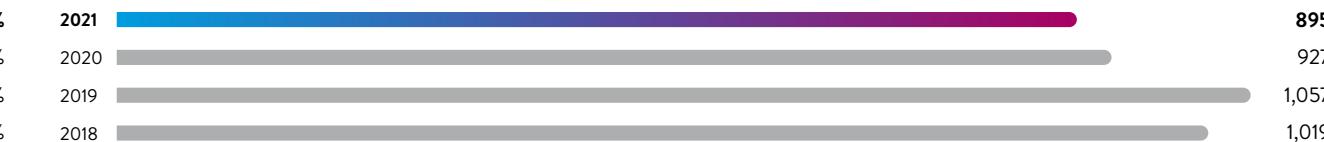
Scope 3 Carbon Emissions^(p)

Percentage of Total Emissions



Biogenic Emissions

Metric Tons



Other Emissions^(q)

1,000 Metric Tons

	2018 ⁽ⁱ⁾	2019	2020	2021
Volatile Organic Compound (VOC) Emissions	1.23	1.15	1.32	1.50
Sulfur Oxide (SOx) from Combustion	0.06	0.05	0.05	0.05
Nitrous Oxide (NOx) from Combustion	0.33	0.33	0.32	0.35
Particulate Matter	0.07	0.06	0.06	0.08

Other Emissions Intensity – Normalized to Sales^(q)

Metric Tons per \$ Million Sales

	2018 ⁽ⁱ⁾	2019	2020	2021
Volatile Organic Compound (VOC) Emissions	0.040	0.036	0.038	0.035
Sulfur Oxide (SOx) from Combustion	0.002	0.002	0.001	0.001
Nitrous Oxide (NOx) from Combustion	0.011	0.010	0.010	0.008
Particulate Matter	0.002	0.002	0.002	0.002

Energy Consumption

1,000 Gigajoules

	2018 ⁽ⁱ⁾	2019	2020	2021
Purchased Fuels (Scope 1) ^(l)	9,527	9,554	8,919	9,494
Purchased Energy (Scope 2) ⁽ⁿ⁾	4,341	4,359	4,431	4,632
Total (Scope 1 and Scope 2) Energy Consumption	13,869	13,913	13,350	14,126

Energy Consumption Intensity – Normalized to Sales

Gigajoules per \$ Million Sales

	2018 ⁽ⁱ⁾	2019	2020	2021
Purchased Fuels (Scope 1) ^(l)	312	299	258	221
Purchased Energy (Scope 2) ⁽ⁿ⁾	142	137	128	108
Total (Scope 1 and Scope 2) Energy Consumption	454	436	386	328

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 114 for endnotes.

KEY ENVIRONMENTAL METRICS – ENERGY AND EMISSIONS CONTINUED

ENERGY AND EMISSIONS GLOBAL PERFORMANCE CONTINUED

Energy Consumption by Source^(a)

1,000 Gigajoules

	2018 ⁽ⁱ⁾	2019	2020	2021
Stationary Sources				
Electricity (Purchased)	4,226	4,251	4,341	4,538
Natural Gas	7,241	7,064	6,976	7,290
Fuel Oils	56	51	53	95
Coal	0	0	0	0
Misc. Fuels	140	149	159	170
Purchased Steam, Hot Water and Chilled Water	115	108	91	94
Biofuels	9	10	8	8
Generated Electricity (Cogeneration)	236	231	213	196
Generated Electricity (Renewables)	5	4	5	7
Stationary Total	12,028	11,867	11,846	12,398
Mobile Sources				
Sales Fleet Gasoline	1,360	1,448	1,071	1,326
Sales Fleet Diesel	367	482	353	315
Aviation Fuel	95	93	61	69
Plant/Shuttle Fleet (Diesel, Gasoline, E85, Propane)	19	22	19	18
Mobile Total	1,840	2,045	1,504	1,728

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 114 for endnotes.

Renewable Electricity

Energy Consumed (1,000 Gigajoules)

	2018 ⁽ⁱ⁾	2019	2020	2021
Generated On-Site from Renewables				
Generated On-Site from Renewables	5	4	5	7
Purchased Renewables from Third Party				
Purchased Renewables from Third Party	542	545	605	678
Electricity Consumption by Type				
Purchased Energy Consumed (1,000 Gigajoules)				
Grid-Sourced Electricity				
Grid-Sourced Electricity	3,684	3,706	3,736	3,859
Renewable Energy				
Renewable Energy	542	545	605	678
Electricity Consumed Total				
Electricity Consumed Total	4,226	4,251	4,341	4,538
% of Grid-Sourced Electricity	87%	87%	86%	85%
% of Renewable Energy Purchased	13%	13%	14%	15%

KEY ENVIRONMENTAL METRICS – ENERGY AND EMISSIONS CONTINUED

ENERGY AND EMISSIONS REGIONAL PERFORMANCE

Scope 1 and 2 Carbon Emissions by Region

1,000 Metric Tons CO₂e – Market-Based (Corporate Emission Factors)

	2018 ⁽¹⁾	2019	2020	2021
Asia Pacific				
China	30	31	31	34
India	34	38	38	41
Indonesia	3	4	4	4
Japan	2	2	3	2
Korea (South)	3	2	3	4
Malaysia	9	9	9	9
Pakistan	24	23	25	26
Singapore	45	44	43	44
Vietnam	3	3	4	3
Commercial and Other Buildings Region Total	81	74	58	66
Region Total	234	230	218	234
Caribbean and Latin America				
Argentina	7	7	7	5
Brazil	6	6	4	5
Chile	3	3	3	0
Colombia	3	3	3	4
Costa Rica	1	0	1	0
Mexico	13	13	13	13
Peru	2	2	1	1
Puerto Rico	11	10	13	13
Commercial and Other Buildings Region Total	21	24	25	16
Region Total	67	68	71	59

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 114 for endnotes.

	2018 ⁽¹⁾	2019	2020	2021
Europe				
Belgium	0	0	0	0
Germany	16	17	12	13
Ireland	31	31	30	31
Netherlands	35	31	31	34
Norway	0	2	2	0
Russia	27	23	22	22
Spain	10	10	9	9
Switzerland	0	0	0	0
United Kingdom	12	12	11	11
Commercial and Other Buildings Region Total	38	41	34	35
Region Total	169	167	152	155
North America				
Canada	15	17	13	15
U.S.	456	432	411	415
Commercial and Other Buildings Region Total	39	49	35	51
Region Total	510	497	459	481
Total for All Regions	980	962	900	930

KEY ENVIRONMENTAL METRICS – ENERGY AND EMISSIONS CONTINUED

ENERGY AND EMISSIONS REGIONAL PERFORMANCE CONTINUED

Scope 1 (Direct) Carbon Emissions by Region

1,000 Metric Tons CO₂e – Market-Based (Corporate Emission Factors)

	2018 ⁽¹⁾	2019	2020	2021
Asia Pacific				
China	7	8	7	9
India	15	17	16	18
Indonesia	1	1	1	1
Japan	0	0	0	0
Korea (South)	0	0	0	0
Malaysia	0	0	0	0
Pakistan	20	20	21	20
Singapore	23	22	22	23
Vietnam	0	0	0	0
Commercial and Other Buildings Region Total	41	44	35	41
Region Total	107	112	102	112
Caribbean and Latin America				
Argentina	2	3	3	3
Brazil	4	4	3	3
Chile	0	0	0	0
Colombia	1	1	1	1
Costa Rica	0	0	0	0
Mexico	13	13	13	13
Peru	0	0	0	0
Puerto Rico	1	0	1	0
Commercial and Other Buildings Region Total	17	18	13	14
Region Total	38	40	34	34

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 114 for endnotes.

	2018 ⁽¹⁾	2019	2020	2021
Europe				
Belgium	0	0	0	0
Germany	11	12	11	12
Ireland	30	31	30	31
Netherlands	35	31	31	34
Norway	–	–	0	0
Russia	17	13	13	11
Spain	4	4	5	6
United Kingdom	3	3	3	3
Commercial and Other Buildings Region Total	33	36	29	30
Region Total	134	131	122	127
North America				
Canada	9	10	9	12
U.S.	209	205	200	210
Commercial and Other Buildings Region Total	37	42	31	38
Region Total	255	257	240	260
Total for All Regions	535	540	498	533

KEY ENVIRONMENTAL METRICS – ENERGY AND EMISSIONS CONTINUED

ENERGY AND EMISSIONS REGIONAL PERFORMANCE CONTINUED

Scope 2 (Purchased Energy) Carbon Emissions by Region

1,000 Metric Tons CO₂e – Market-Based (Corporate Emission Factors)

	2018 ⁽¹⁾	2019	2020	2021
Asia Pacific				
China	23	23	23	25
India	19	22	22	23
Indonesia	3	3	3	3
Japan	2	2	3	2
Korea (South)	2	2	3	4
Malaysia	9	9	9	9
Pakistan	3	4	5	6
Singapore	22	21	21	21
Vietnam	3	2	4	3
Commercial and Other Buildings Region Total	40	30	23	25
Region Total	126	118	115	122
Caribbean and Latin America				
Argentina	5	5	4	3
Brazil	1	2	2	2
Chile	3	3	2	0
Colombia	3	2	2	3
Costa Rica	0	0	0	0
Mexico	0	0	0	1
Peru	1	1	1	1
Puerto Rico	11	10	12	13
Commercial and Other Buildings Region Total	4	6	12	3
Region Total	28	28	36	25

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 114 for endnotes.

	2018 ⁽¹⁾	2019	2020	2021
Europe				
Belgium	0	0	0	0
Germany	5	5	2	2
Ireland	0	0	0	0
Netherlands	0	0	0	0
Norway	0	2	2	0
Russia	10	9	10	10
Spain	6	6	4	3
Switzerland	0	0	0	0
United Kingdom	9	9	8	7
Commercial and Other Buildings Region Total	5	5	5	5
Region Total	35	36	30	28
North America				
Canada	6	6	4	3
U.S.	247	227	211	205
Commercial and Other Buildings Region Total	2	7	5	13
Region Total	255	240	220	221
Total for All Regions	445	422	402	397

KEY ENVIRONMENTAL METRICS – ENERGY AND EMISSIONS CONTINUED

ENERGY AND EMISSIONS REGIONAL PERFORMANCE CONTINUED

Total Energy Consumption (Scope 1 and Scope 2) by Region

1,000 Gigajoules

	2018 ⁽¹⁾	2019	2020	2021
Asia Pacific				
China	282	284	287	309
India	360	401	399	433
Indonesia	21	27	26	24
Japan	15	15	18	18
Korea (South)	37	37	52	66
Malaysia	48	50	51	52
Pakistan	414	392	432	387
Singapore	604	593	588	605
Vietnam	24	26	32	19
Commercial and Other Buildings Region Total	876	846	672	775
Region Total	2,681	2,672	2,557	2,688
Caribbean and Latin America				
Argentina	82	92	96	89
Brazil	139	139	103	115
Chile	28	31	26	26
Colombia	58	63	70	69
Costa Rica	106	109	106	106
Mexico	279	280	279	277
Peru	21	22	24	25
Puerto Rico	121	103	109	105
Commercial and Other Buildings Region Total	292	324	318	260
Region Total	1,126	1,162	1,131	1,073

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 114 for endnotes.

	2018 ⁽¹⁾	2019	2020	2021
Europe				
Belgium		3	3	3
Germany		321	315	304
Ireland		749	771	768
Netherlands		922	854	849
Norway		21	21	19
Russia		385	329	320
Spain		130	127	140
Switzerland		2	2	2
United Kingdom		140	133	131
Commercial and Other Buildings Region Total		559	597	498
Region Total	3,233	3,153	3,034	3,139
North America				
Canada		312	343	323
U.S.		5,949	5,895	5,804
Commercial and Other Buildings Region Total		568	688	502
Region Total	6,829	6,926	6,629	7,226
Total for All Regions	13,869	13,913	13,350	14,126

KEY ENVIRONMENTAL METRICS – ENERGY AND EMISSIONS CONTINUED

ENERGY AND EMISSIONS REGIONAL PERFORMANCE CONTINUED

Energy Consumption – Purchased Fuels (Scope 1) by Region

1,000 Gigajoules

	2018 ⁽¹⁾	2019	2020	2021
Asia Pacific				
China	125	125	123	136
India	211	238	237	263
Indonesia	9	11	12	11
Japan	0	0	0	0
Korea (South)	2	3	3	6
Malaysia	1	1	1	1
Pakistan	382	360	389	327
Singapore	401	400	392	407
Vietnam	1	3	3	2
Commercial and Other Buildings Region Total	633	658	520	612
Region Total	1,764	1,798	1,679	1,765
Caribbean and Latin America				
Argentina	38	43	50	46
Brazil	98	92	40	56
Chile	4	6	5	1
Colombia	12	14	17	16
Costa Rica	4	3	3	2
Mexico	278	278	275	272
Peru	3	3	4	4
Puerto Rico	10	5	13	6
Commercial and Other Buildings Region Total	253	272	205	205
Region Total	701	716	611	609

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 114 for endnotes.

	2018 ⁽¹⁾	2019	2020	2021
Europe				
Belgium	1	1	1	1
Germany	213	207	198	215
Ireland	594	613	603	619
Netherlands	623	556	550	599
Norway	–	–	0	0
Russia	288	234	224	202
Spain	73	69	97	103
United Kingdom	56	52	50	55
Commercial and Other Buildings Region Total	483	528	418	438
Region Total	2,331	2,259	2,140	2,233
North America				
Canada	162	182	168	201
U.S.	4,018	3,975	3,863	4,106
Commercial and Other Buildings Region Total	551	624	458	581
Region Total	4,731	4,781	4,489	4,887
Total for All Regions	9,527	9,554	8,919	9,494

KEY ENVIRONMENTAL METRICS – ENERGY AND EMISSIONS CONTINUED

ENERGY AND EMISSIONS REGIONAL PERFORMANCE CONTINUED

Energy Consumption – Purchased Energy (Scope 2) by Region

1,000 Gigajoules

	2018 ⁽¹⁾	2019	2020	2021
Asia Pacific				
China	157	159	163	173
India	149	163	163	171
Indonesia	12	16	14	13
Japan	15	15	18	18
Korea (South)	35	35	49	60
Malaysia	47	49	50	51
Pakistan	32	32	43	59
Singapore	202	194	196	198
Vietnam	23	24	29	17
Commercial and Other Buildings Region Total	244	188	152	163
Region Total	916	874	878	924
Caribbean and Latin America				
Argentina	43	48	46	43
Brazil	41	47	63	59
Chile	24	25	21	24
Colombia	46	49	53	53
Costa Rica	102	106	103	104
Mexico	1	2	3	5
Peru	18	19	20	21
Puerto Rico	112	98	97	99
Commercial and Other Buildings Region Total	39	52	113	55
Region Total	425	446	520	464

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 114 for endnotes.

