

abbvie

2023 ESG Action Report



People. Passion. Possibilities.®

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2023 ESG Action Report Disclosure Supplement

This supplement contains our Sustainability Accounting Standards Board (SASB), Task Force on Climate-Related Financial Disclosures (TCFD) and United Nations Sustainable Development Goals (SDGs) indices, our key performance indicator (KPI) data and our assurance statements.

2023 ESG Action Report Disclosure Supplement

**Cover page locations:**

Left – Sligo, Ireland, Middle – North Chicago, Illinois, Right – Lake County, Illinois

Disclaimer and Forward-Looking Statements

The information and opinions contained in this report are provided as of the date of this report and are subject to change without notice. AbbVie does not undertake to update or revise any such statements.

Company goals are aspirational and not guarantees or promises that all goals will be met. Certain statistics and metrics relating to environmental, social and governance (ESG) matters are estimates and may be based on assumptions or developing standards. This report may contain or incorporate by reference public information not separately reviewed, approved or endorsed by AbbVie and no representation, warranty or undertaking is made by AbbVie as to the accuracy, reasonableness or completeness of such information. Inclusion of information in this report is not an indication that the subject or information is material to AbbVie's business or operating results. This report is not intended to create legal rights or obligations.

Some statements in this report are, or may be considered, forward-looking statements for purposes of the Private Securities Litigation Reform Act of 1995. The words "believe," "expect," "anticipate," "project" and similar expressions, and uses of future or conditional verbs, generally identify forward-looking statements, which speak only as of the date the statements were made.

AbbVie cautions that these forward-looking statements are subject to risks and uncertainties that may cause actual results to differ materially from those expressed or implied

in the forward-looking statements. Where, in any forward-looking statement, an expectation or belief as to future results or events is expressed or implied, such expectation or belief is based on the current plans and expectations of AbbVie management and expressed in good faith and believed to have a reasonable basis, but there can be no assurance that the expectation or belief will result or be achieved or accomplished. Such risks and uncertainties include, but are not limited to, challenges to intellectual property, competition from other products, difficulties inherent in the research and development process, adverse litigation or government action, and changes to laws and regulations applicable to our industry. Additional information about the economic, competitive, governmental, technological and other factors that may affect AbbVie's operations is set forth in Item 1A, "Risk Factors," of [AbbVie's 2023 Annual Report on Form 10-K](#), which has been filed with the Securities and Exchange Commission, as updated by its subsequent Quarterly Reports on Form 10-Q. AbbVie undertakes no obligation, and specifically declines, to release publicly any revisions to forward-looking statements as a result of subsequent events or developments, except as required by law.



A Message from Our Chairman and CEO

Since our inception in 2013, AbbVie has sustained our steadfast commitment to investing in innovation, serving patients and delivering growth. As AbbVie’s founding Chief Executive Officer (CEO), I am tremendously proud of the purpose-driven company we have built – a company that consistently delivers top-tier business performance and is fueled by the passion of approximately 50,000 employees worldwide.

As a testament to our continued commitment to delivering for patients, employees, shareholders and our communities, I’m pleased to share our 2023 Environmental, Social & Governance (ESG) Action Report. This report highlights our efforts across our three foundational ESG pillars: delivering innovative medicines, unlocking the potential of our diverse and talented teams, and advancing long-term patient health and business resiliency. These pillars lay the groundwork for our success, and as AbbVie enters a new chapter with Rob Michael as our next CEO, we are in an incredibly strong position for the future.

In 2023, we have continued to take meaningful actions that delivered sustainable solutions for our business and society.

Our current pipeline of approximately 90 active clinical and device programs¹ reflects our commitment to helping patients for generations to come and is critical to sustaining our future growth. We continue to increase our investment in R&D to record levels and to pursue business

development opportunities to bolster both our current on-market products and our pipeline. This includes increasing adjusted R&D investment in 2023 by approximately \$700 million² and announcing the acquisitions of ImmunoGen and Cerevel Therapeutics* to help us deliver sustainable long-term performance into the 2030s and beyond. But equally as important as developing new treatments is ensuring patients have access to our medicines. Through myAbbVie Assist, our patient assistance program, we provided more than 218,000 patients in the United States with access to our medicines at no cost.

Serving our communities has and will continue to be a major part of our legacy. In 2023 alone, we raised \$24.7 million for nonprofits around the world through employee donations matched by the AbbVie Foundation, and nearly 14,000 employees volunteered during our annual Week of Possibilities. Last year also marked the close of our transformative \$350 million donation to support nonprofits in the United States and Puerto Rico – strengthening health care systems, supporting effective education programs and building community resiliency.

We have made great progress with our Equity, Equality, Diversity & Inclusion (EEDI) priorities across our teams and geographies and, looking ahead, we will continue to enhance inclusion and belonging, scale our EEDI impact across our communities and business, and build a diverse workforce for the future.

We are also responsible stewards of our environmental resources and are proud that in 2023 we reduced our Scope 1 and 2 greenhouse gas emissions by more than 26 percent, increased our active sourcing of renewable electricity by more than 55 percent, and continue to take critical steps toward the achievement of our science-based targets.

Who AbbVie is today has set the stage for the company we aspire to be in the future. Our success has been driven by our great strategy and people, strong culture and outstanding execution. We are a company that values innovation, new ideas, diverse perspectives and treats everyone with dignity and respect.

I am incredibly proud of our company’s journey and the millions of patients and countless communities we have helped. Today our business has never been stronger, and our future has never been brighter. With Rob Michael continuing AbbVie’s legacy and defining our next chapter of growth, I know the best is yet to come.



Sincerely,

Richard A. Gonzalez
Chairman and
Chief Executive Officer

¹ Compounds, devices or indications in development individually or under collaboration or license agreements.

² Adjusted R&D investment is a non-GAAP measure, which is reconciled in our [2024 Proxy Statement](#).

*The transaction is expected to close in 2024 subject to regulatory approvals and other customary closing conditions.

Company Overview

AbbVie’s mission is to discover and deliver innovative medicines and solutions that address complex health issues and enhance people’s lives. Our commitment is measured by the impact we make – to patients, to our communities and to the world. Our approximately 50,000 employees strive to make a remarkable impact that lasts, driven by our compassion for people, commitment to innovation and inclusion, service to the community and uncompromising integrity.

Today, our products help more than 60 million people living in more than 175 countries, and we are making significant advancements with a robust pipeline of potential new medicines as we look to find the treatments of tomorrow.

More details on our approach can be found in the [Corporate Governance](#) section of this report and in our [2024 Proxy Statement](#).

Global headquarters in **North Chicago, IL, United States**




~50,000
employees working in more than **70 countries**

Helping patients in **175+ countries**

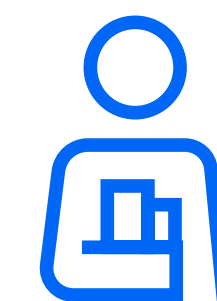


\$63 billion + invested in adjusted R&D since 2013¹





\$54.3 billion in total net revenue in 2023

~90 active clinical and device programs²

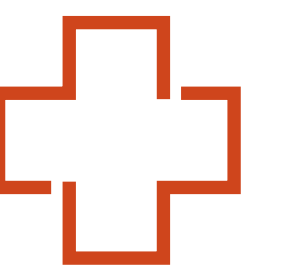


75+ conditions treated




12 blockbuster products with 2023 net revenues greater than **\$1 billion**

Key specialty areas: immunology, oncology, neuroscience, eye care and aesthetics



¹ Adjusted R&D investment is a non-GAAP measure, which is reconciled in our [2024 Proxy Statement](#).

² Compounds, devices or indications in development individually or under collaboration or license agreements.

Our Principles

Transforming Lives

We inspire hope and transform lives every day. We make decisions based on our deep caring and compassion for people, delivering a lasting impact to our patients, their families, our employees and the community.

Acting with Integrity

We strive to always do the right thing. With uncompromising integrity at the heart of everything we do, we pursue the highest standards in quality, compliance, safety and performance.

Driving Innovation

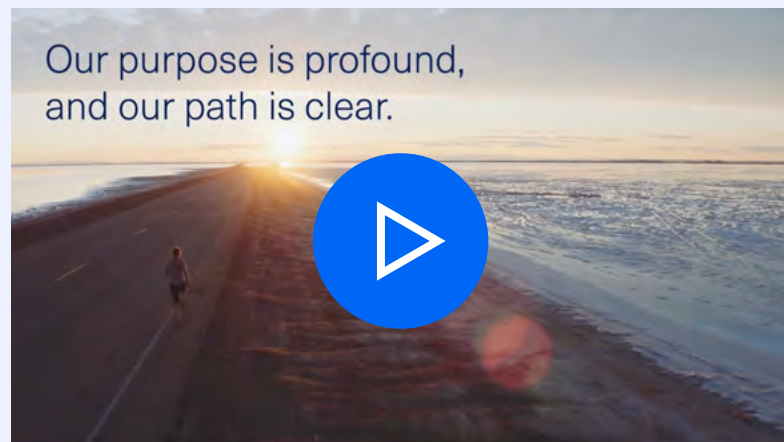
We innovate relentlessly in everything we do to tackle unmet needs. We invest in the discovery and development of new medicines and health care approaches for a healthier world.

Embracing Diversity and Inclusion

We treat everyone equally, with dignity and respect. Around the world, our employees embrace diverse backgrounds and perspectives, which allows us all to achieve our best.

Serving the Community

We are proud to serve and support the community and do our part to protect the environment. We make a remarkable impact that is felt within health care and beyond.



Our Principles

Our Approach to ESG

We are committed to making a real difference in people's lives—through the breakthroughs we achieve and the paths we take to achieve them. That is why we are intentional in our approach to advancing the environmental, social and governance (ESG) initiatives that support the sustainable growth of our company and create a positive impact for our people, communities and the planet.

We evaluate our efforts against a range of external ESG frameworks, global initiatives, ratings and indices. These include the Sustainability Accounting Standards Board (SASB), the Task Force on Climate-Related Financial Disclosures (TCFD), and the United Nations Sustainability Development Goals (UN SDGs), which can be found in our [2023 ESG Action Report Disclosure Supplement](#).



Lake County, Illinois



ESG Oversight

AbbVie’s board of directors has oversight responsibility for the company and administers this responsibility both directly and with assistance from its committees. Our directors have backgrounds that, when combined, provide a portfolio of experience and knowledge that serve AbbVie’s governance and strategic needs.

Director nominees are considered based on a range of criteria, including broad-based business knowledge and relationships, prominence and excellent reputations in their primary fields of endeavor, as well as a global business perspective and commitment to good corporate citizenship. They demonstrate experience and ability that is relevant to the board’s oversight role with respect to AbbVie’s business and affairs.

ESG impacts the entire company and, as such, each of the board committees, as well as the full board itself, oversees specific aspects of AbbVie’s ESG framework and approach. The board of directors, through its committees, prioritizes and reviews ESG material drivers and enterprise risks and discusses them with our senior management on a regular basis.

The board committees that have additional oversight of ESG topics include the Public Policy & Sustainability, Nominations & Governance, Audit and Compensation Committees.

In 2023, our Named Executive Officers (NEOs) continued to have a formal goal aligned to driving AbbVie’s ESG framework. The ESG goal was weighted 10% within the short-term incentive program for each NEO. As part of this

ESG goal category, all senior leaders, including the NEOs, continued to have a goal aligned to executing the EEDI strategy. AbbVie’s senior executives have different areas of focus regarding the company’s ESG framework and together, the executives’ ESG accomplishments under this goal cover all our ESG material drivers.

Our ESG Council

We continue to enhance our ESG goals and initiatives through active engagement and oversight by our ESG Council. Chaired by our Senior Vice President, Corporate Affairs, and composed of senior cross-functional leaders, the ESG Council’s purpose is to champion business sustainability and mitigate business risks by monitoring, reviewing and recommending actions to advance strategic, enterprise-aligned delivery on AbbVie’s ESG framework and approach. The ESG Council meets regularly and maintains sub-committees aligned to AbbVie’s material topics.

Our ESG team, which reports to the Vice President of Corporate Responsibility and Global Philanthropy, focuses on advancing AbbVie’s ESG approach and supporting the ESG Council. With this governance in place, we are well positioned to recognize ESG opportunities and achieve our ESG objectives.



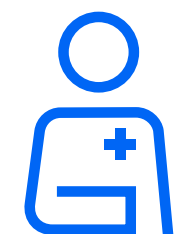
Our ESG Framework

We strive to create business and societal value by building long-term relationships with each of our partners and encouraging regular dialogue with our key stakeholders – including patients, patient organizations, employees, investors, regulators and government, payers and providers, suppliers and community partners.

From these interactions, we develop our understanding of meaningful issues and identify additional areas where we can improve and make an impact – which we achieve through our ESG framework.

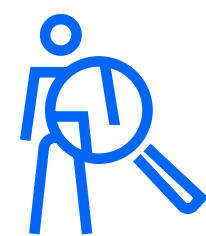
Our ESG Pillars

Our ESG framework is built around three foundational pillars that align with our enterprise goals and principles. These were developed from an analysis of our material issues, considering the topics of most relevance to our company and our stakeholders.



Patient-First Innovation

We discover and deliver innovative medicines that solve serious health issues and enhance people's lives by pushing the boundaries of innovation, putting people and patients first, creating high-quality therapeutic solutions and ensuring their safety, efficacy and accessibility.



Human-Focused Progress

We unlock the full potential of diverse and talented teams – and partners – to deliver today and into the future. We do this by attracting and retaining the best talent, embracing diversity of thought, background and experience and through collaboration. We know that when we unlock the full potential of our people and our partners, we accelerate innovation, enhance people's lives and meet our business objectives.



Maintaining a Resilient Business

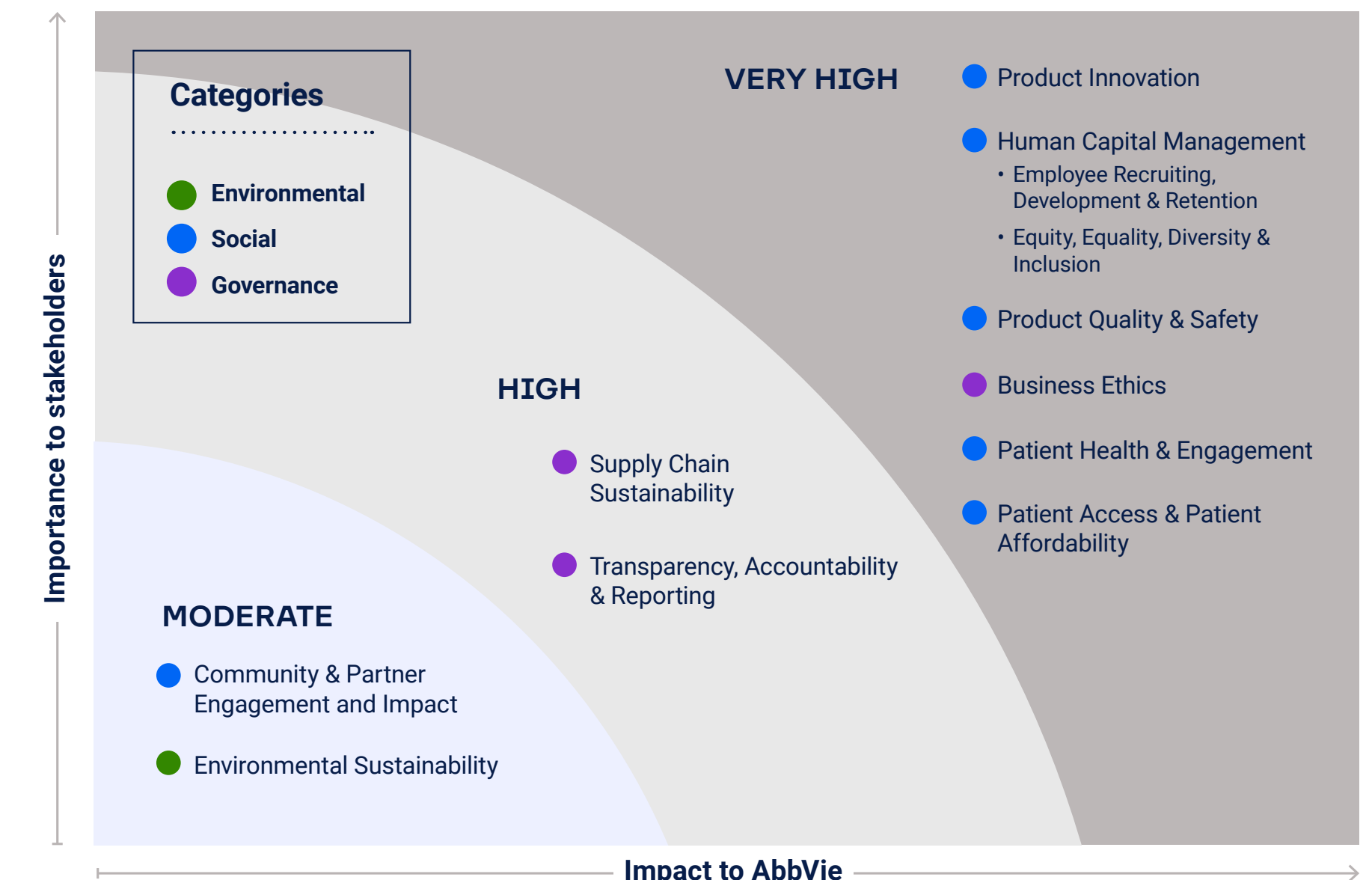
We innovate with integrity and intention to advance long-term patient health and business resiliency. We prepare for the future by operating a sustainable, agile business model and governance structure that anticipates and evolves in a dynamic industry and society. We are unwavering in assuring supply of innovative medicines to patients and life-enhancing products to customers.

Our Material Drivers

Our periodic materiality assessments help us determine where to focus our ESG efforts. This process was most recently conducted in 2020, when we identified six material drivers that are of very high importance to our stakeholders and for AbbVie. They reflect the evolving needs, interests and expectations of AbbVie's leaders and employees, as well as various external stakeholders, including investors.

Looking ahead, we are in the process of conducting a double materiality assessment and will update our ESG framework and material drivers in due course.

Our Materiality Map



Our material drivers are as follows:

Product Innovation

We strive to make a remarkable impact on patients and drive sustainable growth by consistently discovering and delivering innovative medicines that address serious health issues and enhance people's lives.

See page 29

Patient Access and Patient Affordability

We believe everyone who needs our medicines should be able to get them.

See page 50

Product Quality and Safety

We are committed to delivering safe and effective, quality products and medicines through robust quality systems.

See page 40

Human Capital Management

We believe purposeful work drives meaningful change. We nurture diverse talent to solve the most complex health challenges and create a remarkable impact in people's lives.

See page 55

Patient Health and Engagement

We continuously strive to improve health outcomes for patients around the world.

See page 45

Business Ethics

We act with integrity in everything we do.

See page 76

In addition, we prioritize [Environmental Sustainability](#). We are focused on reducing our environmental footprint, growing sustainability through inspiring innovation and engaging our workforce to steward the same.



Bogotá, Colombia



2023 Highlights


In 2023, we took meaningful actions to deliver sustainable solutions that improve the health of our business and society, in alignment with our ESG framework.