	2018 ⁽¹⁾	2019	2020	2021
Europe				
Belgium		2	2	1
Germany		107	108	106
Ireland		155	158	170
Netherlands		299	298	298
Norway		21	21	19
Russia		97	95	96
Spain		57	59	43
Switzerland		2	2	2
United Kingdom		85	81	81
Commercial and Other Buildings Region Total		76	69	80
Region Total	902	894	894	906
North America				
Canada		149	161	155
U.S.		1,931	1,920	1,941
Commercial and Other Buildings Region Total		17	64	44
Region Total	2,097	2,145	2,140	2,339
Total for All Regions	4,341	4,359	4,431	4,632

KEY ENVIRONMENTAL METRICS – ENERGY AND EMISSIONS CONTINUED

ENERGY AND EMISSIONS REGIONAL PERFORMANCE CONTINUED

Electricity From Renewable Energy Sources by Region

1,000 Gigajoules

	2018 ⁽¹⁾	2019	2020	2021
Asia Pacific				
Generated On-Site from Renewables	3	3	3	4
Renewables Generated by Third Party	0	0	2	0
Region Total	3	3	6	4
Caribbean and Latin America				
Generated On-Site from Renewables	1	1	1	1
Renewables Generated by Third Party	0	0	2	33
Region Total	1	1	3	33

	2018 ⁽¹⁾	2019	2020	2021
Europe				
Generated On-Site from Renewables	1	1	2	2
Renewables Generated by Third Party	492	496	558	583
Region Total	492	497	560	585
North America				
Renewables Generated by Third Party	50	48	42	63
Region Total	50	48	42	63
Total for All Regions	546	549	611	685

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 114 for endnotes.

Key Environmental Metrics – Water

WATER GLOBAL PERFORMANCE

Water Intake

Billion Gallons



Water Intake – Water-Stressed Sites^(r)

Billion Gallons



Water Discharged

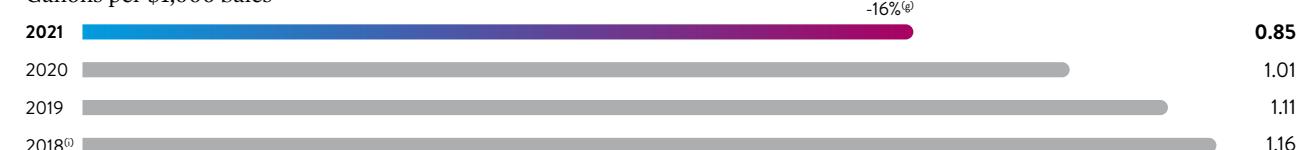
Billion Gallons

	2018 ^(g)	2019	2020	2021	% Change From 2020 to 2021
Total Water Discharged (Impaired)	2.37	2.44	2.33	2.48	+6%
Total Water Discharged (Non-Impaired)	0.49	0.49	0.51	0.53	+4%

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 114 for endnotes.

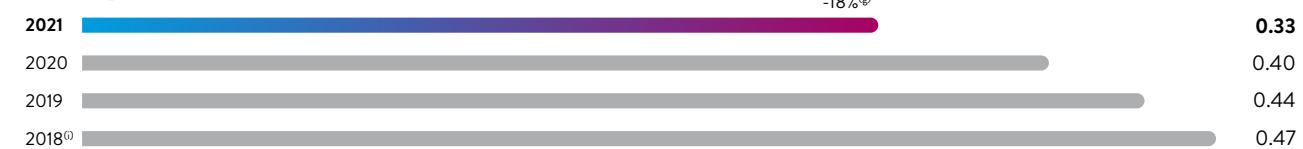
Water Intake Intensity – Normalized to Sales

Gallons per \$1,000 Sales



Water Intake Intensity – Water-Stressed Sites – Normalized to Sales^(r)

Gallons per \$1,000 Sales



Water Discharged Intensity – Normalized to Sales

Gallons per \$1,000 Sales

	2018 ^(g)	2019	2020	2021	% Change From 2020 to 2021
Total Water Discharged (Impaired)	78	76	67	58	-14%
Total Water Discharged (Non-Impaired)	16	15	15	12	-17%

KEY ENVIRONMENTAL METRICS – WATER CONTINUED

WATER GLOBAL PERFORMANCE CONTINUED

Water Consumed in Process

Billion Gallons

	2018 ⁽ⁱ⁾	2019	2020	2021	% Change From 2020 to 2021
Total Water Consumed	0.71	0.61	0.67	0.64	-4%

Water Consumed

Thousand Cubic Meters

	2018 ⁽ⁱ⁾	2019	2020	2021
Water Consumed in Process	2,668.3	2,306.7	2,524.4	2,418.7

Water Withdrawal^(s)

Thousand Cubic Meters

	2018 ⁽ⁱ⁾	2019	2020	2021
Total Water Intake	13,479.4	13,402.2	13,285.0	13,808.3

Water Withdrawal by Source^(s)

Billion Gallons

	2018 ⁽ⁱ⁾	2019	2020	2021
Fresh Surface Water	0.13	0.13	0.14	0.14
Groundwater	0.62	0.62	0.63	0.67
Municipal Supply	2.79	2.78	2.73	2.83
Rainwater	0.01	0.01	0.01	0.01
Other	0.003	0.003	0.001	0.0004
Total Water Intake	3.56	3.54	3.51	3.65

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 114 for endnotes.

Water Consumed in Process Intensity — Normalized to Sales

Gallons per \$1,000 Sales

	2018 ⁽ⁱ⁾	2019	2020	2021	% Change From 2020 to 2021
Total Water Consumed	23	19	19	15	-23%

Water Consumed Intensity — Normalized to Sales

Cubic Meters per \$1,000 Sales

	2018 ⁽ⁱ⁾	2019	2020	2021
Water Consumed in Process	87	72	73	56

Water Withdrawal Intensity — Normalized to Sales^(s)

Cubic Meters per \$1,000 Sales

	2018 ⁽ⁱ⁾	2019	2020	2021
Total Water Intake	441	420	384	321

Water Recycled

Billion Gallons

	2018 ⁽ⁱ⁾	2019	2020	2021
Recycled Water	0.39	0.32	0.41	0.32

KEY ENVIRONMENTAL METRICS – WATER CONTINUED

WATER REGIONAL PERFORMANCE

Water Intake by Region

Billion Gallons

	2018 ⁽¹⁾	2019	2020	2021
Asia Pacific				
China	0.09	0.09	0.10	0.10
India	0.14	0.15	0.14	0.15
Indonesia	0.01	0.01	0.01	0.01
Japan	0.00	0.00	0.00	0.00
Korea (South)	0.01	0.01	0.01	0.01
Malaysia	0.03	0.02	0.02	0.02
Pakistan	0.15	0.14	0.14	0.16
Singapore	0.20	0.19	0.20	0.21
Vietnam	0.01	0.01	0.01	0.01
Region Total	0.63	0.61	0.61	0.67
Caribbean and Latin America				
Argentina	0.04	0.05	0.04	0.04
Brazil	0.02	0.02	0.02	0.02
Chile	0.02	0.02	0.01	0.01
Colombia	0.02	0.02	0.02	0.02
Costa Rica	0.03	0.03	0.02	0.03
Mexico	0.03	0.04	0.03	0.03
Peru	0.01	0.01	0.00	0.01
Puerto Rico	0.02	0.02	0.02	0.02
Region Total	0.18	0.20	0.18	0.17

	2018 ⁽¹⁾	2019	2020	2021
Europe				
Belgium		0.00	0.00	0.00
Germany		0.04	0.05	0.05
Ireland		0.19	0.18	0.19
Netherlands		0.37	0.35	0.37
Norway		0.00	0.00	0.00
Russia		0.09	0.06	0.06
Spain		0.07	0.07	0.08
Switzerland		0.00	0.00	0.00
United Kingdom		0.01	0.01	0.01
Region Total		0.76	0.71	0.73
North America				
Canada		0.20	0.22	0.20
U.S.		1.78	1.80	1.78
Region Total		1.99	2.02	1.98
Total for All Regions		3.56	3.54	3.51
				3.65

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 114 for endnotes.

Key Environmental Metrics – Waste

WASTE GLOBAL PERFORMANCE

Diversion Rate^{(t),(u)}

Percentages



Total Waste^(v)

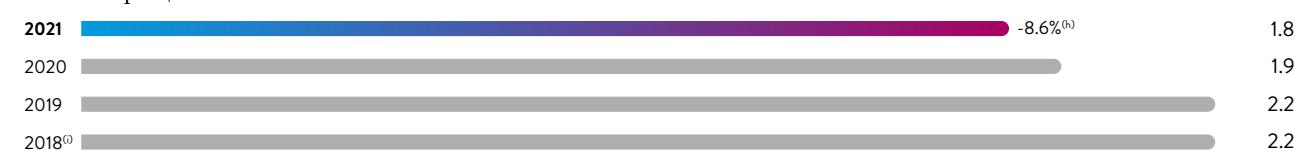
U.S. Tons



	Total	Total Waste Not Landfilled	Total Waste Landfilled	Total Waste Recycled
2021	76,490	57,793	18,697	38,317
2020	67,194	50,792	16,402	31,292
2019	70,219	53,635	16,583	30,294
2018 ⁽ⁱ⁾	66,087	47,982	18,105	28,949

Total Waste Intensity – Normalized to Sales^(v)

U.S. 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.

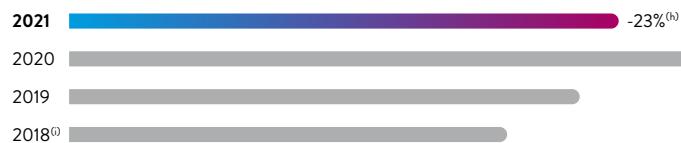
Refer to page 114 for endnotes.

KEY ENVIRONMENTAL METRICS – WASTE CONTINUED

WASTE GLOBAL PERFORMANCE CONTINUED

Total Hazardous Waste^(v)

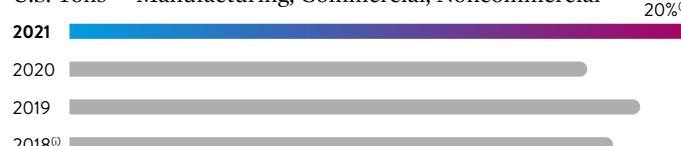
U.S. Tons – Manufacturing, Commercial, Noncommercial



Hazardous Waste Not Landfilled	Hazardous Waste Landfilled	Total Hazardous Waste
8,374	198	8,572
9,561	1,611	11,172
7,793	569	8,362
6,696	560	7,256

Total Nonhazardous Waste^(v)

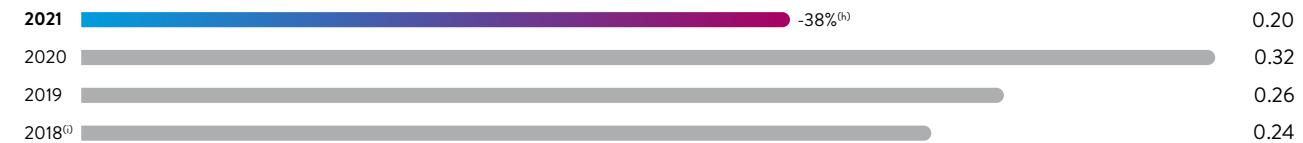
U.S. Tons – Manufacturing, Commercial, Noncommercial



Nonhazardous Waste Not Landfilled	Nonhazardous Waste Landfilled	Total Nonhazardous Waste
49,419	18,499	67,918
41,231	14,791	56,022
45,840	16,016	61,856
41,287	17,545	58,833

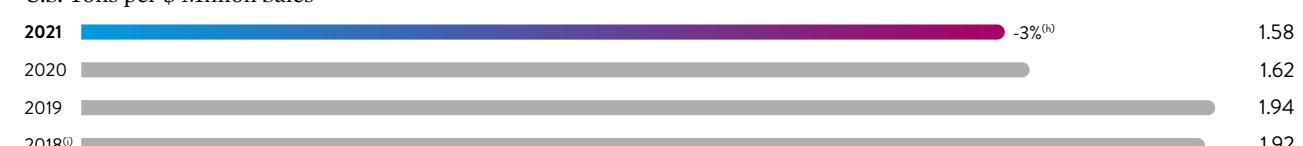
Total Hazardous Waste Intensity – Normalized to Sales^(v)

U.S. Tons per \$ Million Sales



Total Nonhazardous Waste Intensity – Normalized to Sales^(v)

U.S. Tons per \$ Million Sales



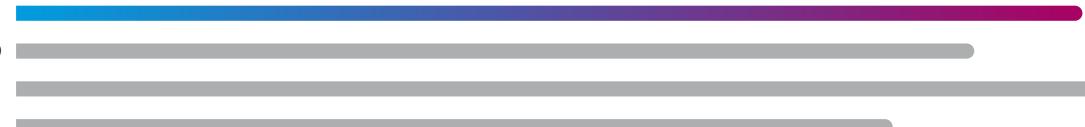
Totals and percentage changes may differ from listed metrics due to rounding. To ensure data accuracy, the most accurate number has been used. Refer to page 114 for endnotes.

KEY ENVIRONMENTAL METRICS – WASTE CONTINUED

WASTE GLOBAL PERFORMANCE CONTINUED

Beneficial Use^{(w),(u)}

U.S. Tons

2021		118,970
2020		106,887
2019		126,512
2018		97,807

2021 Beneficial Use by Waste Type^(w)

U.S. Tons/Percentages

	Quantity (U.S. Tons)	%
Cafeteria	1,549	1%
Construction & Demolition	5,191	4%
Nutrition Waste	77,437	65%
Corrugate/Cardboard	1,476	1%
Wood	5,531	5%
Production Waste	7,864	7%
Production Byproduct	7,105	6%
Other	12,816	11%
Total Beneficial Use	118,970	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 114 for endnotes.

Breakdown of Waste by Fate^(u)

Percentages

	2018 ^(i,x)	2019	2020	2021
Landfilled	27.9%	23.6%	24.4%	24.4%
Incinerated without Energy	3.8%	3.9%	4.8%	5.1%
Incinerated with Energy	19.9%	27.0%	21.5%	18.8%
Recycled	44.3%	43.1%	46.6%	50.1%
Other, Not Landfilled	4.2%	2.4%	2.7%	1.6%

IT Equipment Resold and Recycled

U.S. Tons

	2019	2020	2021
Total Resold	73	61	67
Total Recycled	150	177	212

KEY ENVIRONMENTAL METRICS – WASTE CONTINUED

WASTE REGIONAL PERFORMANCE

Total Waste by Region^(w)

U.S. Tons

	2018 ⁽ⁱ⁾	2019	2020	2021
Asia Pacific				
China	2,903	2,952	1,565	2,038
India	2,170	2,532	2,809	3,732
Indonesia	28	26	20	23
Japan	561	612	604	641
Korea (South)	581	581	755	1,715
Malaysia	142	120	104	118
Pakistan	662	610	574	633
Singapore	2,648	2,127	2,166	2,150
Vietnam	70	82	78	92
Commercial and Other Buildings Region Total	1,569	2,219	2,162	1,695
Region Total	11,334	11,861	10,836	12,836
Caribbean and Latin America				
Argentina	498	592	530	566
Brazil	637	709	760	872
Chile	633	617	513	517
Colombia	1,638	1,666	1,674	1,486
Costa Rica	1,593	1,369	1,138	1,180
Mexico	459	401	363	276
Peru	339	322	312	306
Puerto Rico	726	543	452	408
Commercial and Other Buildings Region Total	658	459	368	356
Region Total	7,180	6,678	6,109	5,967

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 114 for endnotes.

	2018 ⁽ⁱ⁾	2019	2020	2021
Europe				
Belgium	382	433	325	328
Germany	3,062	3,457	3,309	3,334
Ireland	4,016	8,057	3,357	3,428
Netherlands	4,653	5,797	6,313	5,896
Norway	356	356	334	413
Russia	1,072	963	4,879	4,931
Spain	1,238	973	907	1,181
Switzerland	40	45	37	36
United Kingdom	1,006	1,162	1,076	1,015
Commercial and Other Buildings Region Total	739	810	726	596
Region Total	16,563	22,050	21,262	21,158
North America				
Canada	728	828	822	819
U.S.	30,153	28,498	27,721	35,235
Commercial and Other Buildings Region Total	129	303	444	474
Region Total	31,011	29,629	28,987	36,529
Total for All Regions	66,087	70,219	67,194	76,490

KEY ENVIRONMENTAL METRICS – WASTE CONTINUED

WASTE REGIONAL PERFORMANCE CONTINUED

Hazardous Waste by Region^(w)

U.S. Tons

	2018 ^(j)	2019	2020	2021
Asia Pacific				
China	68	82	143	238
India	298	490	528	733
Indonesia	14	15	14	20
Japan	31	31	35	62
Korea (South)	36	36	65	85
Malaysia	63	80	68	86
Pakistan	114	109	84	96
Singapore	19	28	14	21
Vietnam	42	51	40	49
Commercial and Other Buildings Region Total	157	24	158	78
Region Total	842	947	1,151	1,468
Caribbean and Latin America				
Argentina	251	337	291	289
Brazil	203	342	334	319
Chile	164	299	253	264
Colombia	298	304	323	328
Costa Rica	459	442	415	377
Mexico	80	45	51	38
Peru	100	124	132	131
Puerto Rico	47	44	25	27
Commercial and Other Buildings Region Total	66	7	20	65
Region Total	1,668	1,944	1,845	1,838

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 114 for endnotes.

	2018 ^(j)	2019	2020	2021
Europe				
Belgium	2	14	11	17
Germany	739	781	696	557
Ireland	495	595	674	750
Netherlands	1,754	2,518	2,766	2,144
Norway	32	32	27	81
Russia	298	189	2,615	295
Spain	5	5	3	5
Switzerland	0	0	0	1
United Kingdom	131	183	131	175
Commercial and Other Buildings Region Total	74	27	70	72
Region Total	3,530	4,345	6,994	4,096
North America				
Canada	112	172	123	134
U.S.	1,091	950	941	862
Commercial and Other Buildings Region Total	13	5	117	173
Region Total	1,216	1,126	1,182	1,170
Total for All Regions	7,256	8,362	11,172	8,572

KEY ENVIRONMENTAL METRICS – WASTE CONTINUED

WASTE REGIONAL PERFORMANCE CONTINUED

Nonhazardous Waste by Region^(u)

U.S. Tons

	2018 ⁽ⁱ⁾	2019	2020	2021
Asia Pacific				
China	2,835	2,870	1,421	1,800
India	1,872	2,041	2,281	2,999
Indonesia	14	11	6	3
Japan	529	581	570	579
Korea (South)	545	545	689	1,629
Malaysia	80	40	35	32
Pakistan	548	501	489	537
Singapore	2,629	2,099	2,152	2,128
Vietnam	29	31	38	42
Commercial and Other Buildings Region Total	1,412	2,194	2,004	1,616
Region Total	10,493	10,913	9,685	11,367
Caribbean and Latin America				
Argentina	246	255	238	277
Brazil	433	367	426	553
Chile	470	317	259	253
Colombia	1,339	1,363	1,350	1,158
Costa Rica	1,134	927	723	803
Mexico	379	356	311	238
Peru	239	198	180	175
Puerto Rico	679	500	427	381
Commercial and Other Buildings Region Total	592	453	348	291
Region Total	5,512	4,735	4,263	4,129

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 114 for endnotes.

	2018 ⁽ⁱ⁾	2019	2020	2021	
Europe					
Belgium		379	419	314	311
Germany		2,323	2,676	2,613	2,778
Ireland		3,521	7,462	2,682	2,679
Netherlands		2,899	3,279	3,548	3,752
Norway		324	324	307	331
Russia		775	774	2,264	4,636
Spain		1,233	968	904	1,176
Switzerland		40	44	36	36
United Kingdom		875	978	945	840
Commercial and Other Buildings Region Total		665	783	655	524
Region Total		13,033	17,706	14,268	17,062
North America					
Canada		617	657	699	685
U.S.		29,062	27,548	26,779	34,373
Commercial and Other Buildings Region Total		116	298	327	302
Region Total		29,795	28,503	27,805	35,359
Total for All Regions		58,833	61,856	56,022	67,918

Environment, Health and Safety (EHS) Fines, Notices and Inspections

EHS FINES, NOTICES OF VIOLATION AND GOVERNMENT AGENCY INSPECTIONS

EHS Fines

U.S. Dollars

	2018 ⁽¹⁾	2019	2020	2021
Environmental Fines	0	16,700	0	0
Health and Safety Fines	3,000	0	1,200	0
Total EHS Fines	3,000	16,700	1,200	0

EHS Notices of Violation (NOVs)

	2018 ⁽¹⁾	2019	2020	2021
Total EHS NOVs	7	4	5	22

EHS Government Agency Inspections⁽²⁾

	2018 ⁽¹⁾	2019	2020	2021
Total EHS Inspections	148	190	187	178

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 114 for 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/World Business Council for Sustainable Development (WRI/WBCSD) Greenhouse Gas Protocol (GHGP). We report data from acquisitions as soon as is practical. To that end, this data includes the acquisitions of St. Jude Medical, Glomed and Alere Inc. Furthermore, this data reflects the divestiture of Abbott Medical Optics.

- (a) Abbott Fund
- (b) 2021 marked the first year of our enhanced employee giving program. [See page 35](#).
- (c) These percentages are as of December 31, 2020. Percentages represent a count of U.S. employees, excluding the rapid diagnostics business.
- (d) This includes Alere employees.
- (e) Legacy Alere is included in Health and Safety and Scope 3 metrics beginning in 2019. 2018 metrics do not include legacy Alere.
- (f) 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.
- (g) This change represents 2021 progress toward our 2030 Goal of 30% reduction from 2018.
- (h) This is the percentage change from 2020 to 2021.
- (i) This is the baseline year.
- (j) Progress toward 2030 carbon goal is reported using the GHGP Scope 2 market-based methodology.
- (k) 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.
- (l) 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.
- (m) Per the GHGP, Scope 1 Refrigerant CO₂e emissions include only those covered in the Kyoto Protocol.
- (n) 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 location-based method.

- (o) Abbott's nonenergy-consumption greenhouse gas emissions, such as refrigerant releases and process air emissions, are omitted. The total CO₂ equivalents from nonenergy sources are noted in the Total Emissions (Scope 1 and 2) table.
- (p) All Scope 3 calculations are adjusted to account for updated spend metrics. Sourcing category spend allocations are subject to change year over year in alignment with business strategy. Legacy Alere included in metrics beginning in 2019. 2018 metrics do not include legacy Alere.
- (q) This reflects emissions from fuel combusted by manufacturing, R&D and warehouse facilities under Abbott's control.
- (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) Water withdrawal is equivalent to water intake.
- (t) 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 starting in 2019.
- (u) In 2018, data represents manufacturing, R&D and warehouse facilities under Abbott's control. Nonmanufacturing data was not collected prior to 2019.
- (v) Waste-generation data does not include materials that are reused beneficially.
- (w) 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.
- (x) The definition of "government agency inspection" was updated in 2017 by Abbott to include routine visits and sample collection from regulatory agencies or designated representatives.

Global Reporting Initiative (GRI) Index

2016 GRI Standard	GRI Disclosure	Location
General Disclosures		
GRI 2: General Disclosures 2021	2-1 Organizational details 2-2 Entities included in the organization's sustainability reporting 2-3 Reporting period, frequency and contact point 2-4 Restatements of information 2-5 External assurance 2-6 Activities, value chain and other business relationships 2-7 Employees 2-8 Workers who are not employees 2-9 Governance structure and composition 2-10 Nomination and selection of the highest governance body 2-11 Chair of the highest governance body	https://www.abbott.com/contact.html https://www.abbott.com/global-locations-contacts.html Form 10-K, page 20 Global Sustainability Report 2021: Appendix, page 87 January 1–December 31, 2021 responsibility@abbott.com Global Sustainability Report 2021: Metrics Endnotes, page 114 Global Sustainability Report 2021: ESG Appendix, External Assurance, page 87 We verify our EHS performance data using an independent assurance provider: Apex Companies (formerly Bureau Veritas North America). At a Glance Global Locations & Contacts Global Sustainability Report 2021: About Abbott, page 7 Form 10-K: page 78 Global Sustainability Report 2021: Our Purpose in Action, page 4 Global Sustainability Report 2021: ESG Appendix, Key Social Metrics, page 91 Global Sustainability Report 2021: Build the Diverse, Innovative Workforce of Tomorrow, page 29 Global Sustainability Report 2021: Sustainability in Everything We Do, page 14 Proxy Statement: The Board of Directors and its Committees, pages 16–27 Board of Directors & Committees Board of Directors & Committees Proxy Statement: The Board of Directors and its Committees, pages 16–27 Board of Directors & Committees Proxy Statement: The Board of Directors and its Committees, pages 16–27

We sought to prepare this report in reference to the Global Reporting Initiative (GRI) Standards. Links to relevant sections in our reports and websites are included in the table below.

2016 GRI Standard	GRI Disclosure	Location
GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts 2-13 Delegation of responsibility for managing impacts 2-14 Delegation of responsibility for managing impacts 2-15 Conflicts of interest 2-16 Communication of critical concerns 2-17 Collective knowledge of the highest governance body 2-18 Evaluation of the performance of the highest governance body 2-19 Remuneration policies 2-20 Process to determine remuneration 2-21 Annual total compensation ratio	Global Sustainability Report 2021: ESG Appendix, Materiality, page 88 Global Sustainability Report 2021: ESG Appendix, Stakeholder Engagement, page 89 Global Sustainability Report 2021: Sustainability in Everything We Do, page 14 Proxy Statement: The Board of Directors and its Committees, pages 16–27 CDP Climate Change Response: (C1.2a) Global Sustainability Report 2021: Sustainability in Everything We Do, page 14 Proxy Statement: The Board of Directors and its Committees, pages 16–27 Global Sustainability Report 2021: Governance and Sustainability Foundations, page 74 Governance Guidelines webpage: Director Responsibilities and Code of Business Conduct Proxy Statement: The Board of Directors and its Committees, pages 16–27 Global Sustainability Report 2021: Processes for Reporting Concerns, page 79 Due to confidentiality constraints, Abbott does not report the total number and nature of critical concerns. For more information on how we handle critical concerns as a company, please visit our Proxy Statement or the Governance section of our Global Sustainability Report, page 80 Governance Guidelines webpage: Director Orientation and Continuing Education Proxy Statement, page 27 Business Roundtable Meetings Proxy Statement: Board Evaluation Process, page 24 Proxy Statement: Compensation Link To Sustainability, pages 36–37 Proxy Statement: Executive Compensation Global Sustainability Report 2021: Compensation and Benefits, page 36 CDP Climate Change Response: (C1.3a) Proxy Statement: Executive Compensation, pages 28–68 Proxy Statement: Proxy Summary, pages 8, 11, 36 Proxy Statement: Executive Compensation, pages 28–68

GLOBAL REPORTING INITIATIVE (GRI) INDEX CONTINUED

2016 GRI Standard	GRI Disclosure	Location
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy 2-23 Policy commitments	Global Sustainability Report 2021: A Message From Our Chairman and CEO, page 3 Global Sustainability Report 2021: ESG Appendix, Materiality, page 88 Global Sustainability Report 2021: About Abbott, page 7 Global Sustainability Report 2021: Ethics and Integrity, page 78 Global Sustainability Report 2021: Supply Chain Governance, page 64 About Abbott Code of Business Conduct Supplier Guidelines
2-24 Embedding policy commitments	Code of Business Conduct Global Sustainability Report 2021: Compliance, page 79 Global Sustainability Report 2021: Public Policy Engagement, page 85	
2-25 Processes to remediate negative impacts	Code of Business Conduct Global Sustainability Report 2021: Corruption and Anti-Bribery, page 81	
2-26 Mechanisms for seeking advice and raising concerns	Global Sustainability Report 2021: Corruption and Anti-Bribery, page 81 Global Sustainability Report 2021: Diversity and Inclusion, page 32 Code of Business Conduct	
2-27 Compliance with laws and regulations	Global Sustainability Report 2021: Environmental Investment and Compliance, page 55 Global Sustainability Report 2021: Employee Health and Safety, page 38 Global Sustainability Report 2021: Employee Well-Being, page 37 When public disclosure criteria are met, the total amount of monetary losses as a result of legal proceedings is included in our 2021 Annual Report.	
2-28 Membership associations	External Professional Associations, Partnerships and Events Member of WBCSD Partner of World Economic Forum Conference Board Member of AdvaMed Business Roundtable U.S. Chamber of Commerce	
2-29 Approach to stakeholder engagement	Global Sustainability Report 2021: ESG Appendix, Materiality, page 88 Global Sustainability Report 2021: ESG Appendix, Stakeholder Engagement, page 89	

2016 GRI Standard	GRI Disclosure	Location
Material Topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics 3-2 List of material topics	Global Sustainability Report 2021: ESG Appendix, Materiality, page 88 Global Sustainability Report 2021: ESG Appendix, Stakeholder Engagement, page 89 Global Sustainability Report 2021: ESG Appendix, Materiality, page 88
Economic		
Economic performance		
GRI 103: Management Approach 2016	103-1, 2, 3 Explanation of the material topic and its Boundaries The management approach and its components Evaluation of the management approach	Global Sustainability Report 2021: ESG Appendix, Materiality, page 88 Global Sustainability Report 2021: Corporate Governance and Board Oversight, page 75 Annual Report 2021: 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 201-2 Financial implications and other risks and opportunities due to climate change 201-3 Defined benefit plan obligations and other retirement plans	Annual Report 2021 , pages 37–42 Global Sustainability Report 2021: Disclosing Climate-Related Risks and Strategies, page 45 CDP Climate Change Response: (C2.1b) Global Sustainability Report 2021: ESG Appendix, TCFD, pages 130–131 Annual Report 2021 , page 57 Proxy Statement: Pension Benefits , 61
Indirect Economic Impacts		
GRI 103: Management Approach 2016	103-1, 2, 3 Explanation of the material topic and its Boundaries The management approach and its components Evaluation of the management approach	Global Sustainability Report 2021: ESG Appendix, Materiality, page 88 Global Sustainability Report 2021: Employee Community Engagement, page 35 Global Sustainability Report 2021: Innovate for Access and Affordability, page 15 Global Sustainability Report 2021: Abbott's Community Impact, page 23