26.4%
reduction



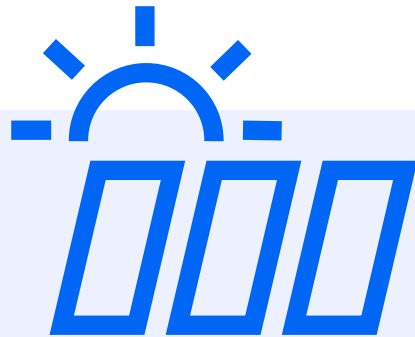
in absolute Scope 1 and 2 greenhouse gas (GHG) emissions compared to 2021 baseline

29%
reduction



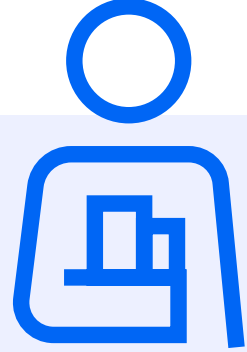
in total hazardous and non-hazardous waste generation compared to 2015 baseline, surpassing our target of 20%

55.5%
active sourcing



of renewable electricity

218,000+
U.S. patients



gained access to medicine at no cost through our patient assistance programs

\$24.7
million




raised for **13,720** nonprofit organizations through our Employee Giving Campaign

\$7.8
billion




in adjusted R&D investment in 2023¹

\$1.03
billion



spent working with approximately **2,500** small and diverse businesses in the United States and Puerto Rico

7
major product



and/or indication approvals

AbbVie further improved the
Diversity of its board of directors



in 2023

Nearly
14,000
employees



participated during AbbVie's global week of volunteering

81%
employee engagement



rate according to the 2023 AbbVie Employee Survey

82%
of employees



feel included at AbbVie according to the 2023 AbbVie Employee Survey

¹ Adjusted R&D investment is a non-GAAP measure, which is reconciled in our [2024 Proxy Statement](#).

External Recognition



Austin, Texas

In 2023, we were honored to receive some of the most prestigious ratings and rankings in our industry. To date, we have received more than 40 Great Place to Work and Top Employer rankings globally.



Workplace and Diversity

Fair360 Top 50 Companies for Diversity – on the list since 2014

FORTUNE 100 Best Companies to Work For® – sixth consecutive year

Great Place to Work’s World’s Best Workplaces™ for the seventh consecutive year, rising two places to #4

Seramount 100 Best Companies – ranked #4 overall and on the list since 2014

Human Rights Campaign Corporate Equality Index – scored 100% for eight consecutive years

Disability:IN Best Places to Work for Disability Inclusion



Environment, Social and Governance

Dow Jones Sustainability World and North America Indices

Top 1% S&P Global ESG Score

EcoVadis Corporate Social Responsibility Assessment Silver Medal

FTSE4Good Index

#15 in America’s Most Responsible Companies by *Newsweek*

Civic 50 2023 honoree

Energy Star Partner of the Year

UN Global Compact member



Environmental

We believe that human health and the health of the environment are inextricably linked. That is why we are committed to taking concerted action to reduce the environmental impact of our operations, our products and our supply chain.

Our scale, reach and geographic footprint provide us with the unique opportunity to drive transformative change and improve the health of the people we serve. Working with others who share our vision and values, we will continue to address the challenges that impact the health of the planet, our company, our patients and our communities.

2023 Highlights

26.4%
reduction



in absolute Scope 1 and 2 greenhouse gas (GHG) emissions compared to 2021 baseline

55.5%
active sourcing



of renewable electricity

29%
reduction



in total hazardous and non-hazardous waste generated since 2015, surpassing our target of 20%

Environmental Sustainability

AbbVie's purpose is to make a remarkable impact on people's lives in a sustainable way. To make progress against our environmental targets, we actively manage performance at each of our sites, bringing in new technologies and processes to improve energy efficiency, reduce air emissions and use natural resources efficiently.

Our Approach

To minimize our impact on the environment, we are taking action on [climate change](#), making progress toward our [science-based targets](#), improving our [energy efficiency](#), reducing [water use](#), managing [waste](#) and packaging more sustainably, and protecting [biodiversity](#). Our work is underpinned by a robust [environmental management system](#) that supports operational integrity and improvements, in line with our environmental strategy.

AbbVie's board of directors oversees climate-related risks and strategies, supported by its Public Policy & Sustainability Committee. Executive management provides periodic updates to AbbVie's board of directors on environmental strategy, action plans, objectives and progress against sustainability goals. The board, led by the Audit Committee, also oversees the enterprise risk management review of which environmental considerations are a part.

Our Executive Vice President, Chief Operations Officer, is responsible for AbbVie's Operations organization, which includes the global Environmental, Health and Safety (EHS) organization. EHS leads the identification and monitoring

of climate-related risks, including potential opportunities for climate change-related operational savings, such as efficiency improvements, capital investments and renewable energy.

More information about the governance and oversight of environmental sustainability is available in our TCFD Index, which you can link to in our [2023 ESG Action Report Disclosure Supplement](#).



Ludwigshafen, Germany



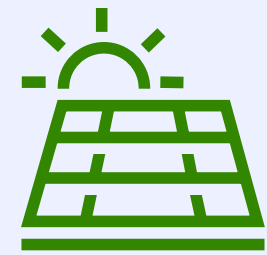
Our Environmental Targets



Reduce absolute Scope 1 and 2 GHG emissions by

42.0%

by 2030 from a 2021 base year¹



Increase active sourcing of renewable electricity from 29.5% in 2021 to

100%

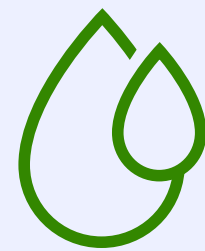
by 2030¹



Increase % of suppliers by emissions that will set science-based targets to

79.1%

by 2027¹



Reduce absolute water withdrawal (including noncontact cooling water) vs. 2015 baseline

20%

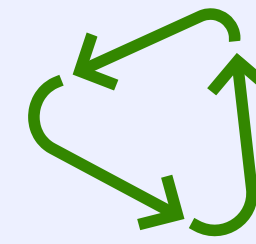
reduction by 2025²



Reduce absolute total hazardous and non-hazardous waste generated (excluding construction and demolition waste) vs. 2015 baseline

20%

reduction by 2025^{2,3}



Achieve and maintain combined recycling rate for hazardous and non-hazardous waste (excluding construction and demolition waste)

50%

by 2025²



Achieve zero waste to landfill (excluding leased commercial offices)

100%

by 2035^{2,3}

For more details of our progress against these targets, see the [Climate Action](#), [Energy Efficiency](#) and [Renewable Energy](#) sections of this report.

2023 Progress to Date

26.4%

reduction

55.5%

increase

41.6%

increase

17%

reduction

29%

reduction

40%

increase

92%

increase

¹ These targets were approved by the Science Based Targets initiative (SBTi) in March 2023.

² In 2021, we performed a recalculation exercise of the metrics for our environmental sustainability targets and our 2015 baseline to include both Allergan and AbbVie data.

³ Includes waste disposed of in the following manner: beneficial use, recycled, composted, treated, incinerated with energy recovery and incinerated without energy recovery.



Sligo, Ireland





Employee Engagement and Environmental Sustainability

As part of our Earth Day celebrations, we held a series of webinars for employees and contractors and ran a challenge to promote sustainable behaviors.

With about 1,000 attendees, the Environmental Sustainability Speaker Series saw experts from across the company host discussions on our science-based targets, energy and decarbonization, nature and biodiversity, and green chemistry initiatives.

Through the 2023 AbbVie EcoChallenge, an initiative intended to educate and encourage sustainable actions by employees, colleagues adopted new sustainable habits and shared their experiences with others. Approximately 3,250 employees from 51 countries completed more than 85,000 actions and shared over 6,000 reflections over four weeks. Through our combined actions, we:

- Saved approximately 120,000 gallons of water and more than 30,000 kilograms of CO₂
- Avoided more than 18,000 miles driven
- Planted more than 700 trees
- Kept 21,000 plastic bottles out of landfill

Environmental Management System

Our Environmental Management System (EMS) is supported by a series of written EHS policy standards that align with [international standards](#) such as ISO 14001 and ISO 50001. ISO 14001 is an international standard used by organizations to improve their environmental performance as it relates to waste reduction and pollution, while ISO 50001 aims to help companies use energy more efficiently. Our approach ensures environmental risks are thoroughly assessed, operational controls are in place and systematic checks are made through a risk-based audit program led by an independent organization.

AbbVie ISO Certifications

	ISO 14001 – Environmental Management Systems	ISO 45001 – Occupational Health and Safety Management Systems	ISO 50001 – Energy Management Systems
Manufacturing sites	10	9	10
Combined manufacturing and R&D sites	2	4	2
Total	12	13	12
Percentage of all global manufacturing and R&D sites	50%	54%	50%
Commercial affiliate offices outside of the United States	2	1	1



Team Evergreen

In February 2023, AbbVie received the ‘Green Pharmaceutical Award’ at the Green Awards in Ireland. And in May 2023, AbbVie’s Team Evergreen – a team of sustainability volunteers from across our manufacturing and commercial sites in Dublin - was named the ‘Best Sustainability Team’ at the Sustainable Business Awards. This team is dedicated to delivering innovative energy management and environmental sustainability programs with a focus on decarbonization, waste reduction, employee engagement with a focus replicability across the company’s sites in Ireland. These awards are a partnership between PwC and The Business Post that recognizes the best-performing businesses in Ireland.

Spark Innovation Accelerator

AbbVie's **Spark Innovation Accelerator** program encourages teams to submit big, bold ideas to help AbbVie reduce its environmental footprint and achieve its sustainability goals. The selected teams are supported over a 10-month period to develop their suggestions into viable solutions.

Since its launch in 2019, the program has supported 51 winning initiatives, helping reduce our carbon emissions by 7,000 metric tons of CO₂e, save 1.6 million kWh of energy, cut water use by 46,000 cubic meters and prevent 600 metric tons of waste from going to landfill through reduction or reuse.

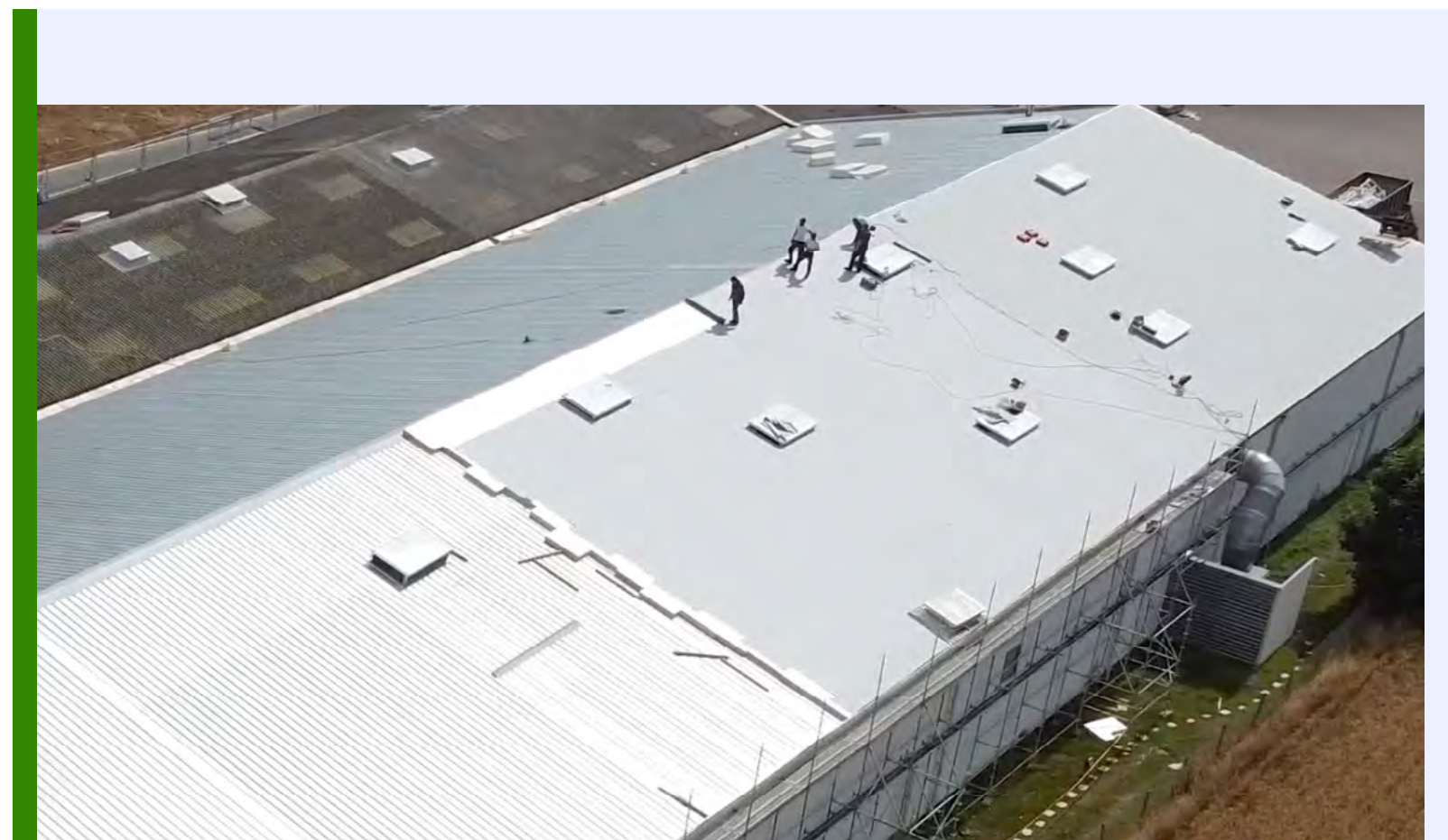


In 2023, Spark actively supported 17 teams.

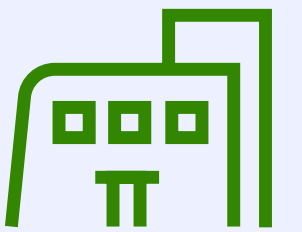
- One supplier is now delivering organic solvents to our South San Francisco, California, facility in reusable metal tanks rather than large numbers of glass bottles. Through the EcoSolvent project, the tanks are hooked up to the system rather than poured, reducing packaging waste and making solvent use safer by eliminating vapors. While it is currently a pilot initiative at one lab, we are evaluating the potential impact of scaling out this solution more widely.
- A project has been initiated to replace the single-use disposable shipping containers used to ship tablets from Ludwigshafen, Germany, to Sligo, Ireland, with reusable plastic "Eco-Box" containers.
- The All Hands On Deck team, based at our Lake County, Illinois, headquarters, is encouraging labs to switch from traditional nitrile gloves to biodegradable alternatives. After a successful pilot, we are now making the new biodegradable gloves available for other labs to use.



Lake County, Illinois



La Madeleine, France



Modernizing Our La Madeleine Site

In February 2023, we celebrated the modernization of our La Madeleine-de-Nonancourt logistics site in France, having spent two years reducing its environmental impact and improving the workplace for employees.

The project has seen aging gas and oil boilers replaced with high-efficiency heating systems and the old fibro-cement roof replaced with a new insulating membrane. With better temperature control, reduced gas consumption and the removal of heating oil on site, we reduced the site's carbon emissions by more than 200 metric tons of CO₂e a year – equivalent to the emissions from driving 512,000 miles in an average gasoline-powered car.¹

¹ [GHG equivalencies calculator](#)

Taking Action on Climate

We anticipate that climate change will have varying levels of impact on our business across the short, medium and long term. The disruption from increasingly frequent and severe weather events not only has the potential to affect human health directly but could also impact the production and supply of our products.

We are committed to working to better understand and anticipate these challenges to ensure we sustain the discovery and development of innovative medicines for current and future patients. This effort involves evaluating our operations and supply chains for potential disruptions related to climate change and implementing contingency plans to mitigate the risks associated with maintaining a stable and resilient business, guided by our science-based targets. We continue to partner with governments and other stakeholders to seek solutions to addressing the impact of climate change and advance sustainability efforts.



Assessing Climate Risk

As part of our efforts to evaluate and reduce the impact of climate change on our business, particularly in terms of potential supply disruption, we conduct climate risk assessments and implement adaptation projects.

In 2020, we partnered with S&P Global Trucost to perform a climate risk assessment of physical risks. The analysis focused on current and future extreme weather impacts out to 2050. It encompassed all manufacturing, R&D and warehouse sites, as well as select global offices, key locations of our critical suppliers, and third-party logistics warehouses and data centers.

Based on the findings of the assessment, we have made updates to physical features of sites around the world. For example, in Puerto Rico, where the electricity grid is unreliable, we sought to ensure our facilities had a consistent source of power. We installed a co-generation power system at our Barceloneta, Puerto Rico site, enabling the facility to continue functioning even if the grid goes down. We also installed electrical generators at our Branchburg, New Jersey, and Waco, Texas, sites, which will make them more resilient during an electrical outage in the future. We continue to evaluate the resiliency of our utility systems at our sites and prioritize investment based on evolving risks.



Jilotzingo, Mexico

In addition, AbbVie completed assessments for transition risks, including policy risks (carbon pricing) in 2021, and market (suppliers and customers) and reputational risks in 2023. These assessments help guide the evolution of our future climate strategy.

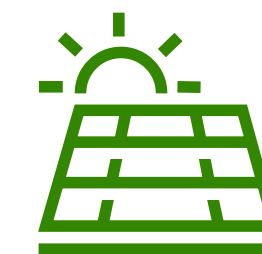
Our Science-Based Targets

In March 2023, AbbVie’s three near-term science-based targets were validated by the Science-Based Target initiative (SBTi), which helps guide our efforts to reduce emissions in a meaningful way. Working with the SBTi enables access to expert resources that support the meaningful reduction of our climate impact and provides an external assessment.



Reduce absolute Scope 1 and 2 GHG emissions by

42.0%
reduction by 2030 from a 2021 base year



Increase active sourcing of renewable electricity from 29.5% in 2021 to

100%
by 2030



Increase % of suppliers by emissions that will set science-based targets to

79.1%
by 2027¹

For details of our progress against these targets, see [Our 2023 Progress](#), [Energy Efficiency](#) and [Renewable Energy](#).

¹ Covering the Purchased Goods & Services, Capital Goods and Upstream Transportation & Distribution Scope 3 categories.

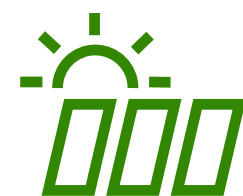
Our Decarbonization Plan

Our [decarbonization plan](#) includes five strategic elements to achieve our 2030 science-based targets. These elements – energy efficiency, renewable energy, fleet efficiency and electrification, physical footprint, and supplier engagement – will reduce our greenhouse gas (GHG) emissions, increase our purchasing of renewable electricity while still allowing for a level of organic growth within our operations.



Energy Efficiency

AbbVie has established a centralized CapEx fund for energy efficiency and GHG reduction projects across the enterprise. We project this will reduce our Scope 1 and 2 emissions by 5-7% by 2030. Since 2021, energy efficiency projects have reduced our Scope 1 and 2 emissions by 4%.



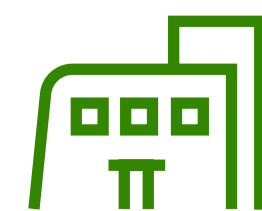
Renewable Energy

AbbVie commits to increasing active sourcing of renewable electricity to 100% by 2030. We project that this will reduce our Scope 2 emissions by 25-30% by 2030. Since 2021, active sourcing of renewable electricity has reduced our Scope 2 emissions by 7.4%.



Fleet Efficiency & Electrification

AbbVie commits to replacing more of our existing internal combustion engine (ICE) fleet vehicles with Hybrid and EV vehicles. We project that this will reduce our Scope 1 emissions by 7-10% by 2030. The conversion of our fleet remains a strong commitment, and our growth has required an expansion of our fleet resulting in a 1% increase to our Scope 1 emissions since 2021.