GLOBAL REPORTING INITIATIVE (GRI) INDEX CONTINUED

2016 GRI Standard	GRI Disclosure	Location
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported 203-2 Significant indirect economic impacts	Global Sustainability Report 2021: Innovate for Access and Affordability, page 15 Global Sustainability Report 2021: Our Purpose in Action, page 4 Global Sustainability Report 2021: Our Purpose in Action, page 4 Global Sustainability Report 2021: Innovate for Access and Affordability, page 15 Form 10-K: ITEM 1A. RISK FACTORS, pages 9–14
Procurement Practices		
GRI 103: Management Approach 2016	103-1, 2, 3 Explanation of the material topic and its Boundaries The management approach and its components Evaluation of the management approach	Global Sustainability Report 2021: ESG Appendix, Materiality, page 88 Global Sustainability Report 2021: Supplier Risk Assessment and Engagement, page 67 Global Sustainability Report 2021: Supply Chain Governance, page 64
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Global Sustainability Report 2021: Supplier Risk Assessment and Engagement, page 67 Abbott does not currently track annual spend on local suppliers.
Anti-corruption		
GRI 103: Management Approach 2016	103-1, 2, 3 Explanation of the material topic and its Boundaries The management approach and its components Evaluation of the management approach	Global Sustainability Report 2021: ESG Appendix, Materiality, page 88 Global Sustainability Report 2021: Compliance, page 79 Global Sustainability Report 2021: Corruption and Anti-Bribery, page 81 Abbott Anti-Corruption Overview Global Sustainability Report 2021: Corporate Governance and Board Oversight, page 75 Global Sustainability Report 2021: Ethics and Integrity, page 78
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	Global Sustainability Report 2021: Corruption and Anti-Bribery, page 81 Full- and part-time employees are assigned LERN courses based on their role and responsibilities. In 2021, over 104,000 employees completed lessons. The LERN curriculum also includes certifications on the code and conflicts of interest, with a key focus on interactions with healthcare professionals. All Abbott employees are expected to review and sign these annually.

2016 GRI Standard	GRI Disclosure	Location
Anti-competitive Behavior		
GRI 103: Management Approach 2016	103-1, 2, 3 Explanation of the material topic and its Boundaries The management approach and its components Evaluation of the management approach	Global Sustainability Report 2021: ESG Appendix, Materiality, page 88 Global Sustainability Report 2021: Compliance, page 79 Global Sustainability Report 2021: Corruption and Anti-Bribery, page 81 Abbott Anti-Corruption Overview Global Sustainability Report 2021: Corporate Governance and Board Oversight, page 75 Global Sustainability Report 2021: Ethics and Integrity, page 78
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 2021 Annual Report.
Environmental		
Materials		
GRI 103: Management Approach 2016	103-1, 2, 3 Explanation of the material topic and its Boundaries The management approach and its components Evaluation of the management approach	Global Sustainability Report 2021: ESG Appendix, Materiality, page 88 Global Sustainability Report 2021: Supplier Risk Assessment and Engagement, page 67 Global Sustainability Report 2021: Waste Management, page 49 Global Sustainability Report 2021: Environmental Governance, Policies and Management Systems, page 42 Environmental Management & Policy Proxy Statement: Our Commitment to Sustainability, page 8 Each Abbott business sets annual environmental targets with our executive leadership, which we track as part of Abbott's quarterly EHS Scorecard. 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 2021, our Nutrition business utilized 138,000 tonnes of material to place 3.7 billion packages on market. In this business unit, 10% of packaging (13,800 tonnes) is from renewable materials and 124,200 tonnes is from non-renewable materials. In our Nutrition business unit, 9% of packaging is made from recycled-input materials. Global Sustainability Report 2021: Packaging, page 52 In our Nutrition business unit, 65% of packaging is designed for recyclability. Data is collected using annual volumes from internal demand planning sources, applying various industry sources to categorize packaging as recyclable, renewable and/or using recycled content.

GLOBAL REPORTING INITIATIVE (GRI) INDEX CONTINUED

2016 GRI Standard	GRI Disclosure	Location
Energy		
GRI 103: Management Approach 2016	103-1, 2, 3	<p>Explanation of the material topic and its Boundaries Global Sustainability Report 2021: ESG Appendix, Materiality, page 88</p> <p>The management approach and its components Global Sustainability Report 2021: Environmental Governance, Policies and Management Systems, page 42</p> <p>Evaluation of the management approach Environmental Management & Policy Proxy Statement: Our Commitment to Sustainability, page 8 Independent Assurance Statement Global Sustainability Report 2021: ESG Appendix, Key Environmental Metrics – Emissions and Energy, page 93</p>
GRI 302: Energy 2016	302-1	Energy consumption within the organization Global Sustainability Report 2021: ESG Appendix, Key Environmental Metrics – Emissions and Energy, page 93
	302-2	Energy consumption outside of the organization Abbott does not currently report on energy consumption outside of the organization.
	302-3	Energy intensity Global Sustainability Report 2021: ESG Appendix, Key Environmental Metrics – Emissions and Energy, page 93
	302-4	Reduction of energy consumption Global Sustainability Report 2021: Energy and Emissions, page 43 Global Sustainability Report 2021: ESG Appendix, Key Environmental Metrics – Emissions and Energy, page 93
Water		
GRI 103: Management Approach 2016	103-1, 2, 3	<p>Explanation of the material topic and its Boundaries Global Sustainability Report 2021: ESG Appendix, Materiality, page 88</p> <p>The management approach and its components Global Sustainability Report 2021: Environmental Governance, Policies and Management Systems, page 42</p> <p>Evaluation of the management approach Environmental Management & Policy Proxy Statement: Our Commitment to Sustainability, page 8 Independent Assurance Statement</p>
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource Global Sustainability Report 2021: Protecting Water Resources, page 46 CDP Water Response: pages 9, 12
	303-2	Management of water discharge-related impacts Global Sustainability Report 2021: Protecting Water Resources, page 46 CDP Water Response, page 4

2016 GRI Standard	GRI Disclosure	Location
Water and Effluents 2018		
GRI 303: Water and Effluents 2018	303-3	<p>Water withdrawal Global Sustainability Report 2021: Protecting Water Resources, page 46</p> <p>Global Sustainability Report 2021: ESG Appendix, Key Environmental Metrics – Water, page 104 CDP Water Response, page 4</p>
	303-4	Water discharge Global Sustainability Report 2021: Protecting Water Resources, page 46
	303-5	Water consumption Global Sustainability Report 2021: Protecting Water Resources, page 46 CDP Water Response, page 4
Emissions		
GRI 103: Management Approach 2016	103-1, 2, 3	<p>Explanation of the material topic and its Boundaries Global Sustainability Report 2021: ESG Appendix, Materiality, page 88</p> <p>The management approach and its components Global Sustainability Report 2021: Environmental Governance, Policies and Management Systems, page 42</p> <p>Evaluation of the management approach Environmental Management & Policy Proxy Statement: Our Commitment to Sustainability, page 8 Independent Assurance Statement</p>
GRI 305: Emissions 2016	305-1	<p>Direct (Scope 1) GHG emissions Global Sustainability Report 2021: Energy and Emissions, page 43</p> <p>Global Sustainability Report 2021: ESG Appendix, Key Environmental Metrics – Emissions and Energy, page 93 CDP Climate Change Response: (C6.1)</p>
	305-2	Energy indirect (Scope 2) GHG emissions Global Sustainability Report 2021: Energy and Emissions, page 43
	305-3	Other indirect (Scope 3) GHG emissions Global Sustainability Report 2021: Energy and Emissions, page 43
	305-4	GHG emissions intensity CDP Climate Change Response: (C6.10)
	305-5	Reduction of GHG emissions Global Sustainability Report 2021: Energy and Emissions, page 43
		Global Sustainability Report 2021: ESG Appendix, Key Environmental Metrics – Emissions and Energy, page 93 CDP Climate Change Response: (C7.9a)

GLOBAL REPORTING INITIATIVE (GRI) INDEX CONTINUED

2016 GRI Standard	GRI Disclosure	Location
GRI 305: Emissions 2016	305-6 Emissions of ozone-depleting substances (ODS)	Global Sustainability Report 2021: ESG Appendix, Key Environmental Metrics – Emissions and Energy, page 93 CDP Climate Change Response: (C7.1a) The production of some Abbott products involves substances that are ozone-depleting or classified as hazardous or toxic air pollutants (HAPs) by the Environmental Protection Agency (EPA). We require all Abbott facilities using these substances to take all necessary steps to ensure the protection of human health and the environment. This includes adhering to all applicable regulations, as well as to Abbott technical standards. Our Supplier Guidelines establish that the same standards are expected of all Abbott suppliers.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Global Sustainability Report 2021: Energy and Emissions, page 43 Global Sustainability Report 2021: ESG Appendix, Key Environmental Metrics – Emissions and Energy, page 93 CDP Climate Change & Response
Effluents and Waste		
GRI 103: Management Approach 2016	103-1, 2, 3 Explanation of the material topic and its Boundaries The management approach and its components Evaluation of the management approach	Global Sustainability Report 2021: ESG Appendix, Materiality, page 88 Global Sustainability Report 2021: Waste Management, page 49 Global Sustainability Report 2021: Environmental Governance, Policies and Management Systems, page 42 Environmental Management & Policy Proxy Statement: Our Commitment to Sustainability, page 8 Independent Assurance Statement
GRI 306: Waste 2018	306-1 Waste generation and significant waste-related impacts 306-2 Management of significant waste-related impacts 306-3 Waste generated 306-4 Waste diverted from disposal	Global Sustainability Report 2021: Waste Management, page 49 Global Sustainability Report 2021: Supplier Risk Assessment and Engagement, page 67 Global Sustainability Report 2021: Waste Management, page 49 Global Sustainability Report 2021: ESG Appendix, Key Environmental Metrics – Waste, page 107 Global Sustainability Report 2021: Waste Management, page 49 Global Sustainability Report 2021: Waste Management, page 49 We are initially prioritizing reducing the proportion classified as hazardous (around 11.2% of our waste footprint). The waste-management standard we follow details requirements for storing, segregating, labeling and documenting hazardous and chemical waste, and for decontaminating biohazardous waste prior to final disposal. It also requires that all Abbott employees and contract workers complete annual training before undertaking responsibility for hazardous-waste management.

2016 GRI Standard	GRI Disclosure	Location
GRI 306: Waste 2018	306-5 Waste directed to disposal	Global Sustainability Report 2021: ESG Appendix, Key Environmental Metrics – Waste, page 107 Global Sustainability Report 2021: Waste Management, page 49
Environmental Compliance		
GRI 103: Management Approach 2016	103-1, 2, 3 Explanation of the material topic and its Boundaries The management approach and its components Evaluation of the management approach	Global Sustainability Report 2021: ESG Appendix, Materiality, page 88 Global Sustainability Report 2021: Environmental Investment and Compliance, page 55 Global Sustainability Report 2021: Environmental Governance, Policies and Management Systems, page 42 Environmental Management & Policy Proxy Statement: Our Commitment to Sustainability, page 8 Independent Assurance Statement
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	Global Sustainability Report 2021: Environmental Investment and Compliance, page 55
Supplier Environmental Assessment		
GRI 103: Management Approach 2016	103-1, 2, 3 Explanation of the material topic and its Boundaries The management approach and its components Evaluation of the management approach	Global Sustainability Report 2021: ESG Appendix, Materiality, page 88 Global Sustainability Report 2021: Supplier Risk Assessment and Engagement, page 67 Global Sustainability Report 2021: Environmental Governance, Policies and Management Systems, page 42 Global Sustainability Report 2021: Environmental Investment and Compliance, page 55 Environmental Management & Policy Proxy Statement: Our Commitment to Sustainability, page 8
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria 308-2 Negative environmental impacts in the supply chain and actions taken	100% of suppliers assessed for sustainability risk in 2021, page 63 Global Sustainability Report 2021: Our Approach to Supply Chain Management, page 63 Global Sustainability Report 2021: Supplier Risk Assessment and Engagement, page 67

GLOBAL REPORTING INITIATIVE (GRI) INDEX CONTINUED

2016 GRI Standard	GRI Disclosure	Location
Social		
Employment		
GRI 103: Management Approach 2016	103-1, 2, 3	<p>Explanation of the material topic and its Boundaries Global Sustainability Report 2021: ESG Appendix, Materiality, page 88</p> <p>The management approach and its components Global Sustainability Report 2021: Talent Management, page 31</p> <p>Evaluation of the management approach Global Sustainability Report 2021: Talent Management, Our Management Approach, page 31</p> <p><u>Code of Business Conduct</u></p> <p><u>Proxy Statement: Our Commitment to Sustainability, page 8</u></p>
GRI 401: Employment 2016	401-1	New employee hires and employee turnover Global Sustainability Report 2021: Talent Management, Our Management Approach, page 31
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees Global Sustainability Report 2021: Compensation and Benefits, page 36
	401-3	<p>Parental leave In the U.S., in early 2021, we launched a comprehensive childcare program and parenting benefits site, which offer direct access to Abbott's many benefits for parents and parents-to-be, such as tutoring and childcare services. In 2021, 1,222 employees took parental leave. 44% (540 employees) were women and 56% (682 employees) were men.</p> <p>Abbott does not track return and retention rates by leave usage.</p>
Labor/Management Relations		
GRI 103: Management Approach 2016	103-1, 2, 3	<p>Explanation of the material topic and its Boundaries Global Sustainability Report 2021: ESG Appendix, Materiality, page 88</p> <p>The management approach and its components Global Sustainability Report 2021: Talent Management, page 31</p> <p>Evaluation of the management approach Global Sustainability Report 2021: Talent Management, Our Management Approach, page 31</p> <p><u>Code of Business Conduct</u></p> <p><u>Benefits</u></p> <p><u>Proxy Statement: Our Commitment to Sustainability, page 8</u></p>
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 WARN in the U.S. as it applies; however, we do not have a minimum number of weeks for timing.