Physical Footprint

AbbVie is set to reduce our global affiliate real estate footprint over the next 5 years and will continue to optimize our manufacturing capabilities and sites. We project this will reduce our Scope 1 and 2 emissions by 4-6% by 2026, and by 10-15% by 2030, respectively. Our reduced footprint and optimized manufacturing have resulted in a 17% reduction in our Scope 1 and 2 emissions since 2021.

Engaging Suppliers on Scope 3 Emissions

As well as reducing the greenhouse gas (GHG) emissions from our own operations, we also encourage our suppliers to set their own GHG reduction targets through SBTi's robust framework. We focus our efforts on suppliers in the following Scope 3 categories: Purchased Goods & Services, Capital Goods and Upstream Transportation & Distribution. Our supplier engagement strategy includes:

- Identifying suppliers with the greatest contribution to our Scope 3 GHG emissions
- Directly engaging with these suppliers to understand their GHG targets and reduction plans
- Conveying our expectations and encouraging our suppliers to set targets through SBTi
- Monitoring and reporting our target progress of our scope 3 supplier engagement target

By the end of 2023, 41.6% of our suppliers (in the three Scope 3 categories listed above) had set science-based GHG reduction targets.

For AbbVie to achieve its long-term plans and to ensure business sustainability, we anticipate that the company will grow by our 2023 target year. This projected growth is expected to increase our absolute Scope 1 and 2 emissions by approximately 20% of our 2021 baseline. We also anticipate that climate change will have long-term impacts to our business beyond 2030. We therefore continue to evaluate frameworks, additional targets and technologies that will help us to successfully decarbonize over time.

Key Performance Indicators: Carbon Emissions	2021	2022	2023
Absolute Scope 1 GHG Emissions (Metric Tons CO₂e)	367,954	342,607	328,259
Scope 1 Stationary Combustion GHG Emissions (Metric Tons)	259,456	227,346	212,851
Scope 1 Mobile Combustion GHG Emissions (Metric Tons)	97,076	104,510	105,566
Scope 1 Fugitive GHG Emissions (Metric Tons)	5,501	5,319	4,840
Scope 1 Office Activities GHG Emissions (Metric Tons)	5,921	5,432	5,002
Absolute Scope 2 Location-Based GHG Emissions (Metric Tons CO₂e)	330,946	271,055	237,714
Absolute Scope 2 Market-Based GHG Emissions (Metric Tons CO₂e)	256,708	184,549	131,232
Scope 2 Purchased Electricity GHG Emissions (Metric Tons)	204,918	135,090	85,935 ¹
Scope 2 Purchased Steam GHG Emissions (Metric Tons)	25,649	25,792	22,982
Scope 2 Purchased Chilled Water GHG Emissions (Metric Tons)	26,141	23,667	22,315
Scope 1 & 2 (Market-Based) GHG Intensity (Metric Tons CO₂e/USD\$ Millions Revenue)	11.12	9.08	8.46
Scope 1 & 2 Absolute Non-Carbon Emissions (Metric Tons)²	7,185	6,820	6,314
CH ₄ (Metric Tons) ²	528	479	458
N ₂ O (Metric Tons) ²	1,156	1,022	1,016
HFC (Metric Tons) ²	4,911	5,182	4,648
Other (Metric Tons) ²	590	137	192

¹ Purchased renewable electricity increased from 42.7% globally in 2022 to 55.5% in 2023.

² In 2023, an exercise was conducted to assess and properly categorize refrigerants as HFCs in our carbon reporting platform. We are restating our 2021 and 2022 reported “HFC” and “Other” non-carbon emissions values to align with the outcome of this assessment.



Driving Energy Efficiency

Our efforts to reduce carbon emissions and energy consumption are driven by a philosophy of investing in new technology, infrastructure and processes to increase energy efficiency at our manufacturing, R&D and commercial sites, and use of cleaner energy sources.

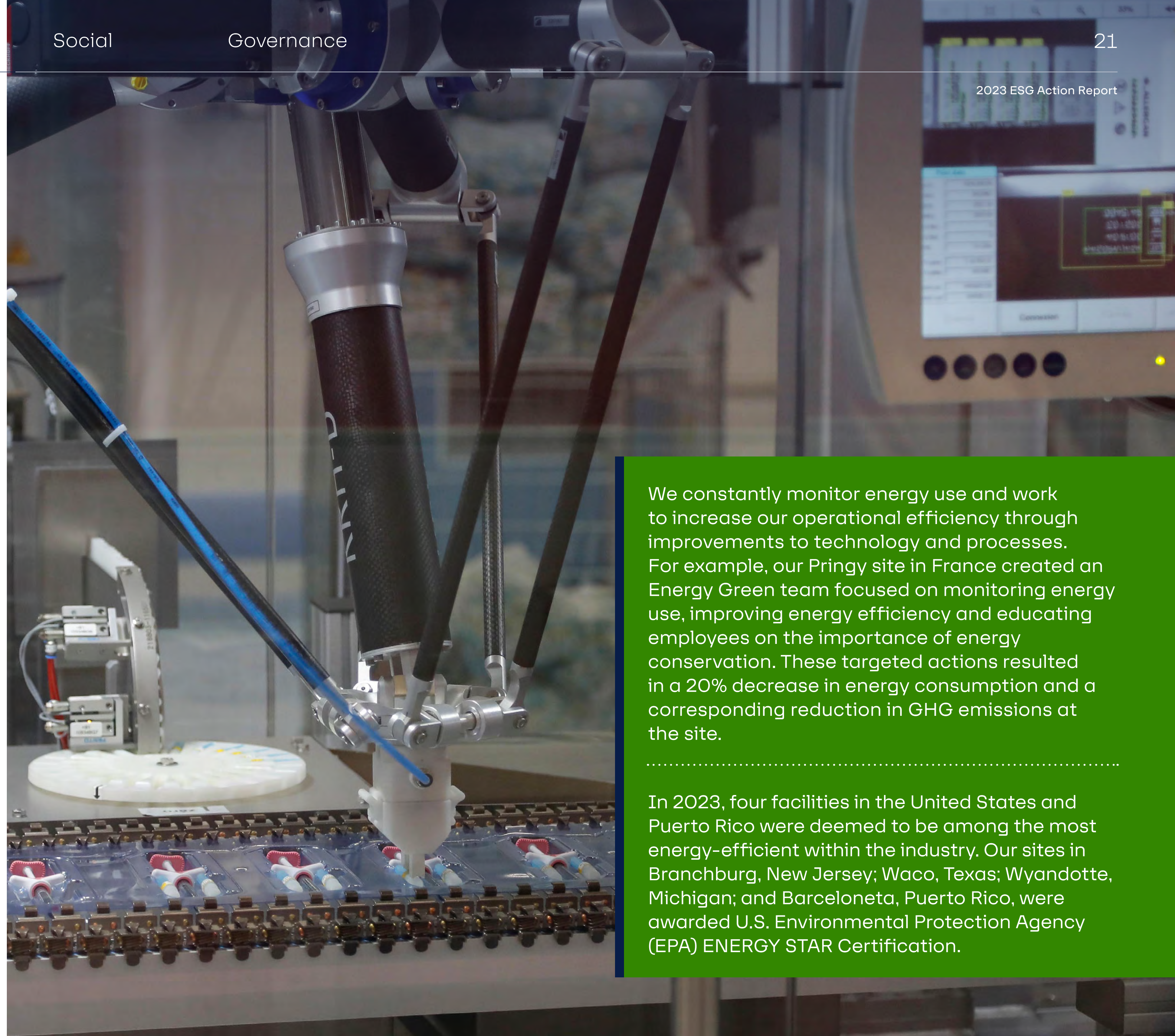
Our Energy Efficiency Fund and our Decarbonization Fund aim to provide capital funding to internal projects that can help us achieve our long-term goals of improving energy efficiency and reducing GHGs. Last year, \$10.5 million of capital funding was allocated to 34 projects such as heat pumps, solar water heaters, high-efficiency boilers, chillers and air-handling units. Together, these have reduced our global carbon footprint by about 8,200 metric tons of CO₂e.

In 2023, AbbVie experienced a greater than 5% reduction in energy use, including purchased electricity, natural gas and other sources of fuel. This can be attributed to a significant reduction in electricity at our North Chicago and Irvine sites, combined with reductions in fuel use at many of our global sites. There was also a significant reduction in #2 fuel oil use – in 2022, the supply of LNG in Puerto Rico had been disrupted temporarily by a hurricane, causing our Barceloneta site to use more #2 fuel oil. This kind of event did not reoccur in 2023.

As part of our efforts to increase the overall fuel efficiency of our fleet, we continued to expand our use of electric and hybrid vehicles and have invested in electric vehicle charging stations at our facilities. At the end of 2023, we had more than 3,700 electric and hybrid vehicles across the globe.



Pringy, France



We constantly monitor energy use and work to increase our operational efficiency through improvements to technology and processes. For example, our Pringy site in France created an Energy Green team focused on monitoring energy use, improving energy efficiency and educating employees on the importance of energy conservation. These targeted actions resulted in a 20% decrease in energy consumption and a corresponding reduction in GHG emissions at the site.

In 2023, four facilities in the United States and Puerto Rico were deemed to be among the most energy-efficient within the industry. Our sites in Branchburg, New Jersey; Waco, Texas; Wyandotte, Michigan; and Barceloneta, Puerto Rico, were awarded U.S. Environmental Protection Agency (EPA) ENERGY STAR Certification.



My Green Lab

Laboratories are typically resource- and energy-intensive, but we do not believe they have to be.

In 2021, our facility in Sligo, Ireland, set a goal to improve its green laboratory processes and undertook a baseline assessment of its existing culture and practices. This was conducted by **My Green Lab**, a U.S. nonprofit that aims to reduce the environmental impact of laboratories in the pharma and med-tech sectors by awarding certification across five tiers: Bronze, Silver, Gold, Platinum and Green.

Having previously achieved a Bronze-level certification, the facility adopted a number of recommended improvements, which helped reduce hazardous waste, increase on-site recycling and reduce cardboard and plastic packaging from suppliers. When the site was reassessed in 2023, it achieved Gold status.

The Sligo lab earned a Spark Innovation Award for its achievements, which inspired our Ludwigshafen, Germany, lab to pursue certification. Having invested in more energy-efficient freezers and fume hoods, motion sensors for lighting, a new ventilation system, improved waste management and reusable fabric alternatives to replace paper towels and disposable gowns, the Ludwigshafen lab was certified Platinum in November 2023.

Switching to Renewable Energy

AbbVie continues to look for ways to reduce our reliance on fossil fuels and switch to renewable forms of energy. We increased the amount of renewable electricity that we purchase to more than 55% globally in 2023 as we work toward achieving 100% by 2030.

In 2023, we added rooftop solar panels to our sites in Liege, Belgium, and Ludwigshafen, Germany, while our facility in Costa Rica has photovoltaic panels across its entire roof, which generate about 10% of the site’s electricity.

Key Performance Indicators: Energy	2021	2022	2023
Absolute Total Energy Consumption (MWh)	2,709,962	2,449,768	2,317,472
Absolute Total Non-Renewable Energy Consumption (MWh)¹	-	2,204,335	2,018,707
Natural Gas (MWh)	1,000,684	848,456	778,406
LNG, LPG & Propane (MWh)	338,459	349,263	346,542
#2 Fuel Oil (MWh)	51,985	24,101	17,849
Jet Kerosene (MWh)	22,698	35,457	32,906
Motor Fuel Gasoline/Diesel (MWh)	351,174	388,653	393,070
Purchased Electricity & Utilities (Steam & Chilled Water) from Non-Renewable Sources (MWh)	737,995	558,405	449,934
Absolute Total Renewable Energy Consumption (MWh)¹	-	245,433	298,765
Purchased Renewable Electricity (MWh)	205,015	243,484	297,349 ²
Self-Generated Renewable Electricity (MWh) ¹	-	1,949	1,416

¹ KPI first introduced for the 2022 ESG Action Report. AbbVie is only reporting data from 2022 onward for this KPI.

² Purchased renewable electricity increased from 42.7% globally in 2022 to 55.5% in 2023.

Managing Water

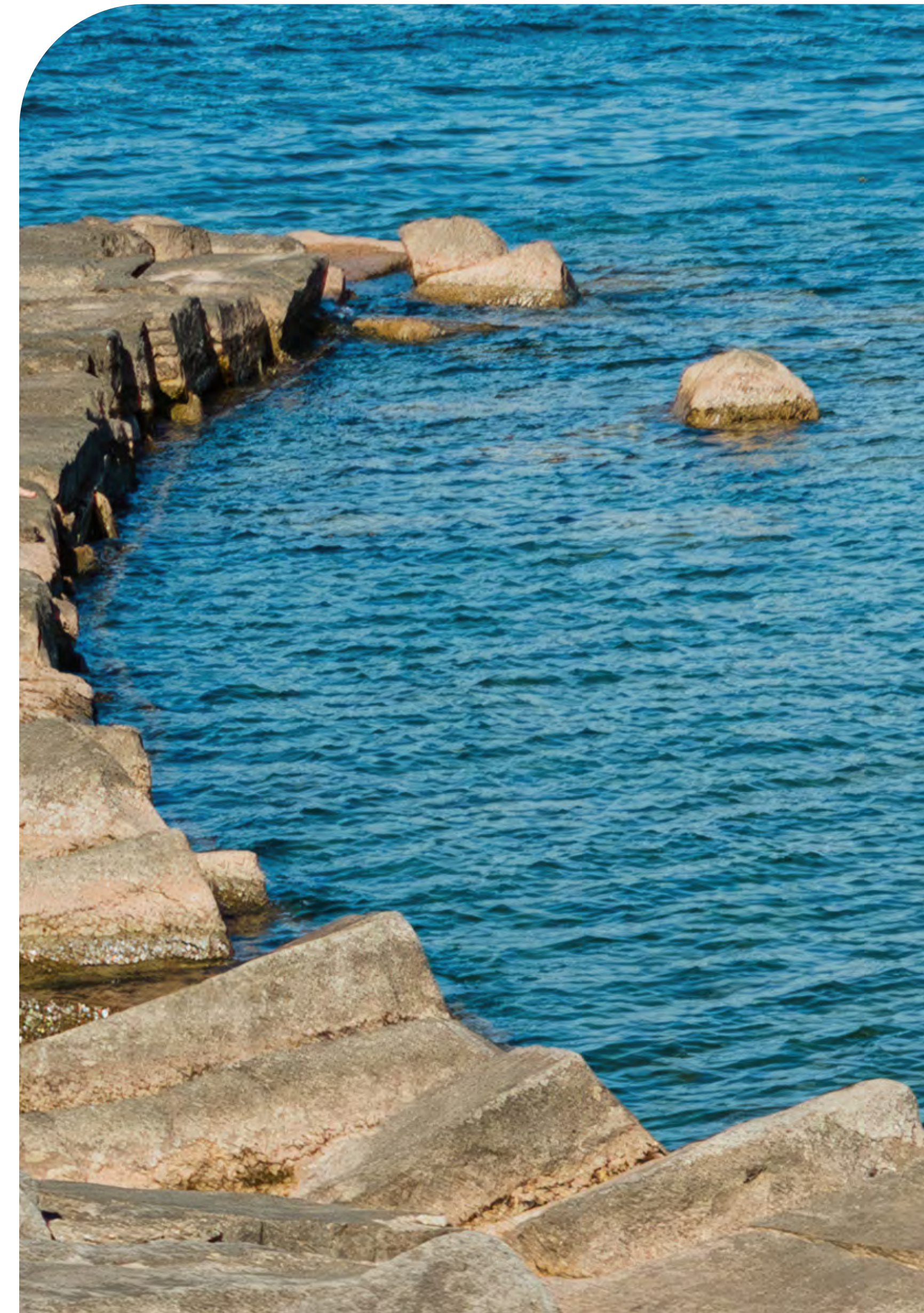
As well as being crucial for both human and environmental health, high-quality water is needed for the manufacture of our products. We are committed to using water responsibly and treating any water discharged back into the environment. We have set an ambitious target of halving our absolute water withdrawals by 2035, compared to our 2015 baseline.

AbbVie acknowledges that water stress and water scarcity have a growing impact around the world, including some regions where we have operations. We conduct water risk assessments for all our Operations and R&D sites every year using the WRI Aqueduct Water Risk Atlas tool, and we also review local water sources to understand the site-specific water risks and the mitigation plans that water providers or municipalities have implemented. We are focusing our actions on establishing water efficiency and water management programs at facilities we have identified as high-risk sites.

Our Water-Saving Initiatives

We invest in innovative technologies that allow us to use water more efficiently, and we encourage the development of new processes that increase efficiency of our water usage.

Purified water is a critical component of biologics manufacturing. In 2023, we upgraded the purified water generation and distribution system at our Worcester, Massachusetts, site, switching to an ultrafiltration and continuous electro-deionization system. The system, put into service in September 2023, is projected to save 31,000 cubic meters of water annually. We will use a similar design when we upgrade purified water systems at other sites in the future. In Puerto Rico, our manufacturing facility uses a water retention pond to collect rainwater and recycle it for use at the site.



Key Performance Indicators: Water	2021	2022	2023
Absolute Water Withdrawal (Millions Cubic Meters)¹	-	28.942	28.979
Withdrawal: Fresh Surface Water (Millions Cubic Meters) ¹	-	23.900	24.182
Withdrawal: Groundwater (Millions Cubic Meters) ¹	-	1.581	1.744
Withdrawal: Municipal (Millions Cubic Meters) ¹	-	3.461	3.053
Absolute Total Water Consumption (Millions Cubic Meters)	5.22	5.04	4.80

¹ KPI first introduced for the 2022 ESG Action Report. AbbVie is only reporting data from 2022 onward for this KPI.

Pharmaceuticals in the Environment

AbbVie is committed to safeguarding human health and the environment throughout the lifecycle of our pharmaceutical products. By implementing internal water protection standards, we demonstrate this dedication, guiding the identification of hazards, the assessment of risks and the control of pharmaceuticals in the environment (PiE) at our manufacturing sites.



We manage our environmental protection material focus areas in an integrated way, using risk-based approaches to lower the economic and environmental burden of health care while improving health outcomes. Our strategy is to ensure that the manufacturing, use and disposal of our products does not adversely affect people or the planet. This includes:

- Assessing our manufacturing operations for pharmaceutical substances in wastewater discharge
- Advancing our understanding of PiE issues through research to guide decision-making
- Taking a risk-based approach using our Predictive No-Exposure Concentration for active pharmaceutical ingredients and mitigating potential risks
- Adopting the Pharmaceutical Supply Chain Initiative (PSCI) Pharmaceutical Industry Principles as part of our EHS management standards and encouraging our external partners to do the same
- Investing in new ways of working and maximizing the efficiency of resource use
- Partnering with external and internal organizations to educate patients, customers and employees on the proper disposal of unused medicine, including local take-back programs



Managing Waste

Waste is an important focus of our environmental sustainability efforts. We are working to reduce the amount of waste we create and managing any unavoidable waste in a responsible way, avoiding landfills where possible.

Waste Reduction Initiatives

To achieve these ambitions, we have committed to a 20% reduction in absolute hazardous and non-hazardous waste, and to a combined recycling rate of 50% for hazardous and non-hazardous waste, by 2025, compared to our 2015 baseline. We have also set a target of achieving zero waste to landfill by 2035.

We characterize our waste streams to determine waste classification and proper disposal methods and provide training to employees and contract workers before they take any responsibility for hazardous waste management activities. We routinely audit the procedures and practices of third-party waste management providers to ensure our waste is responsibly managed and disposed.