2016 GRI Standard	GRI Disclosure	Location
Occupational Health and Safety		
GRI 103: Management Approach 2016	103-1, 2, 3	<p>Explanation of the material topic and its Boundaries The management approach and its components Evaluation of the management approach</p> <p>Global Sustainability Report 2021: Employee Health and Safety, page 38</p> <p>Global Sustainability Report 2021: Employee Well-Being, page 37</p> <p>Global Sustainability Report 2021: A Strategic Approach to Product and Brand Protection, page 83</p> <p><u>Global Environment, Health and Safety Standards</u></p> <p><u>Proxy Statement: Our Commitment to Sustainability, page 8</u></p>
GRI 403: Occupational Health and Safety 2018	403-1	<p>Occupational health and safety management system Global Sustainability Report 2021: Employee Health and Safety, Our Management Approach, page 38</p> <p>Global Sustainability Report 2021: Employee Well-Being, page 37</p>
	403-2	<p>Hazard identification, risk assessment, and incident investigation Global Sustainability Report 2021: Employee Health and Safety, page 38</p> <p>Global Sustainability Report 2021: Employee Well-Being, page 37</p>
	403-3	<p>Occupational health services Global Sustainability Report 2021: Employee Health and Safety, Occupational Health Services, page 38</p> <p>Global Sustainability Report 2021: Employee Well-Being, page 37</p>
	403-4	<p>Worker participation, consultation, and communication on occupational health and safety Global Sustainability Report 2021: Employee Health and Safety, Occupational Health Services, page 38</p> <p>Global Sustainability Report 2021: Employee Well-Being, page 37</p>
	403-5	<p>Worker training on occupational health and safety Global Sustainability Report 2021: Employee Health and Safety, page 38</p> <p>Global Sustainability Report 2021: Employee Well-Being, page 37</p>
	403-6	<p>Promotion of worker health Global Sustainability Report 2021: Employee Health and Safety, page 38</p> <p>Global Sustainability Report 2021: Employee Well-Being, page 37</p>
	403-7	<p>Prevention and mitigation of occupational health and safety impacts directly linked by business relationships Global Sustainability Report 2021: Employee Health and Safety, page 38</p> <p>Global Sustainability Report 2021: Employee Well-Being, page 37</p>

GLOBAL REPORTING INITIATIVE (GRI) INDEX CONTINUED

2016 GRI Standard	GRI Disclosure	Location
GRI 403: Occupational Health and Safety 2018	403-8 Workers covered by an occupational health and safety management system	Global Sustainability Report 2021: Employee Health and Safety, page 38 Global Sustainability Report 2021: Employee Well-Being, page 37 100% 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.
	403-9 Work-related injuries	Global Sustainability Report 2021: Employee Health and Safety, Our 2021 Performance, page 39 Global Sustainability Report 2021: Employee Well-Being, page 37 Global Sustainability Report 2021: ESG Appendix, Key Social Metrics, page 91 Our 2021 lost-time case rate target was 0.12 per 100 workers, which includes employees and contract workers. Abbott reports case rates per 100 workers, equivalent to 200,000 hours worked. Abbott does not track data according to GRI's definition of "high-consequence" injuries. Our recordable case rate incidents include any work-related injuries resulting in death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, loss of consciousness, and significant illness or injury diagnosed by a licensed healthcare professional.
	403-10 Work-related ill health	Global Sustainability Report 2021: Employee Health and Safety, Increasingly Robust Standards, page 39 Global Sustainability Report 2021: Employee Well-Being, page 37
Training and Education		
GRI 103: Management Approach 2016	103-1, 2, 3 Explanation of the material topic and its Boundaries The management approach and its components Evaluation of the management approach	Global Sustainability Report 2021: ESG Appendix, Materiality, page 88 Global Sustainability Report 2021: Talent Management, page 31 Global Sustainability Report 2021: Employee Health and Safety, page 38 Global Sustainability Report 2021: Employee Well-Being, page 37 Global Sustainability Report 2021: Quality Management, page 56 Global Sustainability Report 2021: A Strategic Approach to Product and Brand Protection, page 83 Global Sustainability Report 2021: Corruption and Anti-Bribery, page 81 Global Sustainability Report 2021: Environmental Governance, page 42 Global Sustainability Report 2021: Talent Management, Our Management Approach, page 31

2016 GRI Standard	GRI Disclosure	Location
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Global Sustainability Report 2021: Talent Management, Our 2021 Performance, page 31
	404-2 Programs for upgrading employee skills and transition assistance programs	Global Sustainability Report 2021: Supply Chain Governance, page 64 Global Sustainability Report 2021: Talent Management, page 31 Global Sustainability Report 2021: Employee Health and Safety, page 38 Global Sustainability Report 2021: Employee Well-Being, page 37 Global Sustainability Report 2021: Quality Management, page 56 Global Sustainability Report 2021: A Strategic Approach to Product and Brand Protection, page 83 Global Sustainability Report 2021: Corruption and Anti-Bribery, page 81
	404-3 Percentage of employees receiving regular performance and career development reviews	All of our corporate employees receive performance reviews, and we work with our manufacturing and distribution employees on development plans.
Diversity and Equal Opportunity		
GRI 103: Management Approach 2016	103-1, 2, 3 Explanation of the material topic and its Boundaries The management approach and its components Evaluation of the management approach	Global Sustainability Report 2021: ESG Appendix, Materiality, page 88 Global Sustainability Report 2021: Diversity and Inclusion, page 32 Supplier Diversity Program Proxy Statement: Board Oversight, pages 20–23
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Global Sustainability Report 2021: Board Composition and Diversity, page 76 Global Sustainability Report 2021: Diversity and Inclusion, page 32 Proxy Statement: Board Diversity and Composition, page 18
	405-2 Ratio of basic salary and remuneration of women to men	Abbott does not currently report this data.
Child Labor		
GRI 103: Management Approach 2016	103-1, 2, 3 Explanation of the material topic and its Boundaries The management approach and its components Evaluation of the management approach	Global Sustainability Report 2021: ESG Appendix, Materiality, page 88 Supplier Guidelines Global Sustainability Report 2021: Protecting Our People, Products and Brands, Securing Our Supply Chain, page 83 Proxy Statement: Board Oversight, pages 20–23

GLOBAL REPORTING INITIATIVE (GRI) INDEX CONTINUED

2016 GRI Standard	GRI Disclosure	Location
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor Global Sustainability Report 2021: Protecting Our People, Products and Brands, Securing Our Supply Chain, page 83 Global Sustainability Report 2021: Supply Chain, Guiding Responsible Suppliers, page 65 At this time, we are unable to disclose data around high-risk operations or suppliers.
Forced or Compulsory Labor		
GRI 103: Management Approach 2016	103-1, 2, 3	Explanation of the material topic and its Boundaries Supplier Guidelines The management approach and its components Evaluation of the management approach Global Sustainability Report 2021: ESG Appendix, Materiality, page 88 Supplier Guidelines Global Sustainability Report 2021: Protecting Our People, Products and Brands, Securing Our Supply Chain, page 83 Proxy Statement: Board Oversight, pages 20–23
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor Global Sustainability Report 2021: Supply Chain, Guiding Responsible Suppliers, page 65 Abbott does not currently report data on the operations and suppliers considered to have significant risk for incidents of forced labor.
Human Rights Assessment		
GRI 103: Management Approach 2016	103-1, 2, 3	Explanation of the material topic and its Boundaries Global Sustainability Report 2021: ESG Appendix, Materiality, page 88 Global Sustainability Report 2021: Diversity and Inclusion, page 32 The management approach and its components Evaluation of the management approach Global Sustainability Report 2021: Our Approach to Supply Chain Management, page 63 Position Statement on Human Rights
GRI 412: Human Rights Assessment 2016	412-1	Operations that have been subject to human rights reviews or impact assessments Global Sustainability Report 2021: Supplier Risk Assessment and Engagement, page 67 Global Sustainability Report 2021: Corruption and Anti-Bribery, page 81
	412-2	Employee training on human rights policies or procedures 100% of our procurement professionals are trained on our supplier guidelines that address human rights and labor expectations in our supply chain. At this time, Abbott does not disclose other human rights policies and procedure trainings for all employees, but we are working to disclose this data in the future.
	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening Global Sustainability Report 2021: Supply Chain, Guiding Responsible Suppliers, page 65

2016 GRI Standard	GRI Disclosure	Location
Local Communities		
GRI 103: Management Approach 2016	103-1, 2, 3	Explanation of the material topic and its Boundaries The management approach and its components Evaluation of the management approach Global Sustainability Report 2021: ESG Appendix, Materiality, page 88 Global Sustainability Report 2021: Employee Community Engagement, page 35 Proxy Statement: Board Oversight, pages 20–23
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs Global Sustainability Report 2021: Employee Community Engagement, page 35 Global Sustainability Report 2021: Welcome, page 2 Global Sustainability Report 2021: Our Approach to Access and Affordability, page 16
	413-2	Operations with significant actual and potential negative impacts on local communities Global Sustainability Report 2021: Employee Community Engagement, page 35
Supplier Social Assessment		
GRI 103: Management Approach 2016	103-1, 2, 3	Explanation of the material topic and its Boundaries The management approach and its components Evaluation of the management approach Global Sustainability Report 2021: ESG Appendix, Materiality, page 88 Global Sustainability Report 2021: Supplier Risk Assessment and Engagement, page 67 Global Sustainability Report 2021: Strategic Supply Chain Initiatives, page 70 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 Global Sustainability Report 2021: Supplier Risk Assessment and Engagement, page 67 Although Abbott does not currently disclose the exact number of new suppliers and number of negative impacts identified, we are working toward the goal of having 80% of newly contracted direct material spend incorporate social responsibility requirements. See more about how we have updated the language in our social responsibility clause for inclusion in all direct material contracts in the Supply Chain section of our Global Sustainability Report.
	414-2	Negative social impacts in the supply chain and actions taken Global Sustainability Report 2021: Supplier Risk Assessment and Engagement, page 67

GLOBAL REPORTING INITIATIVE (GRI) INDEX CONTINUED

2016 GRI Standard	GRI Disclosure	Location
Public Policy		
GRI 103: Management Approach 2016	103-1, 2, 3	<p>Explanation of the material topic and its Boundaries Global Sustainability Report 2021: ESG Appendix, Materiality, page 88</p> <p>The management approach and its components Proxy Statement: Board Oversight, pages 20–23</p> <p>Evaluation of the management approach</p>
GRI 415: Public Policy 2016	415-1	<p>Political contributions Global Sustainability Report 2021: Public Policy Engagement, page 85</p> <p>We do not make direct independent expenditures on behalf of candidates running for public office. If such expenditures were made, they would be included in our semi-annual report. Our political contributions are bipartisan, made without regard for the private political preferences of our officers and executives and based on:</p> <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 <p>Abbott's latest federal lobbying disclosure filings can be found on the U.S. Senate Office of Public Records website or the U.S. House of Representatives Office of the Clerk website. The Public Policy Committee of the Abbott Board of Directors reviews an annual report of our advocacy priorities.</p>
Customer Health and Safety		
GRI 103: Management Approach 2016	103-1, 2, 3	<p>Explanation of the material topic and its Boundaries Global Sustainability Report 2021: ESG Appendix, Materiality, page 88</p> <p>The management approach and its components Global Sustainability Report 2021: Quality Management, page 56</p> <p>Evaluation of the management approach Global Sustainability Report 2021: Compliance, page 79</p>
GRI 416: Customer Health and Safety 2016	416-1	<p>Assessment of the health and safety impacts of product and service categories Abbott's Quality System is implemented at a global level and incorporated into each division and site. Risk management is an element of the Quality System and implemented across the lifecycle of Abbott products.</p>
	416-2	<p>Incidents of non-compliance concerning the health and safety impacts of products and services Abbott's Quality System is implemented at a global level and incorporated into each division and site. Risk management is an element of the Quality System and implemented across the lifecycle of Abbott products.</p>

2016 GRI Standard	GRI Disclosure	Location
Marketing and Labeling		
GRI 103: Management Approach 2016	103-1, 2, 3	<p>Explanation of the material topic and its Boundaries Global Sustainability Report 2021: ESG Appendix, Materiality, page 88</p> <p>The management approach and its components Global Sustainability Report 2021: Ethics and Integrity, page 78</p> <p>Privacy Policy</p> <p>Advertising and Marketing Approach</p> <p>Our Global Policy on the Marketing of Infant Formula, pages 8, 10</p> <p>Code of Business Conduct</p> <p>Proxy Statement: Board Oversight, pages 20–23</p>
GRI 417: Marketing and Labeling 2016	417-1	<p>Requirements for product and service information and labeling For SDS 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.</p> <p>Global Sustainability Report 2021: Ethics and Integrity, page 78</p> <p>Privacy Policy</p> <p>Advertising and Marketing Approach</p> <p>Our Global Policy on the Marketing of Infant Formula, pages 8, 10</p>
	417-3	<p>Incidents of non-compliance 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 2021 Annual Report.</p>
Socioeconomic Compliance		
GRI 103: Management Approach 2016	103-1, 2, 3	<p>Explanation of the material topic and its Boundaries Global Sustainability Report 2021: ESG Appendix, Materiality, page 88</p> <p>The management approach and its components Global Sustainability Report 2021: Ethics and Integrity, page 78</p> <p>Global Sustainability Report 2021: Compliance, page 79</p> <p>Abbott Comprehensive Ethics and Compliance Program</p> <p>Proxy Statement: Board Oversight, pages 20–23</p>
GRI 419: Socioeconomic Compliance 2016	419-1	<p>Non-compliance with laws and regulations in the social and economic area Adhering to our Code of Business Conduct is a condition of continued employment at Abbott. We investigate all reports of potential violations of our code, policies or procedures and take appropriate corrective action.</p> <p>Any Abbott employee who violates our code, policies or procedures is subject to appropriate disciplinary action, which may include termination. Corrective action may also include terminating third-party relationships. Any Abbott employee who refuses to cooperate in an investigation may also be subject to disciplinary action, as may any employee who reports a concern that is knowingly false or intended to threaten, intimidate or retaliate.</p>

Sustainability Accounting Standards Board (SASB) Index

Abbott is reporting under the SASB, and in doing so, we strive to provide material environmental, social and governance information to our investors and stakeholders. The following index provides content aligning with disclosures related to the Medical Equipment & Supplies Standard; Biotechnology & Pharmaceuticals Standard; and Processed Foods Standard. Unless otherwise noted, all data disclosed is as of December 31, 2021.

Metric	2021 Disclosure			
Medical Equipment & 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-on-year %)	Global Consumer Price Index ¹ (year-on-year %)		
2021	-1.5	+3.9		
2020	-0.4	+1.7		
2019	+0.2	+2.4		
2018	-1.0	+2.6		

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 determine affordability. Abbott also is advocating for systems and approaches that broaden access while minimizing additional costs for consumers and payers.

In 2021, Abbott's product pricing reflected the company's approach, with an annual global net sales price change of -1.5%, which compares to a Global Consumer Price Index (CPI) of +3.9% for 2021. This metric is modified from the metric provided by SASB by substituting a global CPI for the U.S. CPI.

Sales outside of the U.S. in 2021 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 2021.

Metric	2021 Disclosure
HC-MS-240a.2: Description of how price information for each product is disclosed to customers or to their agents.	Abbott Laboratories sells diagnostics, medical devices, nutritional products and established pharmaceuticals. (For more details, see page 20 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 healthcare providers and consumers. We maintain pricing flexibility to meet the needs of our diverse customers, large and small, and to ensure that our essential healthcare products are available and affordable across the globe.
Product Safety	

HC-MS-250a.1: Number of recalls issued, total units recalled.

Business	FDA Class I and Class II	
	Class I	Class II
Med Device	1	3
Diagnostics	1	6
Pharmaceutical ²	N/A	N/A
Nutrition	0	0

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX CONTINUED

Metric	2021 Disclosure																																	
HC-MS-250a.2: List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database.	<p>See the FDA's MedWatch safety alerts for human medical products database.</p> <ul style="list-style-type: none"> Potential for False Positive Results with Abbott Molecular Inc. Alinity m SARS-CoV-2 AMP and Alinity m Resp-4-Plex AMP Kits — Letter to Clinical Laboratory Staff and Health Care Providers Abbott Molecular, Inc. Recalls Alinity m SARS-CoV-2 AMP Kit and Alinity m Resp-4-Plex AMP Kit for Potential False Positive SARS-CoV-2 Test Results Abbott (formally known as "St. Jude Medical") Recalls Assurity™ and Endurity™ Pacemakers for Potential Moisture Ingress Causing Electrical Short and Reduced Battery Life Abbott Implements Corrective Action for Heartmate 3 Heart Pump Abbott Initiates Voluntary Recall of Specific Lots of Two Coronary Catheters Abbott Vascular Recalls NC Trek RX and NC Traveler RX Coronary Dilatation Catheters Due to Failure of Balloon (diameter 4.0mm, 4.5mm and 5.00mm) to Deflate FDA Investigating Increased Rate of Major Adverse Cardiac Events Observed in Patients Receiving Abbott Vascular's Absorb GT1 Bioresorbable Vascular Scaffold (BVS) — Letter to Health Care Providers Abbott Initiates Voluntarily Recall of Specific Lots of Three Coronary Catheters 																																	
HC-MS-250a.3: Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience database.	<p>See the FDA's MedWatch safety alerts for human medical products database.</p>																																	
HC-MS-250a.4: Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type.	<p>See page 60 on Product Quality Indicators, in the Quality and Safety section of this report.</p> <table border="1"> <thead> <tr> <th>FDA Enforcement Action</th> <th>2020</th> <th>2021</th> </tr> </thead> <tbody> <tr> <td>Warning letters issued</td> <td>0</td> <td>0</td> </tr> <tr> <td>Seizures</td> <td>0</td> <td>0</td> </tr> <tr> <td>Form 483s</td> <td>0</td> <td>1</td> </tr> <tr> <td>Consent decrees</td> <td>0</td> <td>0</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="3">FDA Class I and Class II</th> </tr> <tr> <th>Business</th> <th>Class I</th> <th>Class II</th> </tr> </thead> <tbody> <tr> <td>Med Device</td> <td>1</td> <td>3</td> </tr> <tr> <td>Diagnostics</td> <td>1</td> <td>6</td> </tr> <tr> <td>Pharmaceutical³</td> <td>N/A</td> <td>N/A</td> </tr> <tr> <td>Nutrition</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	FDA Enforcement Action	2020	2021	Warning letters issued	0	0	Seizures	0	0	Form 483s	0	1	Consent decrees	0	0	FDA Class I and Class II			Business	Class I	Class II	Med Device	1	3	Diagnostics	1	6	Pharmaceutical ³	N/A	N/A	Nutrition	0	0
FDA Enforcement Action	2020	2021																																
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Consent decrees	0	0																																
FDA Class I and Class II																																		
Business	Class I	Class II																																
Med Device	1	3																																
Diagnostics	1	6																																
Pharmaceutical ³	N/A	N/A																																
Nutrition	0	0																																

Metric	2021 Disclosure
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 2021 Annual Report.
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 pre-sell 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.
Product Design and Life Cycle Management	
HC-MS-410a.1: Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products.	To identify and mitigate the environmental impacts of our packaging and products throughout their life cycles – and at every stage of the value chain – 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 ensures potential impacts are identified in a timely manner. It also follows actions taken at the business level to confirm we remain compliant.
	Our product stewardship program tracks and addresses hazardous chemical legislation and supports the implementation of due diligence on conflict minerals. We offer product stewardship training on hazardous chemical legislation and conflict minerals to all relevant teams, including R&D, Supply Chain, Procurement and EHS.
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.	<p>See page 73 of the Our 2021 Performance section in the Create a Resilient, Diverse and Responsible Supply Chain section of this report.</p> <p>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 over 350 instruments and diverted approximately 350,000 lbs. of product waste from landfill in 2021. Some of Abbott's takeback programs are driven by government regulations; however, others are proactive initiatives.</p>

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX CONTINUED

Metric	2021 Disclosure																					
Supply Chain Management																						
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.																						
	<table border="1"> <thead> <tr> <th>Quality Inspections and Audits</th> <th>2020</th> <th>2021</th> </tr> </thead> <tbody> <tr> <td>Quality/regulatory inspections by global health authorities</td><td>490</td><td>559</td></tr> <tr> <td>% resulting in zero observations</td><td>81%</td><td>80%</td></tr> <tr> <td>FDA site inspections</td><td>4</td><td>12</td></tr> <tr> <td>% resulting in zero observations</td><td>75%</td><td>92%</td></tr> <tr> <td>Average number of observations per inspection</td><td>0.25</td><td>0.42</td></tr> <tr> <td>Internal independent audits to ensure compliance with Abbott quality standards</td><td>96</td><td>145</td></tr> </tbody> </table> <p>Approximately 61% of 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 (high-risk) and four (low-risk) years.</p>	Quality Inspections and Audits	2020	2021	Quality/regulatory inspections by global health authorities	490	559	% resulting in zero observations	81%	80%	FDA site inspections	4	12	% resulting in zero observations	75%	92%	Average number of observations per inspection	0.25	0.42	Internal independent audits to ensure compliance with Abbott quality standards	96	145
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Internal independent audits to ensure compliance with Abbott quality standards	96	145																				
HC-MS-430a.2: Description of efforts to maintain traceability within the distribution chain.	Abbott ensures product traceability throughout manufacturing and distribution by leveraging identification technologies and enterprise resource planning solutions. Through these systems, we guarantee compliance with regulatory, quality and control requirements.																					
HC-MS-430a.3: Description of the management of risks associated with the use of critical materials.	<p>Abbott maintains product traceability throughout manufacturing and distribution by leveraging identification technologies and enterprise resource planning solutions. Through these systems, we ensure compliance with regulatory, quality and control requirements. Critical materials used in our products are managed through our product stewardship program. We have developed a product stewardship program to minimize the impact of our products and their packaging throughout the product life cycle. The program tracks and addresses regulations regarding restricted chemicals and ensures due diligence regarding conflict minerals. We carefully monitor and document regulatory changes, and we inform all areas of our company about the potential business impacts of these changes through regular product stewardship business meetings.</p> <p>Each business conducts assessments of new and changed products for substances of concern or restricted and critical materials. Risk assessments are prepared whenever these substances are identified. We then evaluate:</p> <ul style="list-style-type: none"> • Whether continued use can be justified • The value of use versus reformulation • Any potential compliance issues <p>The evaluation also serves as an opportunity to research suitable alternatives and how they could impact product performance and cost. Recommendations for next steps contain justification for substance use, product support strategies and a business risk monitoring plan. These are all reviewed by business management.</p>																					

Metric	2021 Disclosure
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 2021 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 Legal and Ethical Resource Network (LERN) training program is run in 91 countries and 36 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.
Activity Metric	
HC-MS-000.A: Number of units sold by product category	Not disclosed.

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX CONTINUED

Metric	2021 Disclosure
Biotechnology & Pharmaceuticals Standard	
Safety of Clinical Trial Participants	
HC-BP-210a.1: Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials.	<p>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 Good Clinical Practices (ICH GCP), the principles of the Declaration of Helsinki, the International Organization for Standardization's 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.</p> <p>When planning our clinical studies, Abbott identifies and reduces controllable risks to patients. Either our Institutional Review Board (IRB) or our Independent Ethics Committee (IEC) 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 ensure compliance with Abbott standards and identify any unforeseen risks to patient safety.</p> <p>This includes audits of contract research organizations (CROs) 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 2021.</p> <p>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 pharmaceuticals, 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.</p> <p>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 healthcare providers, patients and the public. Our registrations and results disclosures adhere to all applicable national laws and regulations in countries where we operate.</p> <p>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. We also report the results of any exploratory pharmaceutical clinical studies if the findings have significant medical importance, such as with important safety findings.</p> <p>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.</p>
HC-BP-210a.2: Number of FDA Sponsor Inspections related to clinical trial management and pharmacovigilance that resulted in: (1) Voluntary Action Indicated (VAI) and (2) Official Action Indicated (OAI).	Not disclosed.
HC-BP-21a.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 2021 Annual Report .
Access to Medicines	
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.	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.
Ethical Marketing	
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.
HC-BP-270a.2: Description of code of ethics governing promotion of off-label use of products.	See HC-MS-270a.2.

Metric	2021 Disclosure
HC-BP-210a.2: Number of FDA Sponsor Inspections related to clinical trial management and pharmacovigilance that resulted in: (1) Voluntary Action Indicated (VAI) and (2) Official Action Indicated (OAI).	Not disclosed.
HC-BP-21a.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 2021 Annual Report .

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX CONTINUED

Metric	2021 Disclosure						
Employee Recruitment, Development and Retention							
HC-BP-330a.1: Discussion of talent recruitment and retention efforts for scientists and research and development personnel	<p>Talent management is overseen by our Executive Vice President, Human Resources — who reports directly to our President and CEO — and corporate officers, all of whom carry talent management goals.</p> <p>We engage organizations such as Advancing Minorities' Interest in Engineering 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.</p> <p>Our career site employs artificial intelligence to enhance the application process, streamlining user experiences with tailored content and a personalized chatbot to help identify roles. In 2021, Abbott hired 26,184 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. At the 2021 event, we successfully recruited a number of excellent new hires.</p> <p>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.</p>						
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.	See page 91 in the Key Social Metrics of the Appendix.						
Processed Foods Standard							
Energy Management							
FB-PF-130a.1: (1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	<p>The total energy consumption (Scope 1 and 2) in 2021 was 14,126,000 gigajoules. The total electricity purchased was 4,538,000 gigajoules. Abbott's total energy consumption that is sourced from the grid totals 27%.</p> <table border="1"> <thead> <tr> <th colspan="2">2021 Electricity Purchased</th> </tr> </thead> <tbody> <tr> <td>% of grid-sourced electricity</td> <td>85%</td> </tr> <tr> <td>% of renewable energy purchased</td> <td>15%</td> </tr> </tbody> </table>	2021 Electricity Purchased		% of grid-sourced electricity	85%	% of renewable energy purchased	15%
2021 Electricity Purchased							
% of grid-sourced electricity	85%						
% of renewable energy purchased	15%						

Metric	2021 Disclosure																								
Water Management																									
FB-PF-140a.1: (1) Total water withdrawn and (2) total water consumed, percentage of each in regions with high or extremely high baseline water stress.	<p>Total water withdrawn: 13,809 megaliters; in 2021, 38.9% of water was withdrawn from regions with high or extremely high baseline water stress.</p> <p>Total water consumption: 2,418 megaliters; in 2021, 42.7% of water was consumed from regions with high or extremely high baseline water stress.</p>																								
<table border="1"> <thead> <tr> <th colspan="2">Our 2021 Water Footprint</th> </tr> <tr> <th>Inputs</th> <th></th> </tr> </thead> <tbody> <tr> <td>Municipal water</td> <td>77.5%</td> </tr> <tr> <td>Rainwater collected on-site</td> <td>0.2%</td> </tr> <tr> <td>Fresh surface and groundwater</td> <td>22.3%</td> </tr> <tr> <td>Water from raw materials</td> <td><0.01%</td> </tr> <tr> <th>Outputs</th> <th></th> </tr> <tr> <td>Water consumed in process</td> <td>17.5%</td> </tr> <tr> <td>Water treated by municipality</td> <td>70.0%</td> </tr> <tr> <td>Water returned to the environment</td> <td>12.5%</td> </tr> <tr> <th>Water recycling on-site</th> <th></th> </tr> <tr> <td></td> <td>8.01%</td> </tr> </tbody> </table>		Our 2021 Water Footprint		Inputs		Municipal water	77.5%	Rainwater collected on-site	0.2%	Fresh surface and groundwater	22.3%	Water from raw materials	<0.01%	Outputs		Water consumed in process	17.5%	Water treated by municipality	70.0%	Water returned to the environment	12.5%	Water recycling on-site			8.01%
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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.																									
<p>In 2021, each of Abbott's 22 NOVs were related to wastewater discharges from one of our manufacturing plants. To address the issue, Abbott has a comprehensive action plan in place and is expediting long-term sustainable controls.</p> <p>No inherent water-related risks with the potential to have a substantive financial or strategic impact on the business have been identified.</p> <p>To address water-related risks and ensure our business' resilience, Abbott's Business Continuity and Crisis Management, EHS, Engineering and Supply Chain organizations work to implement measures which allow us to ensure business continuity and minimize the financial 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.</p>																									

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX CONTINUED

Metric	2021 Disclosure
Packaging Lifecycle 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.	<p>Abbott is committed to packaging optimization through sustainable design. In order to better understand opportunities for more sustainable packaging, teams in our Nutrition business unit conducted an analysis of their packaging portfolio to establish a baseline. Abbott looks to expand this effort in our other business units in the coming years. In 2021, our Nutrition business (1) utilized 138,000 U.S. tons of material to place 3.7 billion packages on market, (2) made 19% of packaging from recycled and/or renewable materials and (3) estimated that 65% of its packaging is recyclable, reusable and/or compostable.</p>
FB-PF-410a.2: Discussion of strategies to reduce the environmental impact of packaging throughout its life cycle.	<p>We recognize the impact our packaging has on the environment today in the form of resource use, related emissions and waste production. We are rethinking how we design packaging to optimize material use and keep materials in circulation for as long as possible. To reduce raw material burden, we are optimizing efficiency by minimizing the volume and weight of our packaging. We are also employing circularity principles to incorporate increased quantities of recycled content and designing for recyclability, reusability and increasingly positive impact.</p> <p>To address 50 million pounds of packaging through high-impact sustainable design programs, we need a plan of action. Our Sustainable Packaging Guiding Principles – recently created by the Sustainable Packaging Council – inform changes to existing packaging and target new designs that integrate sustainability from the very beginning.</p> <pre> graph TD A[Our Guiding Principles] --> B[Optimize Material Efficiency] B --> C[Eliminate unnecessary components] B --> D[Reduce packaging materials] C --> E[Employ Circularity Principles] E --> F[Replace problematic materials] E --> G[Design for disassembly] E --> H[Design for recyclability] E --> I[Design for reuse] E --> J[Utilize renewable materials] E --> K[Integrate recycled content] E --> L[Balance All Aspects of Packaging Systems Holistically] L --> M[Optimize cube efficiency] L --> N[Provide consumer direction] L --> O[Improve carbon footprint] </pre>

¹ 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 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.