In 2023, we added a new waste vendor to the warehouse operation at our Abbott Park, Illinois, site. The vendor's expanded service, which allowed for increased recycling, meant that as well as diverting waste to a waste-to-energy facility, the site was able to achieve zero waste to landfill by the end of the year, down over 18,000 kilograms of waste to landfill at the start of 2023.

Sustainable Packaging

Our philosophy reaches beyond recovery and embraces a holistic view of a package's environmental impact. Every package material and finished package should be designed and manufactured so that it can be diverted from landfill while also meeting our customers' needs and achieving the lowest possible carbon footprint. This is the first and most critical step toward achieving and maintaining a waste-free, sustainable manufacturing ecosystem.

We have set long-term goals that will ensure continued compliance with an environmental regulatory landscape that is rapidly growing in scope and complexity. These targets are:

- All packaging shall be considered widely recoverable and recyclable by 2035
- All packaging not classified as contact sensitive shall include 30% recycled content by 2035
- The physical footprint of transport packaging (shipper case) shall not exceed 40% empty space inside the package by 2030

Safe Disposal of Medicine

We are committed to developing the highest quality products and ensuring the safety of the patients who use them. Secure disposal of medical waste is a part of this responsibility.

We adhere to state and local laws requiring pharmaceutical manufacturing companies to establish take-back programs for the safe collection and proper disposal of unwanted medicines and sharps from households.

For example, AbbVie has operated the HUMIRA® Sharps Mail-Back Program in the United States since 2007, providing patients with a safe way to dispose of HUMIRA® needles following an injection. We provide a sharps container to each individual who signs up for this program. In Germany, with SKYRIZI, we allow patients with Crohn's disease to return their used on-body injector devices to AbbVie for safe disposal.

Our patient materials also explain which elements of our product packaging can be recycled in accordance with local environmental and waste disposal regulations.

In addition, we support collective, voluntary efforts to ensure that unused or unwanted medications are disposed of responsibly, some of which are described at www.myoldmeds.com.

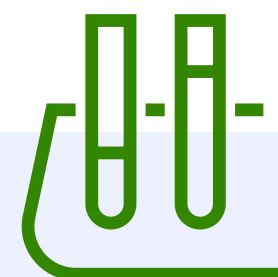


Incorporating Human Factors

We always consider the needs of patients when we are developing complex packaging solutions. But ensuring the product is protected and sterile, and the instructions for the patient or caregiver are clear, involves detailed design, testing, risk analysis and patient feedback.

For example, our latest generation package for the SKYRIZI® safety syringe and auto-injector use 100% paperboard packaging, eliminating the use of plastic blisters. The package design meets all product protection and patient requirements, improves production line efficiencies, and reduces our carbon footprint.





Green Chemistry

At AbbVie, green chemistry efforts support our environmental sustainability commitments, fostering the safe use of environmentally friendly substances, advancing design processes that maximize all materials used, and minimizing waster production. Our scientific community is continuously looking to improve the manufacturing of pharmaceuticals to minimize our impact on the environment. This involves leveraging our green chemistry and biotechnology programs to advance scientific innovation – our core strength.

Through our green chemistry initiatives, which are grounded in the EPA’s **12 Principles of Green Chemistry**, we promote the selection and use of environmentally preferable chemicals in R&D processes, eliminating waste, improving process yields and conserving energy. So that green chemistry becomes intrinsic to the way they work, we educate scientists and engineers with technical training on green chemistry as they onboard to AbbVie.

Key Performance Indicators: Waste	2021	2022	2023
Combined Recycling Rate for Hazardous and Non-Hazardous Waste (Excluding Construction and Demolition)	42%	39%	40%
Absolute Total Hazardous and Non-Hazardous Waste Generated (Excluding Construction and Demolition Waste) (1,000 Metric Tons)	36.9	33.9	30.2²
Absolute Total Hazardous Waste (1,000 Metric Tons)¹	-	-	13.352
Recycled Hazardous Waste (1,000 Metric Tons) ¹	-	-	3.609
Landfilled Hazardous Waste (1,000 Metric Tons) ¹	-	-	0.005
Treated Hazardous Waste (1,000 Metric Tons) ¹	-	-	1.471
Incinerated Hazardous Waste with Energy Recovery (1,000 Metric Tons) ¹	-	-	6.780
Incinerated Hazardous Waste without Energy Recovery (1,000 Metric Tons) ¹	-	-	1.487
Absolute Total Non-Hazardous Waste (1,000 Metric Tons)¹	-	-	16.808
Recycled Non-Hazardous Waste (1,000 Metric Tons) ¹	-	-	8.372
Composted Non-Hazardous Waste (1,000 Metric Tons) ¹	-	-	0.357
Landfilled Non-Hazardous Waste (1,000 Metric Tons) ¹	-	-	3.342
Treated Non-Hazardous Waste (1,000 Metric Tons) ¹	-	-	0.688
Incinerated Non-Hazardous Waste with Energy Recovery (1,000 Metric Tons) ¹	-	-	3.752
Incinerated Non-Hazardous Waste without Energy Recovery (1,000 Metric Tons) ¹	-	-	0.297

¹ Represents a new KPI in the 2023 ESG Action Report.

² This value has been rounded for consistency purposes.

Protecting Biodiversity

The operational impact on biodiversity is a growing consideration for large companies, including AbbVie. In 2022, we evaluated all our global manufacturing and R&D sites to determine their proximity to key biodiversity areas.

Although we do not currently operate any facilities that fall within biodiverse areas, we do have one site that is adjacent to such an area. Our Wyandotte, Michigan, facility is located along the banks of the Detroit River and is ISO 14001 certified. The site's environmental management system is designed to mitigate any negative impact from its operations on this natural resource.

Our Biodiversity Initiatives

Along the shores of Lake Michigan, our North Chicago, Illinois, site has established a 28-hectare nature and wildlife preserve. As part of a multi-phase project, we have replaced turf lawns with native grasses and plants, and the area attracts native wildlife and migrating birds.



At our Ludwigshafen facility in Germany, the city's Nature Conservation Officer released two pairs of peregrine falcons back into the wild after they were nursed back to health at a specialized nursery. With nesting boxes in place, peregrine falcons have made our site their home for more than a decade. The site also has bat boxes and insect houses, a tree management plan and a green area with drought-resistant plants.

In Sligo, Ireland, we have left the unused land between our two sites fallow, to promote plants that attract pollinators and other wildlife, and created a half-mile-long Slí na Sláinte ("Path to Health") walking route where employees can enjoy nature. The site is a certified supporter of the **All-Ireland Pollinator Plan**, which is attempting to reduce the decline in pollinating insects.



Social

As a global health care company, we put patients at the center of our work and support patient communities through research, engagement, assistance and access to our products.

We create innovative medicines and solutions with the highest standard of quality and safety to positively impact the lives of our patients. We achieve this by having a strong, caring organizational culture, constantly working to attract the best talent and providing them with opportunities for growth and development.

We have implemented strategies to create an inclusive workplace, improve employee well-being and prioritize health and safety. We also support our communities through volunteering and philanthropy.

2023 Highlights

218,000+
U.S. patients



provided medicine at no cost through our patient assistance programs

81%
employee engagement



rate according to the 2023 AbbVie Employee Survey

82%
of employees



feel included at AbbVie according to the 2023 AbbVie Employee Survey

\$24.7
million



raised for **13,720 nonprofit organizations** through our Employee Giving Campaign

7
major product



and/or indication approvals

Nearly
14,000
employees



participated during AbbVie's global week of volunteering

Product Innovation

Science and innovation are the lifeblood of our company. From discovery to development to regulatory approval to manufacturing, our scientists are driven to develop and deliver life-changing medicines that take on the world's toughest health challenges.

Our Approach

AbbVie's mission is to discover and deliver innovative medicines and solutions that address complex health issues and enhance people's lives. Our unrelenting drive for innovation and our patient-focused expertise spans a core set of [therapeutic areas](#) with great unmet need: oncology, immunology, neuroscience, eye care and aesthetics. This is where we have proven our expertise and where we see the greatest potential to improve lives and transform how diseases are treated. In these areas, we leverage a deep understanding of biology to pursue world-class medicines and solutions that help patients live longer, healthier lives.

Strategic investments in technology and research are vital for driving our pipeline of innovation and achieving better patient outcomes. We focus our investments in precision medicine, genetics and genomics, data convergence, patient-focused drug development and advanced technologies, often using [strategic partnerships](#) with other companies and research institutions to amplify and accelerate the impact of our innovations.

Our commitment to collaboration and relentless curiosity to innovate involves working alongside patients and patient organizations, caregivers and clinicians to ensure that

individual perspectives, needs and priorities are built into our [clinical development process](#).

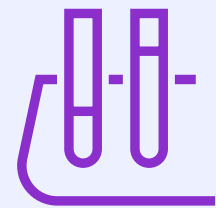
R&D Governance

We maintain a robust R&D governance structure to ensure our medicines and first-in-class solutions make life better for patients, safely and effectively accelerating the process wherever possible. AbbVie's Board of Directors receives regular updates on key R&D initiatives, developments and pipeline milestones.

- **When AbbVie works exclusively to develop an asset**, various internal groups – such as our Therapeutic Area Strategic Council, Development Review Committee and Late-Stage Pipeline & Marketed Product Governance team – assess the product throughout its lifecycle to ensure it is scientifically and commercially sound. These governance bodies are also tasked with identifying trends and potential risks, determining funding and making recommendations throughout the asset's lifecycle.
- **When a product is developed alongside a partner**, pipeline decisions and recommendations are made by the Joint Steering Committee, which oversees the development and commercialization of licensed assets.



Our Core Therapeutic Areas



Immunology

We work to help people living with chronic, progressive diseases in rheumatology, dermatology and gastroenterology live full lives without limits from their disease.

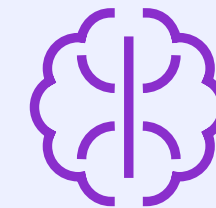
[Read more online](#)



Oncology

Our goal is to transform the way cancer is treated. Our scientific discoveries have already changed the treatment of blood cancer, and now we are working to discover therapies that deliver better, longer-lasting results for patients with solid tumors.

[Read more online](#)



Neuroscience

To raise the standards of care for neurological diseases and psychiatric disorders, we are exploring innovative, disease-modifying solutions to address areas of unmet need, including Parkinson's, Alzheimer's, schizophrenia, migraine, stroke, depression and bipolar disorder.

[Read more online](#)



Eye Care

Our portfolio and pipeline of new discoveries seek to maintain vision and prevent blindness. We are focused on a range of disease areas, from glaucoma and refractive conditions to chronic retinal diseases.

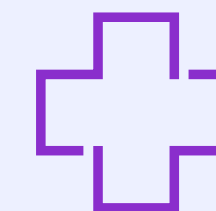
[Read more online](#)



Aesthetics

We create products and technologies that advance aesthetic medicine. We are developing therapeutic targets to address the natural, physical and biological changes that occur with age, and work with strategic partners on neurotoxins, dermal fillers, body aesthetics, plastic surgery and regenerative medicine, and skin care.

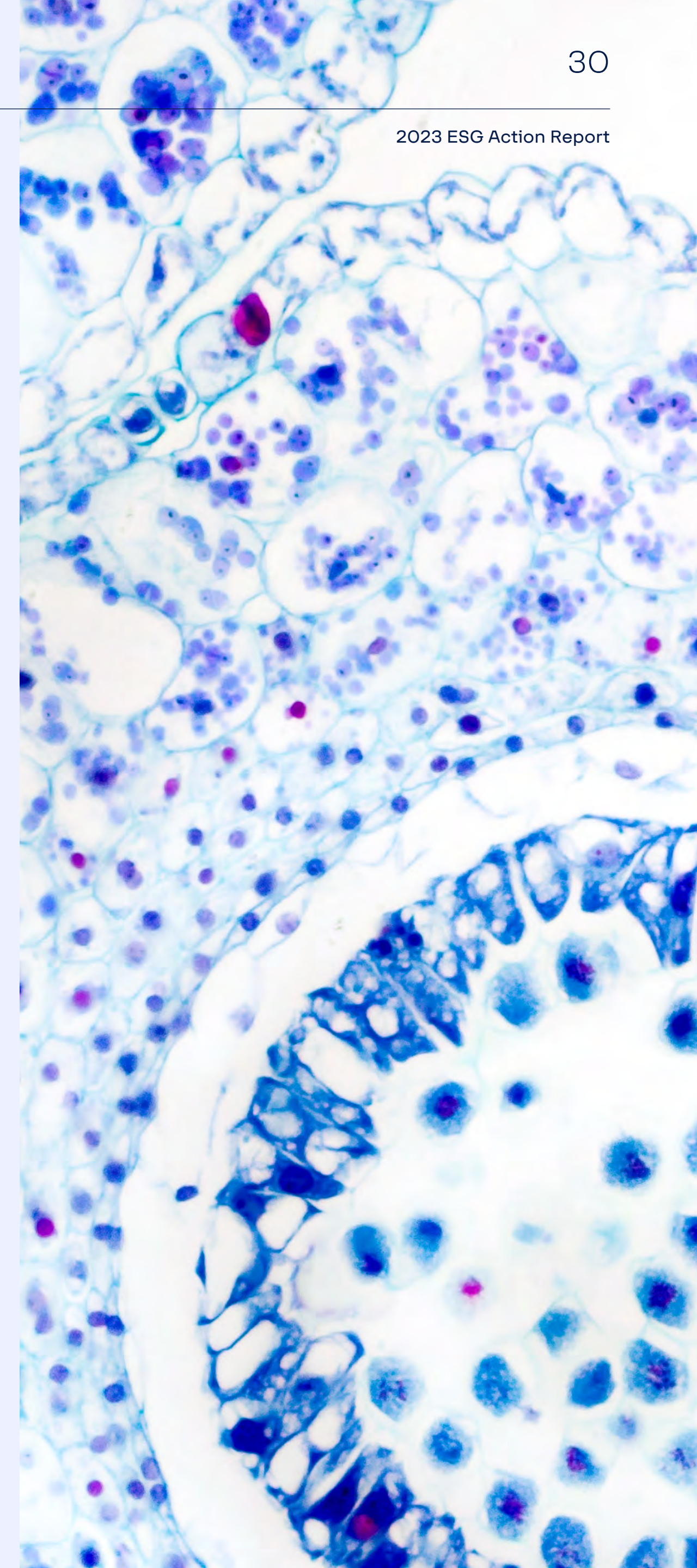
[Read more online](#)



Other Specialties

As well as having treatments for hepatitis C available, our research focuses on other areas of unmet need, including infectious diseases like human immunodeficiency viruses (HIV), as well as endocrinology, diseases of the gastrointestinal tract and therapeutic neurotoxins.

[Read more online](#)



Innovating for Patients

To help solve serious health issues today and address the medical challenges of tomorrow, we continuously evolve and enhance our product portfolio. In our drive to discover and develop novel medicines and treatments, we have invested \$7.8 billion in adjusted R&D¹ and received seven major product or indication approvals in 2023.

AbbVie’s pipeline currently includes approximately 90 compounds, devices or indications in development individually or under collaboration or license agreements and is focused on such important specialties as immunology, oncology, aesthetics, neuroscience and eye care. Of these programs, approximately 50 are in mid- and late-stage development.

We invest in breakthrough technologies, such as artificial intelligence (AI) and machine learning, and improved drug delivery to accelerate the development of better medicines for patients. We seek to accelerate our pipeline by delivering medicines to clinical trials sooner, safely speeding up proof-of-concept studies, selecting and setting up the best sites for clinical trials, and using technology to enable process efficiencies and streamline our regulatory submissions. Transforming a molecule into a medicine involves a challenging process of trial and error that can take many years, but our passion for the unknown and our unwavering desire to help patients keep us motivated.

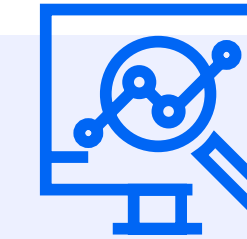


\$7.8
billion
in adjusted R&D
investment in
2023¹

7
major product
or indication
approvals in
2023

~90
active clinical
and device
programs²

The Role of AI in Research and Development



At AbbVie, we believe in the responsible use of artificial intelligence (AI) to enhance pharmaceutical innovation further. We focus on leveraging AI to accelerate and improve drug discovery, development and delivery while ensuring ethical standards and patient-centric approaches.

In the fast-evolving landscape of pharmaceutical R&D, AI and machine learning (ML) are becoming important factors in the delivery of improved patient care. To unlock the possibilities of such technologies, we launched the AbbVie R&D Convergence Hub (ARCH) in 2021.

ARCH is an industry-leading knowledge platform designed to maximize the value of data for developing novel medicines. Centralizing and connecting data from more than 170 internal and external sources, ARCH stimulates new ways of approaching scientific research to discover and deliver better, more cost-effective treatments

in less time. The first-of-its-kind platform, which won a **Bio-IT World Innovative Practices** award in 2023, gives our research teams better access to integrated information and advanced analytics, ranging from safety data to molecular insights and potential biomarker connections.

The platform leverages AI and ML to perform intelligent tasks, acquire knowledge and predict or classify data. It has the potential to increase efficiency, speed up decisions, reduce R&D costs and scale up projects, leading to new opportunities to help patients. The platform’s continuously growing base of information – currently 1.7 billion points of knowledge – facilitates learning on an organizational scale.

AI is currently used to predict the properties of drug-like molecules, survey literature, translate documents, analyze patient data and more. For example, we are using AI to help select sites for new clinical trials, plan trial timelines, enroll patients onto studies and accelerate the clinical writing process.

¹ Adjusted R&D investment is a non-GAAP measure, which is reconciled in our [2024 Proxy Statement](#).

² Compounds, devices or indications in development individually or under collaboration or license agreements

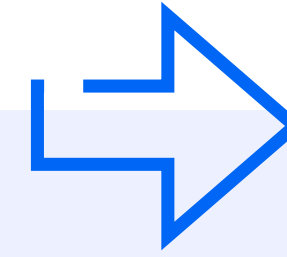
Applications and Approvals

In 2023, we received several therapeutic product indication approvals from the FDA, the EMA, Japan's Pharmaceuticals and Medical Devices Agency (PMDA), and other regional and national agencies:

- **QULIPTA™**
For the preventative treatment of chronic migraine in adults (U.S. and EU)
- **EPKINLY™**
For adults with relapsed or refractory diffuse large B-cell lymphoma (U.S. and EU)
- **ABBV-951**
For the treatment of advanced Parkinson's disease with severe motor fluctuations and hyperkinesia or dyskinesia when available combinations of Parkinsons' medicinal products have not given satisfactory results (Japan and EU)
- **SKINVIVE™ by JUVÉDERM®**
To improve skin smoothness of the cheeks in adults (U.S.)

EPKINLY™, which is being investigated for the treatment of adult patients with R/R follicular lymphoma after two or more therapies, was given Breakthrough Therapy Designation (BTD) by the FDA. The BTD process is designed to accelerate the development and review of drugs intended to treat a serious condition and where preliminary clinical evidence indicates that the drug may demonstrate a substantial improvement over available therapies.

Several of our products have recently made advances through the development pipeline. Please see our website for further details of our [pipeline of investigational medicines](#).



Pathway to Cures

In 2021, AbbVie launched R&D Pathway to Cures, a bold initiative that aims to deliver more potential cures for our patients. Underscoring the importance of cross-functional collaboration and innovation, R&D Pathway to Cures strives to advance our pipeline and enhance our capabilities for discovering, developing and delivering novel medicines with curative potential.

Over its first three years, innovative ideas and programs from all therapeutic areas and across functions have been supported through R&D Pathway to Cures programming. One exciting annual event is the Innovation Challenge, where AbbVie employees share their novel proposals to advance our understanding of disease – challenging conventional approaches to some of science's most daunting problems. In 2023, 26 teams submitted their proposals to be selected as one of four finalist teams to pitch their ideas to R&D leaders and be selected as the winner.

Using a Pathway to Cures-sponsored innovation workshop, a cross-functional R&D team designed a project plan to move its program idea from one therapeutic area to another, and successfully ignited a new clinical pipeline project, bringing 'cures' closer to patients. Another cross-functional R&D team developed a pathway for the exploration of a novel combination in oncology and secured internal funding to support its work toward higher efficacy and curative potential in the clinic.



Lake County, Illinois



Lastly, in 2023, a critical milestone for the program was reached as we established a Pathway to Cures Office and appointed our first Head of R&D Cures to continue to drive a culture of science and innovation where curative ideas thrive and potentially curative programs are uniquely enabled across therapeutic areas and development stages.



Partnering for Greater Impact

We recognize the power of [collaborating with strategic partners](#) to amplify the impact of our innovations. We partner with small biotech companies, universities and other pharmaceutical companies around the world to accelerate scientific breakthroughs and positively impact people's lives.

Our collaborations and partnerships in 2023 included:

- Leveraging [BigHat's AI- and ML-guided Milliner™ platform](#) to help develop next-generation antibodies
- [Partnering with Umoja Biopharma](#) to develop multiple in-situ generated CAR-T cell therapy candidates in oncology
- [Working together with Scripps/Calibr](#), to explore and further develop the potential of novel technologies and new clinical indications to bring breakthrough medicines to patients, focusing on programs across small molecule, biologics and CAR-T modalities in oncology, immunology and neuroscience
- Teaming up with [Lupus Therapeutics to boost patient recruitment for clinical trials](#) researching systemic lupus erythematosus (SLE)
- Joining forces with [Immunome to develop novel treatment approaches for solid tumors](#)

Our corporate venture capital arm, AbbVie Ventures, focuses its investments exclusively on novel, transformational therapeutics at discovery and preclinical stages to address critical needs in oncology, immunology, neuroscience, eye care and aesthetics. Gaining access to next-generation science and building relationships with proven and emerging scientific leaders, [our current portfolio](#) is made up of more than 20 companies based in the United States and Europe.



Our Collaboration With Calico

AbbVie has been working with Calico Life Sciences since 2014 to discover, develop and bring to market new therapies for patients with age-related diseases, including neurodegeneration and cancer. The AbbVie-Calico partnership provides an open runway for scientists to explore, try new experiments, fail, learn, then try again – maybe in a completely different way. We have [extended the collaboration with Calico](#) twice to run through 2030 and we currently have 20 early-stage programs.

In 2023, we successfully enrolled our first participants into [The HEALEY ALS Platform Trial](#) for an investigational treatment for people living with amyotrophic lateral sclerosis (ALS) and motor neuron disease. We have also initiated a clinical trial for the ultra-rare Vanishing White Matter (VWM) disease, which can be fatal for children under six years old.

[Nature published our research](#), which was conducted with the Broad Institute of MIT, Harvard and Calico Life Sciences, into a promising new strategy for cancer immunotherapy.



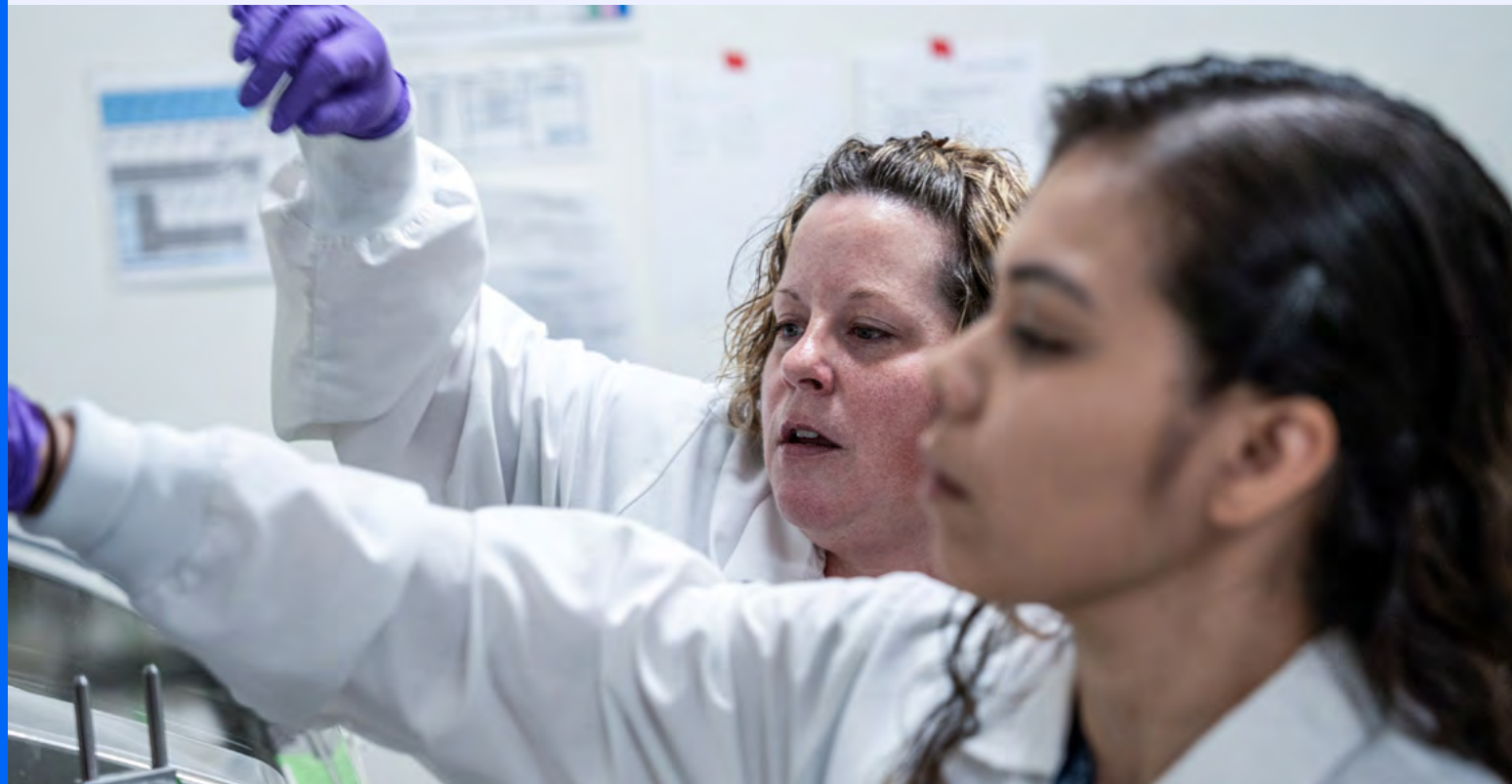
In 2023, AbbVie won a Heroes of Chemistry Award, given by the American Chemical Society to honor industrial chemical scientists whose work has led to the development of commercially successful products. The team from AbbVie, in partnership with [Enanta Pharmaceuticals](#), was recognized for the design and development of the two antiviral agents in MAVYRET®, which treats chronic hepatitis C. MAVYRET already plays a key role in the global eradication of this infectious disease, which affects an estimated 58 million people worldwide.



The Innovative Health Initiative

The Innovative Health Initiative (IHI) is the world's largest public-private partnership in health care. It is a collaboration between the EU and the pharmaceutical, biotechnology, digital health and medical technology sectors, along with academics, patients and regulators.

Originating in 2008 as the Innovative Medicines Initiative (IMI), it launched almost 200 medical research and drug development projects before the European Commission formed the IHI in November 2021. AbbVie is currently supporting 18 IMI and IHI projects, and more than 300 leaders and subject matter experts from 10 AbbVie sites have been involved.



Worcester, Massachusetts

In 2023, the IMI and IHI projects where we have made substantial patient-focused contributions include:

- **Harmony**
We contributed to major achievements such as the definition of core outcome measures in hematologic malignancy clinical studies to maximize value for patients and helped found the HARMONY ALLIANCE non-profit to sustain these benefits.
- **Trials at Home**
We supported the launch of the RADIAL trial to directly compare a decentralized (home-based) approach with both a standard, traditional (site-based) and a hybrid approach. The participants – people living with type 2 diabetes who are on long-acting basal insulin – were closely consulted on the design of the trial and on the way information about the trial is explained.
- **Facilitate**
We contributed to the construction of a comprehensive ethical and legal framework, ensuring alignment with European and national laws and adherence to ethical principles, that will be used to create a patient-centered, data-driven platform for returning clinically relevant trial data to patients and for their secondary use.

2023 Acquisitions

In November 2023, we announced an agreement to acquire ImmunoGen and its flagship ovarian cancer therapy ELAHERE®. The transaction, completed in February 2024, will accelerate our presence in the solid tumor space.

In December 2023, we announced an agreement to acquire Cerevel Therapeutics Holdings, Inc. (Cerevel Therapeutics) and its robust neuroscience pipeline of multiple clinical-stage and preclinical candidates with potential across several diseases including schizophrenia, Parkinson's disease (PD), and mood disorders. The closing of the Cerevel Therapeutics acquisition is anticipated in 2024, subject to regulatory approvals and other customary closing conditions.

Conducting Clinical Trials

Clinical trials are a critical component to delivering life-changing medicines, and we are committed to maintaining the highest standards and protecting patients throughout the process. AbbVie's vision is to be the industry leader in designing inclusive clinical research programs through unparalleled partnerships with diverse patients and health care providers.

Standards and Risk Management

Wherever we conduct clinical studies, we align with the ethical principles outlined in the World Medical Association's [Declaration of Helsinki](#) and the standards set by the [International Council for Harmonisation](#).¹ This includes adhering to [Good Clinical Practice](#), Good Laboratory Practice and Good Manufacturing Practice to protect the rights, safety and ethical treatment of trial participants. We regularly train our employees on ethics and compliance in research, covering conflicts of interest, patient privacy and safety, proper documentation and reporting of payments, and appropriate publication practices.

Risk Management and Monitoring

We have robust systems in place for monitoring risks to patient safety and data integrity, with a Study Risk Lead and a designated Central Monitor assigned to each of our clinical trials.

Before the first subject is screened, with Study Risk Lead facilitation, our Study Project Manager identifies potential risks and develops mitigations with an extended cross-

functional team in the development risk management, site monitoring and central monitoring plans. The study team also identifies and reports risk indicators to the Central Monitor for inclusion in the central monitoring plan before potential participants are screened.

Throughout the study, the Study Risk Lead facilitates a risk management meeting with the extended cross-functional team to identify, review and revise study-specific risks and mitigations.

Clinical Trials Data Transparency

Recognizing that responsible sharing of clinical study data can enhance public health, we prioritize the transparency of our clinical studies. Currently, AbbVie [registers clinical trials in the United States](#), the European Union (EU) and other registries where legally required.

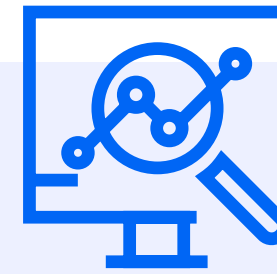
Our website contains easy-to-understand information about our [clinical trial processes](#) and, with patient confidentiality protected, we share all results with health authorities and publicly available registries including the FDA, the EMA and the PMDA.

As well as [sharing clinical trials data](#) with regulators and health care providers, we make anonymized, patient-level data available from AbbVie-sponsored trials on marketed medicines for approved uses following acceptance for publication through [Vivli](#).



¹ International Council for Harmonisation of Technical Requirements for Pharmaceuticals for Human Use

Digital Innovation in Measuring Clinical Efficacy



In the dynamic landscape of health care, digital innovation is revolutionizing how we assess clinical efficacy. Our Digital Sciences Lab is using smartphone applications and wearable technologies to streamline research and deliver real-time insights. These tools replace anecdotal evidence with precise measurements of the medicines' impact, and by enabling patients to track their symptoms over time at home, clinical trials can be conducted more efficiently and cost-effectively.

Two innovations illustrate our strategy. First, we are testing the use of application-based technology and motion sensors to measure spinal range of motion for conditions like ankylosing spondylitis and spinal arthritis, avoiding the need for repeated visits to a clinic. Second, the Advanced Acousto-Mechanic (ADAM) sensor monitors scratching by patients with itchy skin conditions such as psoriasis and atopic dermatitis, providing objective data on disease severity and drug effectiveness. These innovations not only enable scientists to measure clinical outcomes more objectively and sensitively but also improve clinical trial access and patient diversity.

Patient Centricity

We always require explicit informed consent from individuals before they can join an AbbVie-sponsored clinical trial, unless waived by a country-level Institutional Review Board (IRB), Independent Ethics Committee (IEC) or equivalent entity. In countries where written authorization is not provided, study participants can be enrolled once the IRB and IEC review periods have expired.

We respect the privacy rights of research subjects and safeguard the confidentiality of all medical and personally identifiable information, in accordance with applicable laws and regulations. Data collection, use and disclosure must comply with privacy laws and policies, as well as other privacy requirements.

Trial participants with questions, concerns or complaints about an AbbVie research study can contact the study doctor and the IRB, and AbbVie provides all clinical trial participants with contact information for both.

Continued Treatment for Trial Participants

We understand the importance of being there for patients, even after a clinical study has ended. If a patient's doctor confirms that there is still a medical benefit, we seek to offer ongoing access to the investigational medicine or therapy that they have been using, if appropriate. We let participants know about this possibility before they join our trials and once the study is over. Our guidance is outlined in our [Commitment to Trial Participants](#).

Pre-Approval Access Programs

Our pre-approval access programs span a range of medicines across oncology, immunology, neuroscience and other therapeutic areas. These are determined on a case-by-case basis and subject to established regulatory pathways.

While we cannot predict every situation, we carefully consider all requests for treatment, in compliance with all local laws and regulations. Our commitment is governed by our [Pre-Approval Access to Investigational Products Policy](#). This outlines the factors we need to consider when evaluating a doctor's request to use investigational therapies and enables us to make appropriate medical decisions in a timely manner.



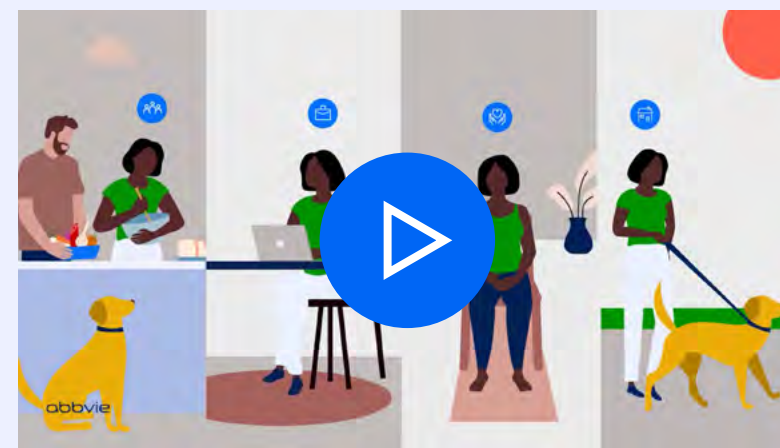


The AbbVie Research Collaborative

A transformative initiative where patients actively shape the future of health care by sharing their insights and data to impact research, the **AbbVie Research Collaborative** welcomes individuals from all walks of life and medical experience.¹ We value diversity as it enriches our collective understanding and expands our knowledge of diseases to shape new treatments.

The Collaborative enables our world-class scientific researchers to analyze real-world health data, uncovering trends and insights that may remain hidden in historical data or a traditional clinical trial. Through this process, we not only gain a better understanding of various conditions but also identify potential eligible candidates for our own clinical trials and observational studies, advancing the prospects for groundbreaking treatments in the future.

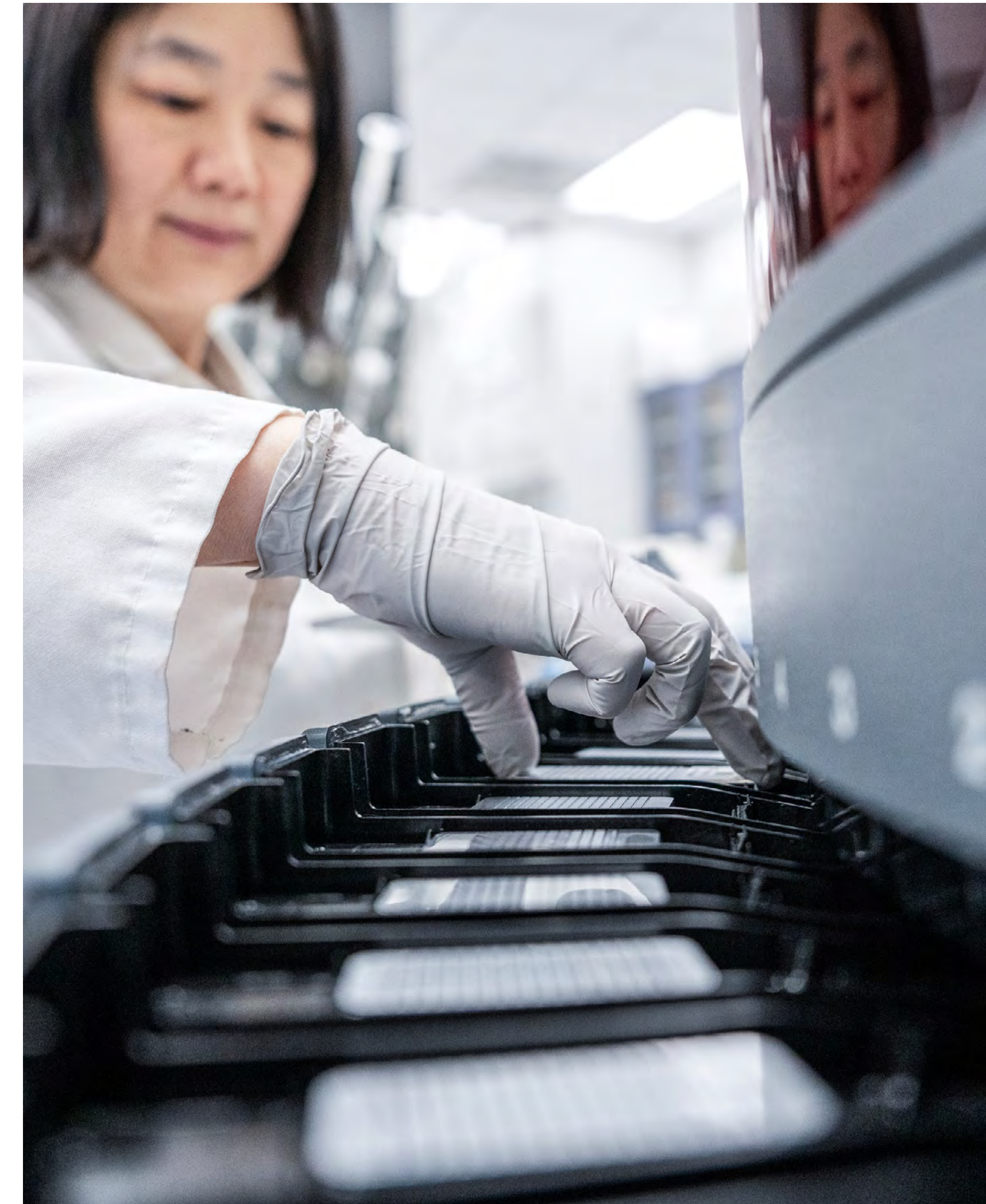
The AbbVie Research Collaborative launched as a pilot in Q2 2022 and attracted more than 8,000 participants through social media campaigns focused on migraine and endometriosis. Hundreds have participated in AbbVie research studies and/or surveys as an extension of their involvement in the Collaborative. In Q4 2023, the Collaborative launched its own proprietary platform and is currently recruiting participants for hidradenitis suppurativa (HS) disease. The Collaborative is elevating the voice of thousands of diverse patients around the United States who are empowered to shape the future of health care from any device, anywhere.