² Abbott does not distribute pharmaceutical products in the U.S.

³ Abbott does not distribute pharmaceutical products in the U.S.

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

MANAGING RISKS AND OPPORTUNITIES

We committed to identifying and mitigating climate-related risks with 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 at site and regional levels but are limited at a global scale.

RISKS

We analyze physical and transitional risks resulting from emerging regulation and new supplier/customer expectations of our businesses and risk exposure. We assess and manage them through our integrated company-wide risk management process, which identifies opportunities to build resilience in both our operations and our business model. We regularly update risk management policies, standards and programs to align with global best practices and regulatory requirements, and aim to anticipate emerging risks and upcoming regulatory changes. Our enterprise risk management (ERM) process identifies and evaluates the most critical business risks and provides guidance to our Board of Directors and management team.

The EHS Governance team monitors emerging climate-related trends and regulations to analyze potential impacts and risk exposure, and develop appropriate management strategies. Our EHS, Economics, Business Continuity and Supply Chain organizations use scenario-sensitivity risk modeling to understand the financial implications of climate-related risks. Abbott's Business Continuity and Crisis Management organizations implement measures to ensure business continuity and minimize the financial 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 for which we cannot develop preventative strategies. We have developed strategies for mitigating and responding to them across our value 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. During the COVID-19 pandemic and strict travel restrictions, our processes enabled us to quickly produce millions of COVID-19 tests while continuing to provide our other essential products to people globally.
- 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.

Climate-related risk analyses conclude that Abbott is not exposed to physical risks that could generate a substantive change in business operations, revenue or expenditure at a corporate level. While limited physical risks exist at site and regional operation levels and throughout our supply chain, our diverse geographical distribution significantly mitigates the potential for substantive business impact.

Our most significant climate-related risks are 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 mitigate 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.

OPPORTUNITIES

As part of our product research and development (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

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) RESPONSE CONTINUED

Compared with many industries, Abbott's carbon footprint is relatively small, reducing opportunities to achieve significant improvements in operating efficiencies and cost savings. Although opportunities exist and are incorporated into our 2030 Sustainability Plan, they are unlikely to have a substantive financial impact on our business.

Climate changes have the potential to influence disease burden and result in increased need for the diagnostics, medical devices, nutrition products and pharmaceuticals that Abbott makes. Our 2030 Sustainability Plan commits us to continually respond 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 has characterized our company's response to the COVID-19 pandemic. We do not anticipate that changes to the disease burden resulting from climate change will have a substantive financial or strategic impact on our business beyond this. We will continue to respond to these in line with our caring value and primarily through our philanthropic organization and product donations.

Disclosure	2021 Response
Governance	
a) Describe the Board's oversight of climate-related risks and opportunities.	Abbott is committed to strong corporate governance that aligns with shareholder 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 42 of the Environment section and Abbott's CDP Climate Change 2021 Response: CDP C 1.1b .
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 77 of the Governance section and CDP C1.2, C1.2a, C1.3, 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.	Through Abbott's risk management processes, we have determined that climate-related risks and opportunities exist at site and regional operation levels and in our supply chain. However, Abbott is not exposed to any material climate-related risks or opportunities. Through Abbott's diversified geographical distribution and the various initiatives that we have implemented to reduce our carbon emissions and improve operational efficiency, the potential impact for climate change-related physical and regulatory risks to be material to our business is significantly lessened. Regarding the products that we supply, changes to the climate have the potential to influence the disease burden and result in increased need for the pharmaceutical, diagnostics, medical device and nutrition products that Abbott makes. However, we do not anticipate that this will have a material financial or strategic impact on our business. For more information, see CDP C2.1a, C2.1b, C2.2, C2.2a, C2.3b and C2.4b .

Disclosure	2021 Response
Risk Management	
a) Describe the organization's process for identifying and assessing climate-related risks.	Abbott is committed to mitigating climate-related risks that 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 a multi-disciplinary company-wide risk management process, which assesses climate-related risks across the organization to ensure that our businesses and operations are resilient. 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 robust 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. See CDP C2.1a, C2.1b and C2.2 for more details.
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 strategy and continuity planning. For more details on how climate is integrated into our overall risk management, see CDP C2.1a, C2.1b and C2.2 .
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 and C9.1 , page 93 of the Energy and Emissions section and page 93 of the Appendix.
b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	Under our 2030 Sustainability Plan, we have set new targets to reduce our absolute Scope 1 and 2 emissions, and are developing a target for Scope 3 emissions. To track these, we disclose our carbon footprint for all three scopes annually. For these metrics and related risks, see CDP C6.1, C6.3 and C6.5 , page 44 of the Energy and Emissions section, and page 93 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 several targets to track our performance and assess and manage our risks and opportunities, including for Scope 1 and 2 emissions, with a forthcoming Scope 3 target. See page 43 of the Energy and Emissions section and page 93 of the Appendix for more information.

Sustainable Development Goals (SDG) Index

In assessing what sustainability means to Abbott, we monitor how our priorities and material issues align with the Sustainable Development Goals (SDGs) published by the United Nations. The following examples represent some of the many ways in which our work to help people live better and healthier lives intersects with the SDGs.



TARGET

11/1.5

WHY IT MATTERS

We are committed to developing accessible products that are affordable for the people who need them. Even as we invest in innovation, we are finding ways to prevent passing costs on 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.

PROGRESS AND 2021 STORIES

Emergency Relief

- We are committed to rapid response following natural disasters and other emergencies. In 2021, Abbott and the Abbott Fund donated approximately \$2 million in cash and product to address immediate needs and long-term recovery efforts. This included providing relief following flooding in China, Germany, Turkey and the U.S.; earthquakes in Croatia and Haiti; wildfires in Turkey; hurricanes in the U.S.; and support for Afghan refugees in the U.S.
- For 16 years, we have partnered with Feeding America and Direct Relief to prepare communities for the hurricane season. Critically needed supplies, including rehydration solutions and nutrition products, are distributed to food banks and health clinics across high-risk areas in the U.S. and Puerto Rico, supporting more than 12,000 people. In 2021, we broadened these efforts, implementing strategies to help prevent and mitigate impacts on communities in New Orleans, Dallas, Orlando and Puerto Rico.

See page 23 of Abbott's Innovate for Access and Affordability section for more information.

**SUSTAINABLE
DEVELOPMENT
GOALS**

SUSTAINABLE DEVELOPMENT GOALS (SDG) INDEX CONTINUED

2 ZERO HUNGER



ZERO HUNGER

END HUNGER, ACHIEVE FOOD SECURITY AND IMPROVED NUTRITION AND PROMOTE SUSTAINABLE AGRICULTURE

TARGET

2.1 / 2.2

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 2021 STORIES

Malnutrition Solutions

The Abbott Center for Malnutrition Solutions – our cross-functional innovation hub – is working to improve identification, treatment and prevention of malnutrition. External partnerships, research, innovation and financial support also contribute to development of accessible, sustainable and locally relevant options for those most in need.

Sports and Nutrition Education

In 2021, we announced a partnership with Real Madrid Football Club and the Real Madrid Foundation to support the health of at-risk children around the world through education, sports and social welfare activities:

- Bringing sports and nutrition to children in 80 countries
- Enhancing malnutrition screening, education and nutrition in 12 countries
- Partnering over three years to develop products for enhanced nutrition

See [pages 19](#) and [21](#) of Abbott's Innovate for Access and Affordability section for more information.



SUSTAINABLE DEVELOPMENT GOALS (SDG) INDEX CONTINUED



GOOD HEALTH AND WELL-BEING ENSURE HEALTHY LIVES AND PROMOTE WELL-BEING FOR ALL AT ALL AGES

TARGET

3.1 / 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 GOAL

- Improve the lives of more than 3 billion people each year – reaching 1 billion more per year than we do today.
- 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 2021 STORIES

Treatment for Noncommunicable Diseases (NCDs)

Throughout 2021, we continued to develop and evolve the products and initiatives to treat NCDs in people globally.

- We sponsored a pilot initiative designed by the American Diabetes Association to reduce health inequities by removing barriers to tools and technology for diabetes management.

Life-Improving Technology

We launched *Ultreon* 1.0 software, an imaging diagnostic solution designed to help optimize coronary artery procedures. We are committed to improving outcomes for 1 million patients annually using the software by 2030.

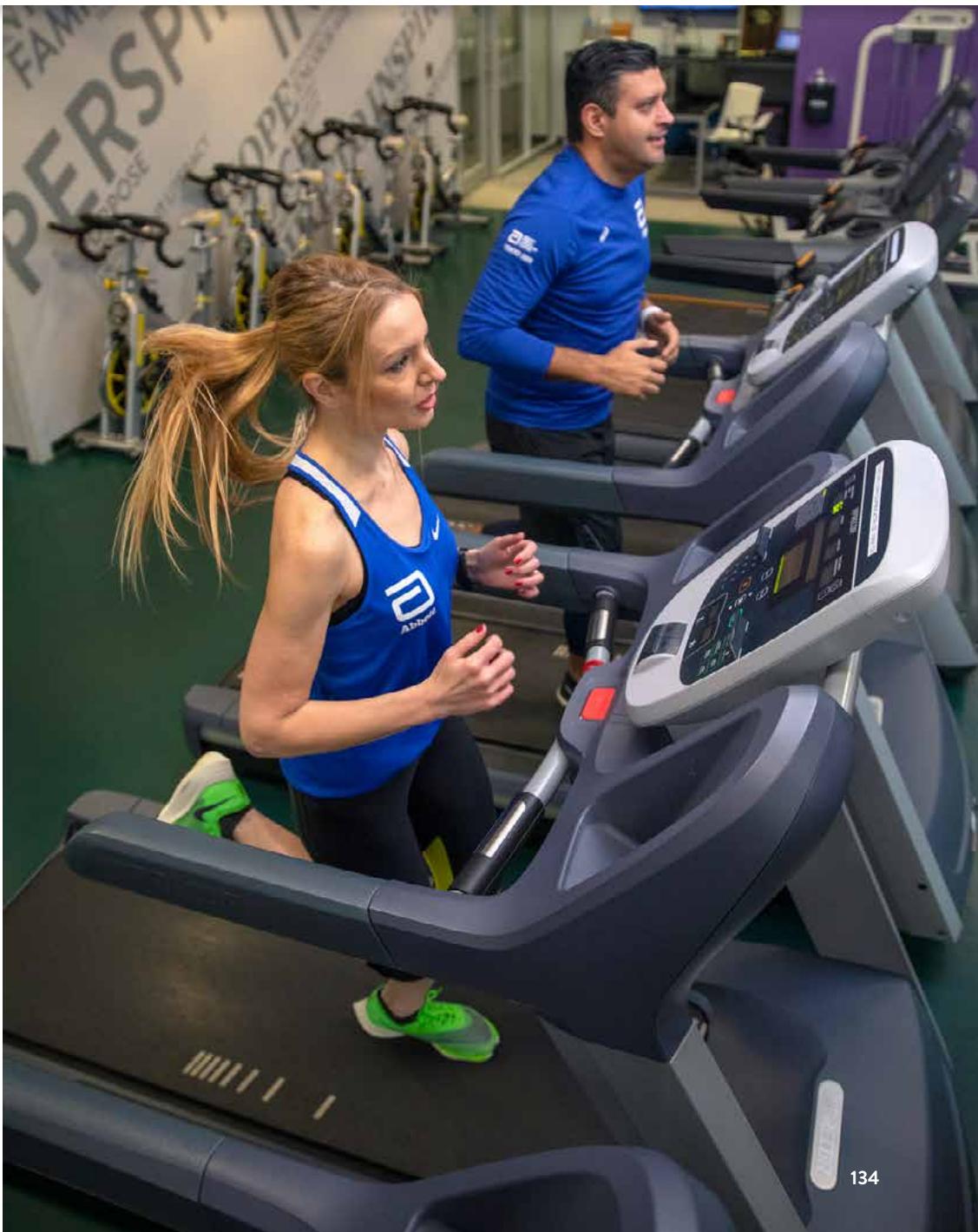
Decentralized Healthcare

Throughout 2021, we extended support to 32 healthcare centers through social investing, shared value and the Abbott Fund. This included training 2,851 workers on decentralized care and providing services to 705,000 people, tailoring solutions to the unique needs of communities around the world.

Women and Children's Health

We continue to deliver services for women and children in Vietnam that raise awareness on health and healthy living practices, including proper nutrition, diseases prevention and education, and access to healthcare in underinvested communities such as ethnic minority and other marginalized groups. This year, through our partnership with the Women's Union, we reached more than 11,000 people.

See [pages 18–23](#) of the Innovate for Access and Affordability section for more information.



SUSTAINABLE DEVELOPMENT GOALS (SDG) INDEX CONTINUED

4

QUALITY EDUCATION



QUALITY EDUCATION

ENSURE INCLUSIVE AND EQUITABLE QUALITY EDUCATION AND PROMOTE LIFELONG LEARNING OPPORTUNITIES FOR ALL

TARGET

4.3 / 4.4

WHY IT MATTERS

New ideas arise from diverse experiences and points of view. To achieve our ambitions, 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 science, technology, engineering and math (STEM) programs and internships for more than 100,000 young people, with 50% of those coming from underrepresented groups.

PROGRESS AND 2021 STORIES

Further Education

We know financial considerations can represent a barrier to further education. In 2021, we launched FreeU, which, when combined with our tuition reimbursement program, enables employees to pursue a bachelor's degree at no personal cost. Abbott pays the full cost of required starting coursework. Credits are then automatically transferred to a participating online university where employees can complete their studies.

See [page 36](#) of Abbott's Workforce section for more information.

Internship Opportunities

Internships offer future innovators first-hand industry experience. Throughout 2021, we expanded our IT and Computer Science internship in the U.S., and we have plans underway to bring our Engineering co-op program to more applicants. Our college internship program was voted [#1 in Healthcare](#) in the U.S. and ranked highly in 21 other countries.

See [page 31](#) of Abbott's Workforce section for more information.

Virtual Education

When in-person learning was restricted, we delivered our chronic disease education program, *Future Well Kids*, virtually, working with Discovery Education to develop a virtual field trip for children aged 10–13 to learn about the importance of cardiovascular health.

Through *• Your Heart*, students explore the heart and how hydration, eating right and exercising regularly keeps this organ healthy. Our STEM interns, in-house experts and three-time Olympian Lolo Jones brought lessons to life through engaging videos and demonstrations, all available online and on demand.