AbbVie Research Collaborative



Irvine, California



¹ Participants must be at least 18 years old and living in the United States.



Clinical Trial Diversity and Inclusion

Clinical research is a key step in understanding whether medications are safe and effective, and ensuring that volunteers include people of different races, ethnicities, genders and backgrounds. Our enterprise-level approach continues to integrate diverse perspectives into strategic decisions during the development process to ensure our solutions are patient- and site-centric. Our Diversity and Patient Inclusion (DPI) team works to realize this vision by advancing equitable access to clinical programs and enhancing the trial experience for both patients and investigators, regardless of age, sex, gender identity, race, therapeutic area or location.

Diversity Plans

To further our commitment to transparency and data-driven practices, we developed the AbbVie diversity plan template. Developed in line with [FDA guidance](#), the template helps us assess the inclusiveness of study designs and define indication-specific enrollment goals in line with health authority expectations. By the end of 2023, diversity plans were in place for all of our unique therapeutic indications. This has enabled AbbVie to proactively submit diversity plans to the FDA well ahead of the 2025 sponsor requirement.

Investigator Training

AbbVie strives to build the next generation of researchers, and we are taking action to remove barriers for new-to-research investigators and sites through training.

In 2023, we launched the Advancing Diversity Matters through Inclusive Representation and Equity (ADMIRE)

initiative, to educate patients, caregivers, health care providers and organizations about clinical research. The program seeks to destigmatize clinical trials, increase the participation and representation of underrepresented groups, and develop resources and partnerships to help advance health equity in three ways:

- **Advocate**
Destigmatizing clinical research among patients and AbbVie teams through an engagement campaign
- **Visionary**
Driving clinical trial diversity and inclusion through partnerships and support for nonprofit community and advocacy groups
- **Pathfinder**
Providing a pathway for the next generation of researchers to join ADMIRE through a dedicated program

Through the Pathfinder program, we identify, train and prepare new clinical research sites located in historically underserved communities while mobilizing physicians and study teams from existing sites to act as mentors. We host a cohort of physicians every quarter through Pathfinder. The training has been replicated in Mexico and Brazil, and will be expanded to other non-U.S. locations, including the United Kingdom, in 2024.

We also ran our first Aesthetics Diversity Summit, which brought together physicians from the United States and Brazil to advance the next generation of diverse clinical investigators in aesthetic medicine.

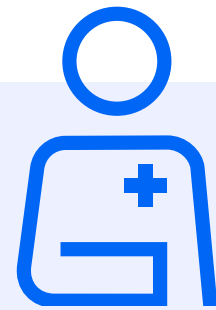
Almost 1,800 inquiries from new sites and investigators have been received in the last year and are being vetted for future collaboration, training and partnership opportunities via the ADMIRE program:

180+
sites



that registered interest via abbvie.com have been onboarded as selected sites on active studies

60+
physicians



across six cohorts have completed our new-to-research investigator training



I'm so thrilled to be starting this amazing and rewarding journey of clinical research with another training that benefits our patients, practices and communities with a DEI approach. I'm so lucky to have such a great network of professionals supporting and empowering me every day."

Dr. Maria Gabriela Eizaga,
Ophthalmologist specializing in glaucoma and Pathfinder participant

Key Performance Indicators: R&D	2021	2022	2023
Adjusted Investment in R&D (USD\$ Billions) ¹	\$8.1	\$7.1	\$7.8
New Product or Indication Approvals Including Indication Expansions (Globally)	10	10	7
Programs Granted a Designation by at Least One Major Regulatory Authority to Expedite Development or Review	7	3	4
Percent of Compounds in Late-Stage Clinical Development with Novel Mechanism of Action	80%	60%	80%
FDA Breakthrough Therapy Designations	2	0	1
Employees in R&D Positions ²	-	>12,000	>13,000
Countries in which AbbVie Conducted Clinical Trials ²	-	>55	>50

¹ Adjusted R&D investment is a non-GAAP measure, which is reconciled in our [2024 Proxy Statement](#).

² KPI first introduced for the 2022 ESG Action Report. AbbVie is only reporting data from 2022 onward for this KPI.

Product Quality and Safety

By implementing and maintaining robust quality controls from end to end, our patients, customers and regulators can rely on us to deliver a consistent supply of innovative, safe and effective products that solve serious health issues and have a remarkable impact on people's lives.

Knowing that our transformative medicines and products matter only if they are safe, effective and accessible, we hold ourselves to the highest standards of quality and safety, aligning our work to our beliefs:

- **We all own quality.** Quality is everyone's job.
- **Every voice matters.** If you see something, say something, do something.
- **Everyone is empowered to uphold compliance.** If we focus on quality and execution, compliance will follow.
- **AbbVie is an industry leader in quality.** Our pride in product quality and commitment to patient safety motivate employees to stay vigilant, speak up and be part of the solution.

Our Approach

We strive to deliver a best-in-class Quality System (QS), supporting our products across their lifecycles from development to commercialization and discontinuation. That requires a robust and effective governance structure, supported by tools, technology and training, to manage the QS and drive continuous improvement to achieve the highest quality products to meet patient needs. It also requires a culture in which everyone in the business, regardless of their role, is empowered to take responsibility for quality.

Since May 2020, when AbbVie acquired Allergan, we have integrated all commercial affiliates and harmonized the QS across all manufacturing facilities and completed the integration of Allergan's QS into AbbVie's in 2023. The integration focused on implementing industry best practice resulting in optimized processes and streamlined documentation.

The principles and structure of our integrated QS are outlined in our Global Quality Manual, which is made available to all our employees. The Quality Manual also establishes our quality policy and objectives, and defines management responsibility for quality.

To [manage the risks associated with quality](#), we use an integrated enterprise QS that complies with all applicable global standards and regulations (GxP) from the FDA, EMA and other leading regulatory authorities. Each of our six AbbVie medical device manufacturing sites has both ISO 13485 (Medical Devices Quality Management Systems) and MDSAP (Medical Device Single Audit Program) certification. Because each site produces a range of products, in total, we have nine active ISO 13485 certificates and eight MDSAP certifications across our device business.



Cork, Ireland



Management Responsibilities

Management is accountable for ensuring our products are fit for intended use and comply with appropriate regulatory requirements.

Process Performance and Product Quality (PP&PQ)

PP&PQ drives the creation and constant monitoring of the effectiveness of control strategies.



Corrective and Preventive Action (CAPA)

CAPA techniques are used to drive continuous process improvements in the QS and ensure continued effectiveness and compliance.

Change Management

Change management is an integral part of the QS with the aim of identifying and implementing quality innovations and improvements throughout the product lifecycle.



Documentation

We establish and maintain QS documentation using a hierarchical structure from policy level documents down to forms. Data integrity and data governance are key elements.

Quality Risk Management (QRM)

QRM is a systematic process for the planning, assessment, control, communication and review of risks to the patient and the quality of the product.



AbbVie's Quality System is divided into six elements

We also have controls in place to mitigate counterfeit or diverted drug risks and allow for the safe disposal of drugs.

Beyond internal control measures, our quality processes are reviewed, certified and audited by multiple external regulatory authorities and notified parties.

Through executive management reviews, details of our quality performance and compliance are presented to AbbVie's CEO, and the Public Policy & Sustainability

Committee of the board of directors are updated on a regular basis. AbbVie's Quality Assurance team is responsible for certifying that our QS is compliant with all applicable regulations. Therefore, a focus on inspections, quality performance and modernizing our QS is key to providing confidence that we are producing high-quality products and minimizing the risk of recalls or drug shortages. Our Quality Council—made up of Senior Quality Leadership from Operations and R&D—is

accountable to the CEO. Regarding product-related risks, our Global Anti-Counterfeiting Steering Committee is responsible for identifying and mitigating risks related to AbbVie medicines. In addition, AbbVie's Product Security Alert Board is responsible for reviewing and reporting substandard and falsified medicines to the relevant authorities.

Employee Training

Training plays a crucial role in shaping our company quality culture, and by investing in comprehensive product quality and safety training programs, we equip our employees to excel.

AbbVie Operations utilizes a validated Learning Management System (LMS) to manage all applicable global standards and regulations for Good Manufacturing Practices (GxP) and product safety training for around 18,400 employees and contractors. The LMS allows us to assign training in line with each employee's HR profile, create content and measure training effectiveness, as well as track employees' qualifications and training history.

To monitor overall compliance, we have global training curricula for each component of our QS. This targets training for each user, based on the tasks they perform. We have created more than 600 curricula to drive consistency and provide users the knowledge and skills to perform their jobs. Our standardized approach to on-the-job training allows employees to learn in hands-on, real-life settings, and provides employees the experience to perform their assigned tasks safely and document their qualifications. In 2023, we conducted approximately 29,000 on-the-job training sessions. We are committed to evaluating new tools and technology, such as virtual and augmented reality, to enhance training effectiveness, bringing the learning to the learner. We do this by developing cognitively accessible content such as videos, one-point lessons and process learning aids.

Quality Risk Management

Quality Risk Management (QRM) is a systematic process for the assessment, control, communication and review of risks to the patient and to the quality of the product or device across the product lifecycle. The primary focus – to protect the patient – is achieved by analyzing potential hazards and applying appropriate mitigation. AbbVie takes an integrated approach to QRM, with interdisciplinary teams incorporating risk management principles into processes and procedures as applicable.

Although the emphasis on each might differ with product type, AbbVie focuses on two primary principles:

- The evaluation of the risk to quality should be based on scientific knowledge and linked to the protection of the patient
- The level of effort, formality and documentation of the QRM process should be commensurate with the level of risk

Management is responsible for coordinating QRM across the company, ensuring the process is defined, deployed and reviewed, and making adequate resources available.



Quality Control

Quality controls help our products meet the desired standards and specifications before they reach our patients. This crucial process involves the systematic inspection, testing and monitoring of our products and processes, covering incoming materials, our manufacturing processes and our final product output. Our robust quality control processes minimize the chances of customer complaints, improve customer satisfaction and enhance the overall reputation of the company. Quality control also plays a significant role in preventing waste, reducing costs and increasing efficiency in our production facilities.

Quality control at AbbVie relies on a dedicated team of experts, advanced equipment and effective quality management systems to monitor our consistency with quality standards. Our facilities must also be free from contamination. Our Contamination Control team provides specialist technical support to the global AbbVie network, including manufacturing, engineering and external suppliers, to mitigate risks of cross-contamination, microbial contamination and extraneous matter. This team focuses on maintaining sterile sites and processes, as contamination can result in batch rejection, supply shortage or an inferior product – all of which could harm patients.



Lake County, Illinois



Audits

In 2023, AbbVie sites and affiliates received 95 inspections from regulatory authorities and notified bodies around the world, including two successful FDA pre-approval inspections. These resulted in approval of alternate manufacturing sites/processes for two products. None of the inspections adversely impacted our ability to supply patients with needed medicines and medical products.

AbbVie's global Quality and Compliance Excellence team helped several sites prepare for regulatory inspections through activities such as investigation writing training, corrective and preventive action reviews, site walk-throughs and role playing with subject matter experts. In addition, the global functional Audit team conducted 39 audits during the year. These provide a perspective about the robustness of our quality system, as well as opportunities to strengthen processes in advance of regulatory inspections.

Improving Pharmaceutical Quality



AbbVie is an active member of the International Society for Pharmaceutical Engineering (ISPE), a nonprofit association serving its members by leading scientific, technical and regulatory advancement throughout the entire pharmaceutical lifecycle. AbbVie team members have been contributing to and leading in ISPE's Advancing Pharmaceutical Quality Committee, helping develop a comprehensive program for assessing and improving an organization's quality management maturity through **a series of guidance documents**.

Pharmacovigilance, Epidemiology and R&D Quality

AbbVie’s Chief Safety Officer is responsible for leading AbbVie’s Pharmacovigilance, Patient Safety, Epidemiology and R&D Quality Assurance (PSEQ) organization. Our Pharmacovigilance and Patient Safety team identifies potential safety issues and mitigates their impact on patients with an overall goal to improve the patient experience throughout the product lifecycle. This team supported approximately 350 clinical trials in 2023.

This team also takes action to address any risks of our medicines being counterfeited or diverted. We regularly provide education and training to employees, health care providers and law enforcement officials in higher-risk geographies, covering the social and health risks of counterfeited and diverted medicines, as well as common illicit trade practices and security protocols.

Our Epidemiology organization leads post-marketing safety studies required by health authorities in the United States and Europe. Additionally, it participates in the evaluation of patient diversity and enabling representation of patient diversity within [clinical trial](#) populations.

Combating Counterfeit and Stolen Products

Our Global Product Protection team is responsible for identifying and mitigating risks related to AbbVie medicines, while our Product Security Alert Board reviews and reports substandard and falsified medicines to the relevant authorities.

AbbVie is targeting the theft, counterfeiting and diversion of our products across therapeutic areas. The actions we are taking include enhancing security features on product packaging and labels. In addition, we are collaborating with supply chain partners, including government, customs and law enforcement agencies, to identify and seize counterfeit products and respond quickly to threats. We are also improving training and piloting an anti-counterfeit scanning tool that can confirm product authenticity.

Our transport security program works to combat diversion and theft risks across road, air and ocean routes by using GPS tracking and geofencing on high-risk, high-value routes, using approved secure stopping locations and having drivers notify our control towers of diversions or delays.

Key Performance Indicators: Product Quality & Safety	2021	2022	2023
FDA Class I Product Recalls	0	0	0
FDA Class II Product Recalls	1	1	0
External Regulatory Inspections of AbbVie Commercial Manufacturing Facilities	57	45	55
FDA Regulatory Inspections of AbbVie Commercial Manufacturing Facilities ¹	-	2	6
FDA Regulatory Inspections with Observations ¹	-	0	3
FDA Warning Letters ¹	-	0	0
FDA Regulatory Inspections resulting in Suspension or Revocation of Certificates ¹	-	0	0
FDA Import Alerts ¹	-	0	0
Rate of Expedited Adverse Event Reporting (European Medicines Agency)	>99%	98%	95%

¹ KPI first introduced for the 2022 ESG Action Report. AbbVie is only reporting data from 2022 onward for this KPI.

Patient Health and Engagement

At AbbVie, we believe patient well-being requires care and guidance at every step along the treatment journey. We recognize that our products need to be safe, effective and available to everyone who needs them. Our work is about the patient and for the patient, providing meaningful solutions and working with partners to advance patient health together.



Our Approach

Across AbbVie, our work is guided by patient needs, and their lived experiences inform not only the breakthroughs we pursue but also our work to improve their health outcomes and support them on their healthcare journey. From drug discovery and development to ensuring our medicines are accessible and affordable, we include patients, caregivers and patient advocacy groups in our decision-making process so that we can meet their specialized needs and ensure our products work under real-world conditions.

Our [patient support programs](#) are designed to help patients understand their condition, access our medicines and use them correctly, so they can adhere to their prescribed treatment plan. We also collaborate with [patient advocacy groups](#) that represent patients' needs and priorities to gain insights and advance patient health. Additionally, we offer [independent education grants](#) to support medical and patient education, training and health literacy, and seek to contribute to the reduction of health care disparities in underserved populations.

The Patient Experience

We seek to understand the patient's journey as they navigate the complexities of living with their disease, as well as the point of view of the caregiver, health care provider (HCP) and payer. All parts of our organization embrace this collaborative, patient-centered approach.

Our Patient Experience Framework defines how we explore what it is like to live with an illness. This involves a "See, Feel, Live" mindset to understand the overall needs of patients before we explore brand-specific details about accessing, starting and maintaining treatment.

Uncovering the unmet needs from the patient's perspective enables us to make their journey easier. We do this by using our Patient Immersion methodology. This empathetic, user-centered design process is an intentional approach to understand and address the concerns, motivations, anxieties and barriers patients have in their health care journey so that we can develop relevant patient-centric solutions to meet their needs.

We also work with patients, caregivers, patient advocacy organizations and HCPs to co-create materials for our medicines or supported disease states. For example, SKYRIZI, a treatment for Crohn's disease as well as other conditions, requires patients to receive their initial dose via infusion and then move to an on-body injector device. We worked with patients using similar self-injection devices to identify ways to simplify the instructions for using our device so they were easy to understand and addressed any potential concerns. In addition, we created supplementary materials, including videos and printed materials, to give patients the confidence to use the device correctly in their own homes.

Patient Support Programs

Our patient support programs play a crucial role in enhancing the overall treatment experience for individuals prescribed AbbVie medicines across our immunology, neuroscience, oncology, eye care and specialty portfolios.

These country-specific, disease-specific programs are designed to help patients access and adhere to their treatment plans, maximizing the impact of their treatment and improving their overall health outcomes. They are often supported by tools such as on-body devices or smartphone applications, and specialist nurses to help patients self-administer their medicines.

In the United States, our 20 active programs span our product portfolio. The components of each program differ with the needs of both patients and providers. With some of our products, our Nurse Ambassadors provide one-to-one support for each enrolled patient, empowering them with the knowledge and resources to better understand their condition, treatment plan and how to use their medicine.

Once prescribed our medicines, patients also have access to resource specialists who can help them navigate the processes for financial assistance, insurance and prior authorization, and get the most out of our co-pay programs. We also engage with HCPs to provide educational support to navigate the complexities of the payer landscape. Specifically, our field-based teams educate office staff and providers on prior authorization requirements and payer policies.

Outside of the United States, we provide country-specific, disease-state patient support programs, called AbbVie Care.

Many of the AbbVie Care programs provide patients with support and information to help them access, understand and adhere to their AbbVie therapy. This is provided through a variety of resources, including:

- Support from specialist nurses, either in person or virtually
- Sophisticated adherence tools, including smartphone applications and websites
- Specific product-patient information materials

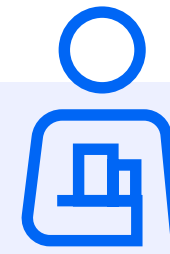
Globally we offer more than 475 programs designed to support patients who have started treatment on AbbVie medicines.

To learn more about the ways we make medicines more affordable to patients, please refer to the [Patient Access and Affordability](#) section of this report.



Lake County, Illinois

Parkinson's Patient Support Programs



At AbbVie, we are transforming Parkinson's disease to deliver better outcomes today and elevate the standard of care tomorrow. We see it as our responsibility to help the Parkinson's disease community by delivering science that can make a difference in their lives. We walk alongside the patients and their families, who display extraordinary courage in their fight against this devastating disease.

Parkinson's disease is unpredictable, disrupting the lives of not only the people living with it but also their care partners, family and community. Some of them are our family members, friends, neighbors and even colleagues. Each patient's experience and insights, no matter how small, motivate us to advance science that can make a difference.



Building on our legacy of DUODOPA[®] intestinal gel (levodopa/carbidopa), we developed PRODUODOPA[®] (foslevodopa/foscarbidopa), the first and only subcutaneous 24-hour infusion of levodopa-based therapy for advanced Parkinson's disease.

These medicines are administered using an on-body pump delivery system. To help patients feel comfortable handling the pump and ancillary equipment, our Parkinson's Patient Support Program (PSP) educates patients, caregivers and HCPs on the system as well as the disease. Our aim is to help patients adhere to their prescribed treatment and regain their sense of self.

AbbVie PSP programs for Parkinson's disease products are available in more than 35 countries outside of the United States. The level and type of service we offer varies between countries, in line with local regulations, health care pathways and resources. While all our PSPs include digital and physical educational materials for patients, they may also include access to care coaches¹, a patient hotline and logistical support in getting access to the therapy.

Improving Health Literacy

Levels of health literacy vary by region and can be lower among some populations, including vulnerable groups such as the elderly and those with low incomes. This is why we work hard to ensure that the health information we provide to patients is clear, simple to understand and easy to remember.

To support this, we leverage learnings and tools from behavioral science, such as teach-back. This well-established communication technique helps us understand how patients interpret and retain the information we share with them, which in turn allows us to further adapt our communications for clarity. Based on evidence acquired from a range of settings, including Nurse Ambassador interactions, we know that the teach-back process empowers patients and builds trust. AbbVie is one of the only global health care companies to apply this systemically across patient interactions, ensuring our products are used as instructed to improve health outcomes.

In addition, our Patient Services marketing team uses an equity, equality, diversity and inclusion (EEDI) diagnostic tool that assesses eight key categories, including health literacy, to determine whether the content is at a reading level our patients will understand, whether any icons or graphics make the messages easier to comprehend, and whether we are clearly defining any unusual words. The consistent use of this tool allows us to deliver inclusive resources to all of our patients and drive positive health outcomes.

¹ Known as Nurse Ambassadors in the United States

Engaging With the Patient Advocacy Community

We partner with patient advocacy groups and value the insights they share on the patient and caregiver experience. Across functions at AbbVie, we foster relationships with such groups based on mutual trust, respect, transparency, and shared goals. Together, we have a shared aim to improve patients' lives.

The patient advocacy community enables us to garner diverse perspectives and build a greater understanding of the unique experiences and challenges of the patient journey from diagnosis to navigating complex health systems. This helps inform our decisions from drug development to packaging design and delivery. Through these partnerships, we also support patient and caregiver education specific to disease states and share information about quality-of-life improvements.

Our Guiding Principles

Our approach to partnering with patient advocacy groups is rooted in the foundations of three critically important guiding principles:



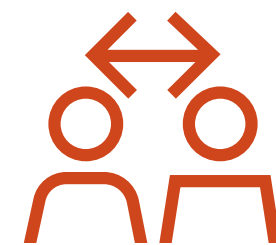
Independence

The independence of patient advocacy groups will not be compromised. We encourage patient advocacy groups to maintain relationships with a wide range of organizations and companies.



Transparency

All support will be disclosed according to relevant laws, and patient advocacy groups will recognize company support through locally appropriate means.



Trust and Mutual Respect

Through a mutual and open understanding of each other's policies, objectives and working practices, we will demonstrate respect for our partners as we each work toward common objectives and outcomes. All engagement is done in compliance with applicable local laws, regulations, policies and procedures.



Chicago, Illinois



Independent Education Grants

Our independent education grants support scientific and medical education programs that aim to address critical education gaps across our priority disease areas, to improve patient outcomes, advance health equity and improve health literacy. We support continuing medical education programs that offer unbiased education for HCPs and scientists on current, new and emerging science. Our grants also fund fellowships that increase capacity and knowledge in under-resourced fields and educate providers on medical advances and emerging therapies. In addition, we are committed to addressing disparities through funding for fellowships and internships directed at underrepresented minority medical students, physicians and scientists.

We support independent patient education initiatives, which are crucial in empowering individuals, regardless of their socio-economic status or background, to make informed decisions about their health. These initiatives provide unbiased and reliable information, helping patients understand their conditions, treatment options and self-care practices, thus reducing health disparities. This ultimately leads to improved patient outcomes and stronger partnership between patients and health care professionals.

In 2023, we reached more than 144,000 patients and HCPs through our independent educational grants.

More information on the areas we support through [our independent education grants](#), as well as the [latest grant application process](#), can be found on our website.



Key Performance Indicators: Patient Health and Engagement	2021	2022	2023
Grants and Donations to Health Care and Patient Organizations (USD\$ Millions)	\$155.4	\$156.5	\$182.3

Patient Access and Affordability

We recognize that our innovative treatments can only make a difference if they are available and accessible to patients. Therefore, innovation needs to work in harmony with pricing and access so that the patients who need our medicines can benefit from them.



Our Approach

To help address the world's toughest health challenges, our approach to pricing and affordability aims to drive broad and rapid access to our medicines. We price our medicines to reflect the value they bring to patients and their families, health care providers, governments and other stakeholders, as well as the long-term sustainability of our innovation and societal impact.

Innovative treatments are most impactful when there is choice, availability, and the right guidance and support. Given the complexities of different health systems around the world, we believe supporting patients is a shared responsibility. That is why we are actively engaged in initiatives designed to [enhance equitable access to our products](#). These include co-pay assistance, our free medicines program (my AbbVie Assist) and early access pathways for patients who need alternative and investigational therapies. We are also working to [extend access to our treatments on a global scale](#) through product donation, licensing agreements, government partnerships and other assistance programs.

Our approach also relies on [real-world data and patient-centered research](#), which helps us understand the burden of disease, patient behaviors, the efficacy of treatments and health outcomes.

Initiatives to Enhance Equitable Access

AbbVie offers a range of programs to help patients access the medicines they need. Each program is tailored to address the specific needs of patients and patient communities in particular locations, disease areas and coverage and financial circumstances.

Patient Assistance in the United States

- **Co-Pay Assistance**

Within the United States, we offer co-pay assistance to all eligible patients with commercial insurance, regardless of income, for a wide variety of our medicines. More than 90% of eligible commercial patients utilize our co-pay assistance programs. When utilizing co-pay assistance, the majority of eligible patients pay \$5-10 per month for their AbbVie medication.

- **myAbbVie Assist**

We believe that people who need our medicines should be able to get them, which is why our U.S. patient assistance program, [myAbbVie Assist](#), provides free medicines to qualifying patients. Patients in the United States without insurance, or who have insurance but still have difficulty affording their medicine and meet program eligibility criteria may receive their medicine free of charge. This program serves as an important safety net and helps 99% of uninsured patients who seek our assistance. In 2023, Patient Assistance Programs provided medicines at no cost to more than 218,000 U.S. patients.

In addition, AbbVie makes direct donations to independent Charitable Patient Assistance Programs across several disease funds. These foundations offer co-pay assistance for U.S. patients in need, regardless of whether their treatment involves AbbVie medicines. They also provide assistance to patients for insurance premiums and other health-related costs.

For more information on our approach to access and affordability, see our [2023 Pricing and Access of Our Innovative Medicines](#) report.

Global Access to Medicines

We make our products available in more than 175 countries through a combination of government partnerships, patient financial assistance programs, access to clinical trial medicines and pre-approval access programs.

We also have licensing agreements in place with the Medicines Patent Pool (MPP) to increase access to critical medicines in low- and middle-income countries (LMICs). For example, we have MPP agreements in nearly 100 countries for both MAVYRET®, an AbbVie medicine used to treat HCV, and Aluvia FD, an antiviral treatment for HIV.

To facilitate access for certain AbbVie medicines, we contribute to the World Intellectual Property Organization's Patent Information Initiative for Medicines (Pat-INFORMED) database. This database provides patent information on medicines for HIV/AIDS, cardiovascular diseases, diabetes, hepatitis C, oncology, respiratory conditions and other products on the WHO Essential Medicines List so that

procurement agencies may easily find patent holders and communicate directly with companies selling the medicines they need.

In addition, to support access to medicines for those in need with no means of accessing them due to limitations and availability, we host global medicine donation programs. We have seven ongoing medicine donation partnerships with non-governmental organizations providing care in LMICs. We also support requests for medical donations for pediatric health, mental health and HIV/AIDS, and access to surgical care by donation of our general anesthesia treatment for use in free surgeries. 70% of these donations go to recipients in Africa and South America – as well as disaster relief agencies and aid organizations addressing needs during crises. In 2023, 76 LMICs received product donations from AbbVie.



To assist with out-of-pocket cost of medicines, AbbVie offers several programs that help to reduce the cost burden for patients to pay for our medicines. Each program is tailored to meet the unique needs of patients and the patient communities within the specific geography, disease area, and payer context. Additionally, we recognize that while payers evaluate evidence provided by clinical development programs, this pending evaluation could delay or impact payer and health system reimbursement decisions. At times, we can provide earlier access to treatment for people who are suffering from serious medical conditions and could potentially benefit from our medicines. Through our compassionate use programs,

AbbVie provides access to investigational drugs prior to regulatory approval for patients who suffer from serious or life-threatening illness, as determined on a case-by-case basis and implemented through programs subject to established regulatory pathways. Our compassionate use programs span a variety of medicines across oncology, immunology, neuroscience and other therapeutic areas.

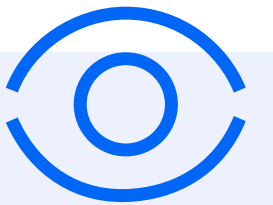
Read about how we give patients [access to investigational products](#) that are not yet approved for use but that might bring some benefit.



Direct Relief's Warehouse
Santa Barbara, California



Fighting Visual Impairment in Africa



The state of eye care in Africa stands in alarming contrast to that of the rest of the world. [According to the WHO](#), approximately 26.3 million people have some form of visual impairment and almost 6 million are estimated to be blind as a consequence of preventable and treatable conditions.

Prevalent eye conditions such as glaucoma, cataracts, allergic conjunctivitis and dry eye are exacerbated by geographical and climatic conditions such as pollution and a dry climate. Yet the local infrastructure required to deliver the medication to a mainly rural population makes addressing this unmet need challenging. This is why AbbVie has launched a new initiative aimed at expanding patient access to our eye care products from nine to 45 African countries.

The cornerstone of this initiative is a standardized eye care pack for all sub-Saharan countries except South Africa. This is designed to overcome some of the operational, logistical and quality challenges we currently face in the region. The standardized eye care pack will have unified packaging, price, and bilingual patient information in French as well as English.

This initiative is supported through submission of one standard registration file through regional economic hubs including the East African Community (EAC) and the Economic Community of the West African States (ECOWAS), to support a faster and more cost-effective registration pathway. We have submitted registration files for two products (GANFORT® and LUMIGAN®) in two sub-Saharan regions.



Advancing Health Economics and Outcomes Research

Health Economics and Outcomes Research (HEOR) designs and executes research to understand the patient experience and identify the outcomes that matter most to patients for novel endpoint development in both randomized controlled trials (RCTs) and real-world research. Furthermore, HEOR integrates this real-world data on patient experience, treatment patterns and care outcomes to help us understand disease burden, patient behaviors and how treatments work for different groups of patients to uncover unmet needs. This is particularly important for populations that face disparities in care and health outcomes.

HEOR's innovative research is a central component in helping patients, regulators, payers and providers understand the true value of our medicines. It allows us to develop innovative integrated access strategies that highlight treatment benefit and outcomes that are meaningful to patients.

External Partnerships to Drive Patient-Centered Research

Several external partnerships were established in 2023 to enhance and drive the integration of the patient voice throughout our medical product development programs.

- HEOR launched the Lung Cancer Health Outcomes Research Advisory Committee, with global experts in oncology and pathology providing valuable insights on patient-reported outcomes and real-world evidence to inform future trials in lung cancer.
- In partnership with our Diversity and Patient Inclusion team, HEOR conducted one-to-one interviews and virtual focus groups with key patient leaders in acute myeloid leukemia to better understand oncology patients' perspectives and needs to inform future clinical design.
- HEOR partnered with movement disorder specialists and the Parkinson's Foundation to co-develop [My PD-CARE](#). This simple tool, available across the United States, enables patients to effectively track their Parkinson's disease symptoms and discuss any changes with their physicians to support disease management decisions.

2023 U.S. Highlights in Patient-Centric Outcomes



LINZESS® for FC

Patient-reported outcome (PRO) endpoints supported the FDA approval of LINZESS, the first and only prescription therapy for functional constipation (FC) in pediatric patients aged 6–17 in the United States.



RINVOQ™ for CD and UC

RINVOQ was approved by the FDA as the first and only oral treatment for Crohn’s disease with fatigue on label, elevating the awareness and treatment benefit of this key patient symptom; label expansion for ulcerative colitis (UC) to include approval of fatigue also broadened the communication of treatment benefits on an outcome important from the patient perspective.



QULIPTA™ for migraine

Following an initial approval in episodic migraine, QULIPTA was approved by the FDA for chronic migraine, with the inclusion of information on treatment benefit on patient functioning representing the most robust and holistic reflection of patient-relevant benefits from a migraine treatment to date.



Real-World Evidence to Improve Migraine Patient Outcomes Among Employees

Following implementation of AbbVie’s Migraine at Work™ program in 2022, a 12-week initiative designed to raise awareness about migraines among U.S. employees, the ENLIGHTEN study was conducted in 2023 to evaluate the impact of the program on migraine management and work productivity.

The study showed positive results on the impact of the migraine awareness program for AbbVie employees living with migraines: more employees contacted health care professionals, preventive medication use for migraines increased and absenteeism related to migraines decreased.

The results of this study will be shared with other employers to highlight the beneficial effects of migraine awareness programs in the workplace.

Key Performance Indicators: Patient Access & Affordability	2021	2022	2023
U.S. Patients Provided Medicine at No Cost Through Patient Assistance Programs	170,162	198,196	218,407
Low- and Middle-Income Countries that have Received Product Donations ^{1,2}	-	63	76

¹ KPI first introduced for the 2022 ESG Action Report. AbbVie is only reporting data from 2022 onward for this KPI.

² As defined by the World Bank, including low income, lower middle income and upper middle income countries.

Human Capital Management

We take a holistic approach to managing our people, emphasizing professional and leadership development, employee well-being and a culture that unleashes the full potential of our team. At AbbVie, every one of our approximately 50,000 employees helps shape and define our path forward, to make a real difference in people's lives.

Our Approach

[Attracting, recruiting and retaining the best talent](#) and enhancing strategic and leadership capabilities through meaningful [learning and development opportunities](#) are critical to a sustainable talent pipeline, and [effective performance management](#) contributes to long-term business growth.

At AbbVie, we have created an environment that fosters an [inclusive culture](#), where talent is aligned with our business objectives, where ongoing [engagement](#) is encouraged and where [Equity, Equality, Diversity and Inclusion \(EEDI\)](#) enables us to reflect the wide variety of patient populations we serve.

We also invest in our employees through [health and well-being programs](#), which reinforce our zero-tolerance approach to injuries and accidents, and help our people be at their best at work and at home. In addition, a comprehensive package of [rewards and benefits](#) helps us hire, retain and engage the talent we need to drive our business forward.

Decisions related to human capital management are made by our executive leadership and amplified at functional levels. Additional councils and committees also govern key functions, such as the retirement plan investment committees that regularly advise on budget, and employee and executive compensation and benefit programs. AbbVie's Board of Directors oversees the company's approach to human capital management, including our EEDI strategy. AbbVie also has diversity councils that help to amplify this EEDI strategy, with implementation plans organized by business function and geography. The strategy and its implementation are driven and overseen by our CEO, Chief Human Resources Officer, Chief Equity Officer and the Executive Leadership team who set formal goals and are held accountable for our performance in this area.



Our Culture

Our workplace culture is built upon three fundamental guideposts:

Our Principles

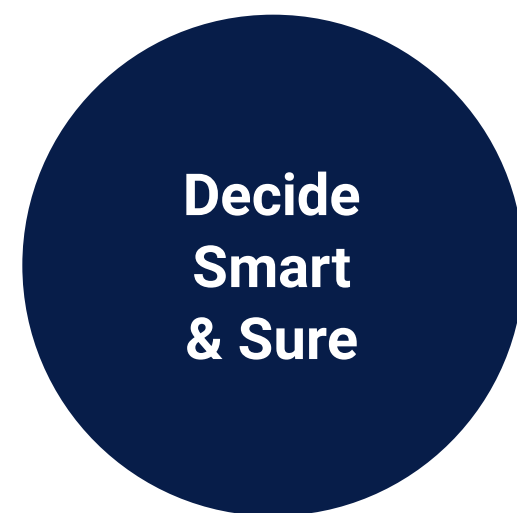
Represent **who** we are and what we stand for: transforming lives, acting with integrity, driving innovation, embracing diversity and inclusion, and serving the community.

The Ways We Work

Encompass **how** we break through. They are a set of behaviors that provide clear expectations for all employees, reinforcing that how we achieve results matters: All For One AbbVie, Decide Smart & Sure, Agile & Accountable, Clear & Courageous, and Make Possibilities Real.

Talent Philosophy

Prioritize **what** AbbVie does to manage, develop and lead talent: Performance, The Ways We Work behaviors, Differentiation, Accountability and Transparency.



Attracting Talent

Our proactive approach to attracting, engaging and hiring people governs our talent strategy and is applied across all stages of the recruitment pipeline, from early career to executive leadership.

Our multi-year roadmap for talent acquisition and workforce planning ensures that we maintain a rigorous, efficient and inclusive process. This involves having a strong operating model, optimized processes and technology, excellence and equity in talent acquisition capabilities, and effective reporting and forecasting of future needs.

Leveraging strategic partnerships with top-tier organizations and educational institutions, we aim to build a robust pool of diverse talent today and for years to come. With an emphasis on our early talent pipeline, a dedicated team from AbbVie has developed direct school partnerships with 14 historically Black colleges and universities (HBCUs) and Hispanic-serving institutions (HSIs).

AbbVie also works with a wide variety of associations, alliances, national bodies and membership organizations to help build our talent pipeline, including the National Black MBA Association, the Society of Women Engineers, Women of Color in Pharma and many more. In 2023, we partnered with the Association of Latino Professionals for America and Hispanic Alliance for Career Enhancement.

Learning and Leadership Development

We believe development is critical to our business performance and the engagement of our employees, but we always take a personalized approach. This involves encouraging employees to set a development goal and take advantage of the development opportunities available to them. More than 70% of employees have opted to establish a development goal supported by an individual training plan to enhance performance. We supplement this approach with company-wide training opportunities and differentiated investments in key talent leaders.



Lake County, Illinois

Broad-Based Development Solutions

Across the business, we offer a wide array of leadership development programs. In 2023, we hosted workshops and webinars on a variety of development topics, including talent and performance management, as well as new people leader training. Our offerings also included customized leadership assessments and one-on-one coaching to accelerate the development of key talent leaders at director level and above.

Learn. Develop. Perform. (LDP), our signature development program for all employees, offers accessible resources that help individuals learn new skills, grow their professional network and build their careers. LDP offers webinars, online tools and resources on a range of professional and leadership topics, including decision-making, process simplification, networking, business acumen, career growth and personal brand. It also includes an annual week of learning, a monthly series of events and a dedicated website. With AbbVie senior leaders and recognized experts from around the world serving as content specialists and guests, these resources can be used to improve current performance, as well as support growth for future positions. In 2023, nearly 11,000 employees (around 21% of our workforce) participated in 135 events during our seventh annual LDP Week. Throughout the year, more than 30,000 employees visited our LDP site.

AbbVie 360 is available to all employees and provides specific developmental feedback to employees on how they are demonstrating our leadership attributes. It helps the learner understand their strengths and opportunities for improvement. Also, AbbVie provides customized leadership assessments, coaching and training to accelerate development of key talent leaders at manager through executive levels; and, among other programs, offers Leading at AbbVie, a transition support program specifically for those in people leader roles for the first time.

Performance Management

All employees use our Raise the Bar performance management process to set three to five business goals and one development goal each year.