See [page 23](#) of Abbott's Access and Affordability section for more information.



SUSTAINABLE DEVELOPMENT GOALS (SDG) INDEX CONTINUED

5 GENDER EQUALITY



GENDER EQUALITY

ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS

TARGET

5.1

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 GOAL

- 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 2021 STORIES

Board Diversity

We prioritize gender equity in our Board of Directors. In 2021, 33% of Board members were women.

See [page 76](#) of Abbott's Governance section for more information.

Workforce Equity

In 2021, we published our inaugural Diversity, Equity and Inclusion report, setting out our action plan.

We're actively working 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.

Today,

- 45% of the workforce is female.
- 40% of management positions are filled by women.

See [page 33](#) of Abbott's Workforce section for more information.

Supplier Diversity

We are committed to promoting supplier diversity, prioritizing increased spending with small, minority-owned businesses. In 2021, our spend with Black-owned businesses grew by 31% and with women-owned businesses by 15%.

See [page 71](#) of Abbott's Supply Chain section for more information.

Rwanda health posts

Second Generation Health Posts have been successful in creating entrepreneurial opportunities and career paths for women. At present, 38% of Bugesera District Second-Generation Health Posts are operated by women. The Rwandan Ministry of Health hopes to double that percentage at scale-up. These Second-Generation Health Posts are different from previous health posts because they have approved and dedicated lab space that enables better diagnosis. A significant percentage (63%) of the technicians who run these labs are women in the Bugesera District. Beyond economic empowerment, women nurse operators are immensely important for quality of care. Most of the beneficiaries of the SGHPs are women – 60% of patients. These facilities provide safe, clean and confidential spaces to discuss a variety of gender-specific health concerns including family planning.

See [page 21](#) of Abbott's Access and Affordability section for more information.

Future Well in Crisis

In Marawi, Philippines, more than 120,000 people remain displaced after a 2017 armed conflict. We are partnering with CARE to empower impacted women in the community to serve as Community Health Volunteers (CHVs) to run noncommunicable disease clubs, resulting in improved patient outcomes, elevated standing in the community for CHVs and financial security.

See [page 23](#) of Abbott's Community Impact and Inclusion section for more information.



SUSTAINABLE DEVELOPMENT GOALS (SDG) INDEX CONTINUED

6 CLEAN WATER AND SANITATION

CLEAN WATER AND SANITATION

ENSURE AVAILABILITY AND SUSTAINABLE MANAGEMENT OF WATER AND SANITATION FOR ALL

TARGET

6.3 / 6.4

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 GOAL

- 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 highly water-stressed areas to reduce risks to water quality and quantity for Abbott and the community.

PROGRESS AND 2021 STORIES

Water Use Reductions

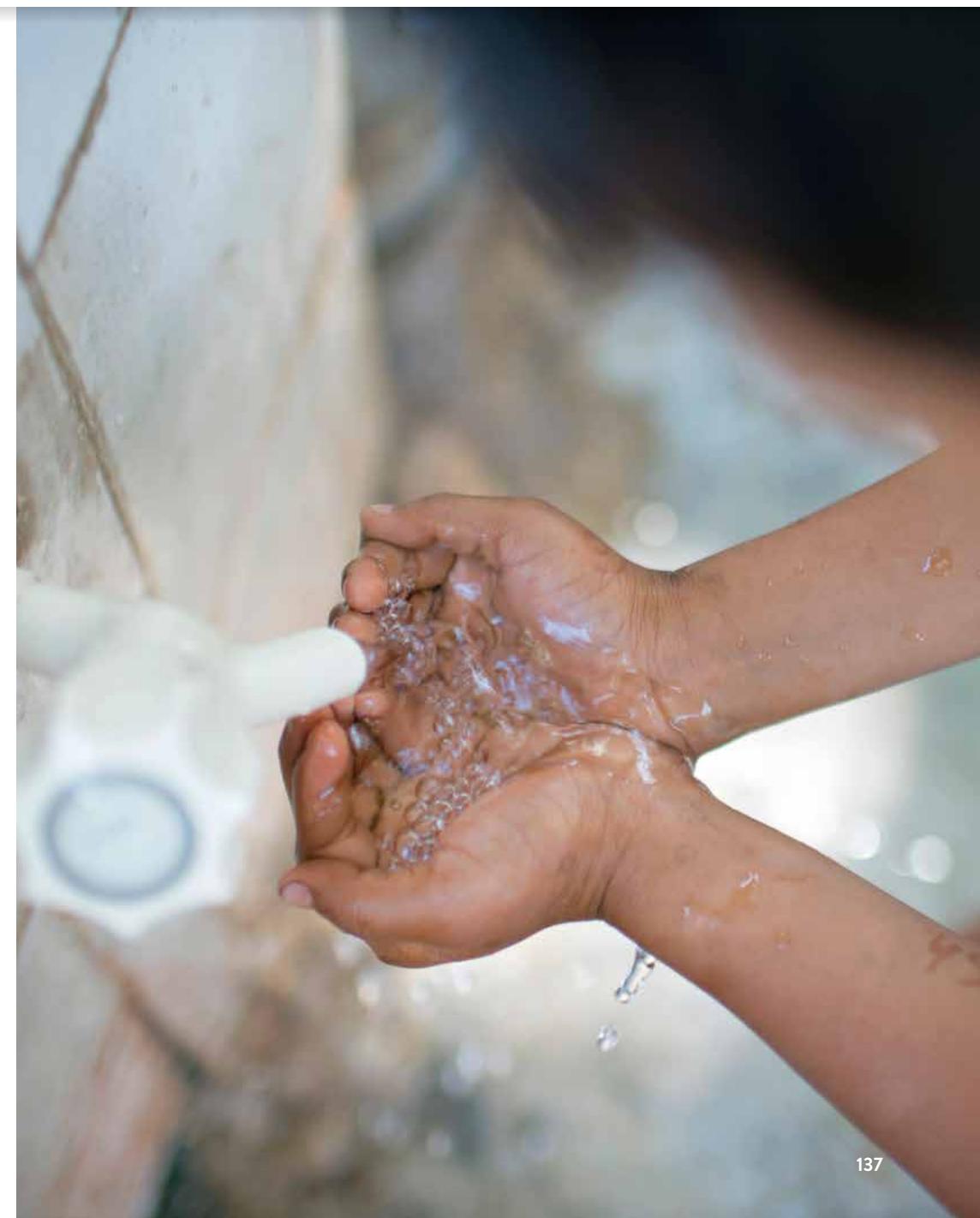
We are committed to efficiently and responsibly managing water use, as well as improving access to clean water for our customers and for the communities where we operate. In Spain, we have installed a second reverse osmosis (RO) water purification system. By increasing capacity to recover and treat 70% of water rejected by the first RO system, across 2020 and 2021 we saved over 8 million gallons of water. Additionally, by reducing well water consumption by 11%, the site has also achieved notable energy savings of 12,800 kWh every year — and avoided approximately 3.7 metric tons of CO₂e.

Water Management

We engage both our own sites and suppliers to improve water management practices. In 2021:

- We engaged 26 suppliers on water management practices through our Supplier Sustainability Survey.
- We laid the groundwork for future water stewardship certification and management practice accreditation.

See [page 46](#) of Abbott's Environment section and our latest [CDP Water response](#) for more information.



SUSTAINABLE DEVELOPMENT GOALS (SDG) INDEX CONTINUED

8 DECENT WORK AND ECONOMIC GROWTH



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

The secret to 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 GOAL

- Provide 1 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 100,000 young people, including 50% from underrepresented groups.
- Ensure an inclusive environment with a 50% increase in spending with diverse and small businesses by 2030 and a 150% increase in spending with Black- and women-owned businesses by 2025, from a 2020 baseline.
- Achieve gender balance in STEM roles with at least 45% female representation.

PROGRESS AND 2021 STORIES

Internship Training

Our college internship program was voted #1 in Healthcare in the U.S. and ranked highly in 21 other countries. Throughout 2021, we expanded our IT and Computer Science internship in the U.S., with plans to bring our Engineering co-op program to more applicants. In 2021, 1,375 young people participated in our internship programs.

See [page 31](#) of Abbott's Workforce section for more information.

Equal Employee Development

We offer our employees opportunities to develop and progress at Abbott, no matter what their career goals. In 2021:

- We achieved 163,315 development and job opportunities for current and future employees.
- 15% of all open positions were filled internally.
- 40% of global management positions were filled by women.
- 33% of leadership roles were held by people from underrepresented groups.
- \$3.5 million in employee savings contributions were made through our Freedom 2 Save program.
- We recorded 44.6% female representation in STEM roles.
- 70% of former college interns hired as full-time engineers were women.

See [page 30](#) of Abbott's Workforce section for more information.

SEWA

In India, we have supported our partner, SEWA, by building three livelihood earning programs that support over 1,500 women by providing them employment. These women serve across the supply-chain to bring SEWA members' products and produce to the market, stitching masks and putting food packets together for economically-disadvantaged communities.

See [page 6](#) of the About Abbott section for more information.

Future Well Communities

To address the diabetes epidemic in Stockton, California, we are partnering with University of the Pacific to create certificate and degree programs in diabetes management, provide scholarships and secure employment for at least 80% of graduating scholars within three months post-graduation.

See [page 22](#) of Abbott's Innovate for Access and Affordability section for more information.



SUSTAINABLE DEVELOPMENT GOALS (SDG) INDEX CONTINUED

12
RESPONSIBLE CONSUMPTION AND PRODUCTION

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 on human health and the environment – from how materials are harvested to how final products and services are consumed. We believe waste management responsibility extends beyond the manufacturing phase, and are committed to staying accountable for impacts at each point of a product's journey.

2030 ABBOTT GOAL

- 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.
- 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 supplied to Abbott that become waste in our operations.

PROGRESS AND 2021 STORIES

Responsibility in Procurement

In 2021, we expanded the Supply Chain Sustainability team within our Global Procurement organization, and continued partnering with Operations, Supply Chain and EHS functions to manage our supply chain sustainability strategy, governance and programming. We also established a network of Sustainability Liaisons to act as representatives for each of our businesses in support of our 2030 targets and supply chain initiatives.

Waste Management Progress

While waste production did increase in 2021 due to increased production, as well as an increase in construction waste from expansion projects to allow for production growth, seven manufacturing facilities and one non-manufacturing facility received Zero Waste-to-Landfill certification, bringing our total number of facilities certified through this program to 38 manufacturing and eight non-manufacturing facilities. We follow the principles of reduce, reuse, recycle.

- Reduce:** At both the Abbott Park corporate headquarters and our Core Diagnostics operations in Illinois, we started an initiative in March of 2021 to reduce the generation of waste from these sites by sending baled corrugated cardboard to a third party for beneficial use.
- Reuse:** In Costa Rica, we have updated procedures to allow for the reuse of shipping containers.
- Recycle:** In one of our U.S. nutrition plants, we have invested in machinery to enable on-site breaking down of fiber drums to support better recycling of each component.

See [page 49](#) of Abbott's Environment section for more information.



SUSTAINABLE DEVELOPMENT GOALS (SDG) INDEX CONTINUED

13 CLIMATE ACTION

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. One way we do this is by reducing our emissions, finding more efficient ways to use energy and limiting reliance on fossil fuels.

2030 ABBOTT GOAL

- Reduce our absolute Scope 1 and 2 emissions by 30% compared to our 2018 baseline. This aligns our sustainability plan with the objectives of the Science Based Targets initiative (SBTi).
- We are developing a 2030 target for Scope 3 emissions and will work with our key carbon-intensive suppliers to implement sustainable programs to reduce these emissions.

PROGRESS AND 2021 STORIES

Emission Reductions

Throughout 2021, absolute Scope 1 and 2 emissions increased by 3.3% compared to 2020. When adjusted for sales, Scope 1 and 2 emissions decreased 17% over this same time period. In 2021, as our products – including COVID testing and diagnostics – became increasingly important for patients and healthcare workers globally, we expanded production, which has come with a rise in emissions.

Energy Efficiency

To reduce energy demand, we have made several energy-efficient improvements as retrofits to existing equipment or through active in-house energy management. Several sites use energy data and innovative methods to identify and quantify energy inefficiencies in manufacturing processes, often employing external experts. These insights then inform a list of priority energy demand reduction projects across the global business. For example, in Indonesia, many of our motors have been upgraded with variable speed drives, reducing energy requirements while retaining performance.

Renewable Energy

We are committed to purchasing a greater proportion of electricity from renewable sources and are developing a Renewable Energy Procurement initiative to drive continuous improvement in this area. In 2021, we purchased 190 million kWh of low-carbon and renewable energy, resulting in savings of 80,000 metric tons of CO₂e. In addition, we also generated 1.8 million kWh from solar installations at eight of our sites.

See [page 45](#) of Abbott's Environment section for more information on our 2021 progress for climate action and our latest [CDP Climate Change response](#).



SUSTAINABLE DEVELOPMENT GOALS (SDG) INDEX CONTINUED

17 PARTNERSHIPS FOR THE GOALS



PARTNERSHIPS FOR THE GOALS

STRENGTHEN THE MEANS OF IMPLEMENTATION AND REVITALIZE THE GLOBAL PARTNERSHIP FOR SUSTAINABLE DEVELOPMENT

TARGET

17.6 / 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 partnerships that are resilient and responsible, and that leave lasting positive impact, we multiply our ability to touch people's lives while safeguarding the planet.

2030 ABBOTT GOAL

- Advance health equity through partnership.
- Partner with stakeholders to improve health outcomes by advancing standards and building access to affordable, integrated solutions.

PROGRESS AND 2021 STORIES

Supply Chain Partnerships

In 2021, 210 suppliers covering 25% spend were engaged through Abbott's Supplier Sustainability Survey. We also updated the survey to better understand risks and opportunities in line with current and emerging sustainability-related issues and our 2030 goals.

See page 69 of Abbott's Supply Chain section for more information.

Access and Affordability Partnerships

The Health Equity Bill of Rights – established by the American Diabetes Association® (ADA) – posits ten basic rights for people with diabetes and prediabetes. We have sponsored a pilot initiative designed by the ADA to address right #9: The right to the latest medical advances

Today, Black Americans are 60% more likely to be diagnosed with diabetes, yet much less likely to have their condition well managed. The goal of our three-year, \$5 million effort is to reduce health inequities by removing barriers to tools and technology for diabetes management regardless of income level or insurance status. The pilot seeks to better understand and address the healthcare disparities for Black people living with diabetes. Focusing initial efforts in Columbus, Ohio, we will help by sponsoring campaigns to enhance awareness, access to, and adoption of these tools. In collaboration with the National Center for Urban Solutions (NCUS), 150 Black residents living with diabetes will have access to health education, physical training, nutritional support and Abbott's *FreeStyle Libre* flash glucose monitoring technology.

See page 18 of Abbott's Access and Affordability section for more information.





*life. **to the fullest.**®*

Abbott

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