Throughout the year, leaders and employees are expected to check in on their performance and development through Time To Talk conversations. A Time To Talk conversation guide is available for all employees to increase transparency, trust, shared accountability, and inclusion in the Raise The Bar process. Reinforcing the importance of our [Ways We Work](#) behaviors at AbbVie, we have embedded them into many of our talent practices, including performance reviews. All employees' performance, regardless of level, role or location, is evaluated at year end against their goal achievement and their demonstration of our Ways We Work. The resulting performance ratings guide merit-based pay increases, and for those eligible, annual bonus payouts and long-term incentive stock grants.



Washington, D.C.

Advancing Our Culture: Employee Engagement

AbbVie is recognized as a top employer based on positive employee feedback, competitive benefits and development opportunities, among other robust offerings. Measuring our impact is the first step in continuous improvement.

Our global Employee Survey, conducted every two years, is designed specifically to gather feedback from across multiple dimensions of the employee experience, such as culture, trust, work-life integration, well-being, development and innovation.

2023 Employee Survey

Our latest Employee Survey confirmed that 81% of employees feel engaged in their work, with high levels of energy and commitment to AbbVie. Additionally, 79% of our employees view our culture favorably, showing an increase of 19 percentage points since our first Employee Survey in 2013.

In addition to the global Employee Survey, at least annually, we gather feedback through a variety of listening methods, to ensure that employee experience remains a priority. We use voice sessions, pulse surveys and external vendor partners to check that our culture remains strong, as reported by those who know it best: our people.

To validate our results, we rely on industry-leading best practices and benchmarks from our Employee Survey vendor and through our membership of the [Mayflower consortium](#). We also partner with external vendors, such as Great Place to Work®, which conduct independent surveys.

92%

Overall employee survey response rate



Percentage of AbbVie employees who:

are engaged – having energy and commitment to AbbVie:

81%

believe that AbbVie is building the culture that we want to create:

79%

feel good about the ways AbbVie contributes to the community:

91%

Increased scores across the following dimensions:

Accountability, development, inclusion, innovation, people leadership, transparency and trust

Other strong results:

Alignment, ethics, patient centricity and work-life well-being



Equity, Equality, Diversity and Inclusion

Developing and bringing innovative, life-changing medicines to patients requires diversity of thought, which comes from a diverse workplace. We serve a wide variety of patient populations worldwide and it is essential that we strive to reflect their diversity and represent their voices. Our EEDI strategy includes specific priority areas to ensure we foster an inclusive community that works for our people, patients and business.

Our Principles in Action

Our EEDI commitment is grounded in [Our Principles](#) – specifically embracing diversity and inclusion. Our global workforce, which represents diverse backgrounds and perspectives, aligns with our company values of treating everyone equally, with dignity and respect, which we believe allows us to achieve our collective best.

At AbbVie, we have zero tolerance for hateful speech or actions, or injustice, persecution and discrimination of any kind. We promote, ensure, support and require equal opportunity for all persons, without regard to race, color, religion, sex, sexual orientation, gender identity, national origin and all other traits protected by law. Our vision for “One AbbVie – Inclusively” is that every employee can say, “I belong, I am inspired, I am not the only one, I make a difference.”

Key Performance Indicators: Talent Attraction, Retention and Development	2021	2022	2023
Overall Turnover Rate	11%	10%	9%
Voluntary Turnover Rate	8%	8%	6%
New Hires	8,000	7,500	6,100
Open Positions Filled by Internal Candidates	30%	29%	31%
Employee Engagement Rate ¹	82%	-	81%
Employees Who Indicate That AbbVie Equips Them Well to Perform in Their Role ¹	76%	-	77%

¹ AbbVie Employee Survey, 2021 and 2023. The AbbVie Employee Survey is conducted every two years. The survey was not conducted in 2022.



At AbbVie, we believe having a diverse workforce and an inclusive culture is a business necessity – our commitment to equity, equality, diversity and inclusion is fundamental to who we are, how we operate and how we treat each other. This focus strengthens our ability to innovate and is critical to our ability to deliver now and into the future.”

Assil Omar
Vice President, Chief Equity Officer

PowerHer: A Mentoring Program for Women



PowerHer is a mentoring program across our Finance, Business Technology Solutions and Operations business units that promotes advocacy, self-branding, career management and equity, and empowers women to pursue their professional ambitions. The objective is to create a network that will assist women with developing skills for advancement within AbbVie, by fostering career discussions, experience sharing and professional development workshops.



Our Global Strategy: EEDI Strategic Priorities

Across the enterprise, our aligned global EEDI strategy focusing on the following key areas in 2023: realizing a diverse workforce; building people leader capabilities; strengthening community, well-being and belonging; and scaling EEDI impact to enhance organizational effectiveness and accountability.

We continued to build more equitable and inclusive leadership behaviors related to how leaders operate themselves and how they assess and develop their teams. In support of this aim, we launched and piloted a formal expectation for leaders to have an inclusion goal. The goal aims to foster a more inclusive culture by modeling inclusive leadership and team behaviors, and aligns with Our Principles, The Ways We Work and Talent Philosophy.

In addition, we evolved our EEDI education strategy to deliver highly impactful, globally relevant learning experiences on demand. This enhanced curriculum and clearer purpose drives accountability from leaders and employees. We continue to focus on strengthening the inclusive-leader competency among our people leaders, with an emphasis on understanding, skill building, ownership and accountability.

We also strengthened the impact of inclusion by addressing opportunities across the enterprise and functionally, with a focus on belonging and well-being. Examples include:

- Diversity Awareness Calendar**
 We continued our global Diversity Awareness Calendar, which celebrates and acknowledges the breadth of meaningful observances around the world. The calendar includes a brief summary of each event's history and cultural traditions.
- EEDI Employee Voice Sessions**
 We continued to build on our series of employee voice sessions with a focus on enhancing workplace culture and advancing inclusion. Employees are encouraged to share what is on their minds and how they are coping with the various events happening in the external environment that can impact our sense of humanity. Through these sessions, employees have a safe space to share their experiences, ideas and thoughts.
- Inclusion Evolution 2.0**
 Through this education, participants focus on examining assumptions, mindset and practices; reflect upon and reinforce concepts, learnings and commitments; continue critical skill-building to ensure a culture of full inclusion at AbbVie; and take action to lead AbbVie's inclusion evolution.

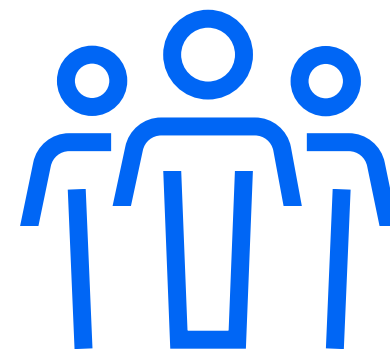


Lake County, Illinois

Cultivating Diversity and Inclusion: Employee Resource Groups

Our Employee Resource Groups (ERGs) and Communities strengthen our company culture and enrich our workplace by promoting awareness and fostering a diverse and inclusive environment. Open to all employees, they activate inclusion and accelerate belonging to create an important sense of community and support for one another. AbbVie’s [seven ERGs](#) are company sponsored with executive leadership team support.

In addition, AbbVie Communities are employee-created groups that connect colleagues of a similar demographic, background or subject of interest – and are also open to all employees. As part of AbbVie’s commitment to building community, the AbbVie Foundation in partnership with ERGs provide \$700,000 in grants annually to nonprofit organizations that align with the Foundation’s mission to advance health equity and support our ERG values.



12,000+

ERG members

300+

AbbVie
Communities

Our ERGs’ Impact in 2023



AbbVie
Pride

Increased chapter engagement and membership at a local and global level. This was exemplified by the celebration of PRIDE events in Austin, Chicago, Dublin, Milwaukee, Tokyo and other cities.



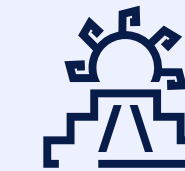
AbbVie
Veterans

Bolstered talent acquisition practices through activities such as the Veterans MBA Hiring Conference.



Ability at
AbbVie

Partnered with business functions, including the Vitality benefits, EEDI and psychiatric brand teams, to develop and launch the Open Mind Project, a campaign to reduce the stigma associated with mental illness and support mental well-being.



AHORA
Hispanic/Latino

Empowered and cultivated a Hispanic/Latinx professional workforce of interns, employees and resilient leaders.



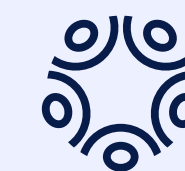
Asian Leadership
Network

Held a “Diversity & Inclusion in Clinical Trials” event.



Black Business
Network

Expanded professional skill sets through several roundtable discussions, a “Beyond the Lab” podcast focused on career transitions, and other career development events and networking opportunities.



Women Leaders
in Action

Expanded awareness through global Women’s History Month and International Women’s Day celebrations, a health equity education series and collaborations with other ERGs and women’s groups.

AbbVie Way Ambassadors of Culture

The AbbVie Way Ambassadors of Culture is a cross-functional team of 284 employee volunteers in 50 countries who act as culture champions, catalysts and role models. Serving as an extension of our Organizational Culture team, they partner with local leaders and HR to develop and share tools and resources that help us celebrate and enhance our culture. We recognize the importance of culture during our Celebration of Culture, a week dedicated to reinforcing how AbbVie’s culture makes us a great place to work.



Lake County, Illinois

Key Performance Indicators: Equity, Equality, Diversity & Inclusion (EEDI)

	2021	2022	2023
Total Employees	50,000	52,000	53,000
Women Globally	55%	56%	56%
Women on the Board of Directors ¹	-	27%	38%
Women in Executive and Board Positions ²	36%	40%	41%
Women in VP Positions ³	-	-	41%
Women in Director Positions ³	-	-	50%
Women in Manager Positions ³	-	-	54%
Women in Professional Positions ⁴	-	-	58%
Women in Management Positions in Revenue-Generating Functions ⁵	54%	52%	54%
Women in STEM-related Positions	59%	57%	57%
Ethnically or Racially Diverse Members of the Board of Directors ¹	-	18%	15%
U.S. Employees Who Are Members of Underrepresented Populations	35%	37%	38%
U.S. Employees Who Are Veterans	2%	2%	2%
U.S. Employees Who Have Disabilities	2%	2%	2%

¹ KPI first introduced for the 2022 ESG Action Report. AbbVie is only reporting data from 2022 onward for this KPI.

² Includes VP-level women and above, including AbbVie’s Board of Directors.

³ KPI adjusted from 2022 ESG Action Report to align with internal categorizations.

⁴ Represents a new KPI in the 2023 ESG Action Report

⁵ “Revenue-generating functions” means a position with AbbVie’s commercial organization.

Health and Well-Being

At AbbVie, we partner with employees to help them be their best selves – at work and home. Because when we are at our best, AbbVie is at its best. We also recognize that well-being needs, cultures and programs vary across the globe. AbbVie Vitality, our global well-being initiative, offers numerous resources and programs to support all employees year-round.

- **AbbVie Vitality’s Employee Assistance Program (EAP)** is available to all AbbVie employees, their dependents and household members around the world. It provides mental health support, community referrals to legal and financial experts, training, critical incident support, webinars, people leader support and a comprehensive website. In addition, we promote mental health awareness throughout the year to help reduce any stigma, with special emphasis during Mental Health Awareness Month in May and World Mental Health Day in October.
- Our signature program, **AbbVie in Motion**, is a four-week, team-based, physical activity challenge. In 2023, a record-breaking year, more than 15,000 participants recorded more than 22.6 million minutes of physical activity.
- In 2023, our annual **Week of Well-Being** was targeted toward financial well-being, with a keynote speaker and other resources to support employees offered in seven different languages.

- **Total Body Blueprint** is our month-long, self-paced program that provides education and resources to reduce musculoskeletal injuries and issues. More than 5,000 employees in 62 countries participated in 2023.
- The website [AbbVieVitality.com](https://www.abbvie.com/AbbVieVitality) provides the platform for all global well-being programs. It includes on-demand fitness classes, cooking demonstrations, meditations, videos, articles and other resources.

Workplace flexibility in where and when we work has always been at the core of AbbVie’s commitment to employee work-life well-being. We understand that flexibility looks different for everyone, so we work together to support flexibility to create a win-win for AbbVie employees, teams, patients and customers. Our hybrid work model, Where We Work, enables eligible employees to work remotely on average two days per week, helping sustain high performance, productivity and engagement.

Key Performance Indicators: U.S. Workforce by Race & Ethnicity	Share in total workforce (as % of total workforce)			Share in all management positions (manager level and above as % of total management workforce)		
	2021	2022	2023	2021	2022	2023
Asian	17%	18%	19%	21%	23%	24%
Black or African American	6%	7%	7%	5%	5%	5%
Hispanic/Latinx	9%	9%	10%	6%	6%	6%
White	65%	62%	61%	66%	62%	62%
Other (Includes Native American/ Alaska Native, Native Hawaiian/ Other Pacific Islander and Two or More Races)	3%	4%	3%	2%	4%	2%

We also reflect specific support with respect to therapeutic areas that are core to AbbVie. For example, in 2023, we introduced eye exams during our biometric screenings and flu shot event. In addition, we developed a migraine management checklist that helps employees talk to their doctor, understand what a treatment plan might look like and find ways to combat stress, a common trigger for migraines.

Protecting Our Workforce

The safety of our employees across our workplace is a cornerstone commitment to our employee community and human rights more broadly. Our guiding philosophy – “Zero. Believe It. Achieve It.” – reflects the core belief that every environmental, health and safety incident is avoidable as we all adopt a preventive mindset.

Our current Occupational Health and Safety (OHS) model of care involves an external occupational health care provider, while operational oversight comes through policies, procedures and comprehensive safety training for all employees.

We conduct OHS risk and hazard assessments to identify potential causes of harm in the workplace. Additionally, 13 of our manufacturing sites (four of which are shared R&D facilities) and one commercial affiliate office outside of the United States are certified to the international standards for safety associated with ISO 45001.

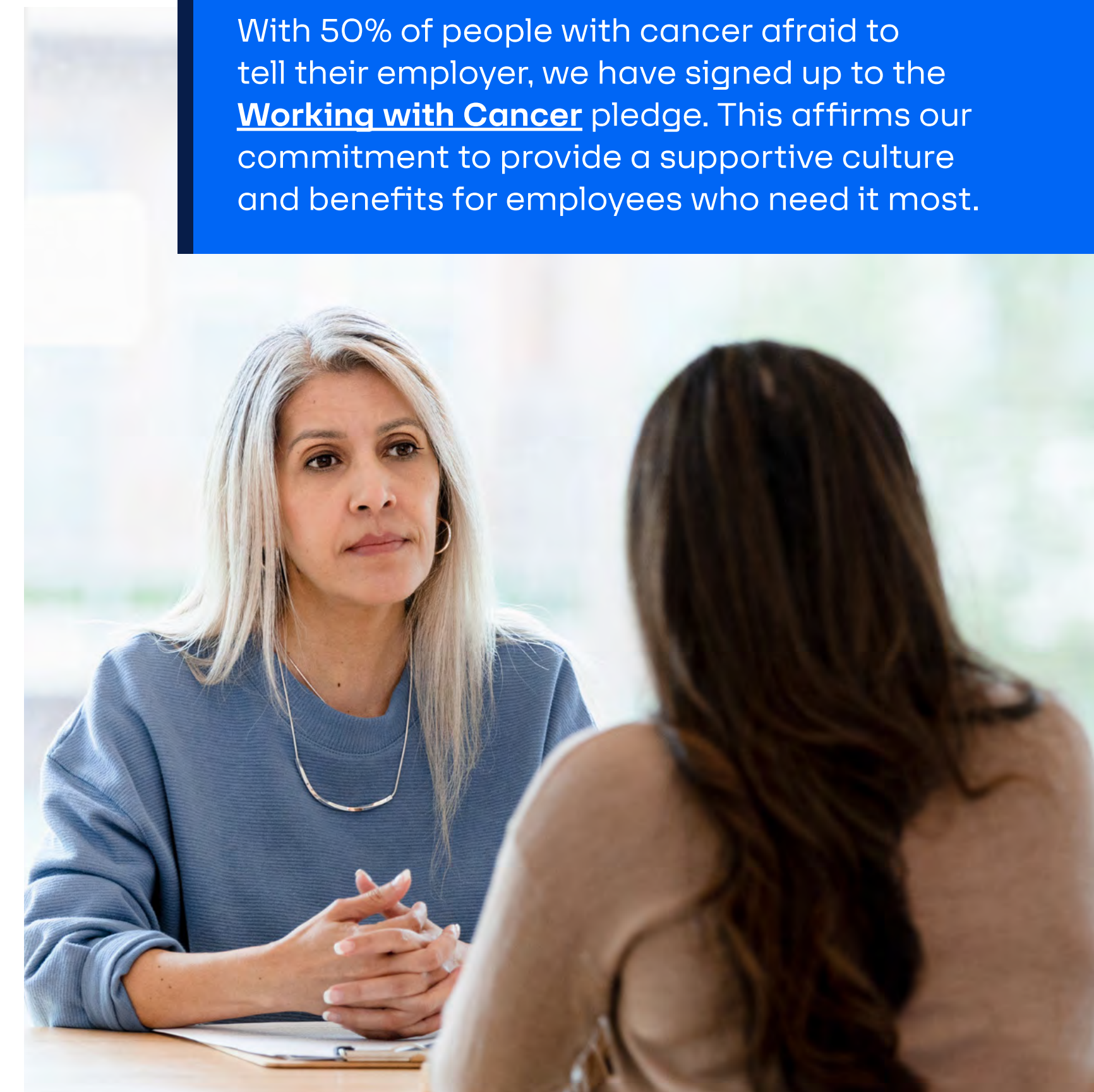
Key Performance Indicators: Workplace Safety	2021	2022	2023
Recordable Incident Rate (Per 200,000 Hours Worked)	0.16	0.18	0.18 ¹
Lost Time Injury Frequency Rate (Per 200,000 Hours Worked)	0.04	0.05	0.07 ¹
Work-Related Employee and Contractor Fatalities	0	0	0

¹ The hours worked methodology was updated in 2023 to increase the accuracy of reporting.

We are committed to improving our best-in-class safety programs and since we became an independent company in 2013, we have been a Dow Jones Sustainability Index (DJSI) leader in OHS across the biotechnology industry.

We continue to demonstrate our Think 5/Take 5 safety culture initiative, rolled out in 2022, which empowers employees across our manufacturing sites to take ownership of safety. Safety training programs include regulatory training, addressing hazards, site-specific safety and environmental training, case management, and reporting and recording standards, as well as courses on EHS and OHS.

With 50% of people with cancer afraid to tell their employer, we have signed up to the **Working with Cancer** pledge. This affirms our commitment to provide a supportive culture and benefits for employees who need it most.



Total Rewards

AbbVie is committed to providing a comprehensive and competitive total rewards package, covering every phase of an employee’s life and career with us. This helps attract, retain and engage the talent we need to drive our business growth. We offer our modern workforce a combination of robust and meaningful **benefits, compensation and well-being programs** including, but not limited to:¹



A gender-neutral **parental leave policy**, including paid leave for parents who grow their families through adoption or surrogacy



Family caregiver leave allowing employees to take time off to support or care for an ill or injured family member



Expanded access to Employee Assistance Program (EAP) services to all countries



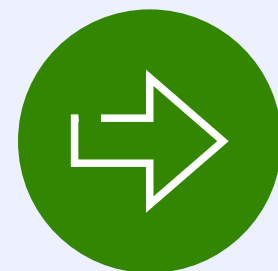
Baby feeding support, including lactation rooms in our office locations, breastmilk shipping services for mothers on business travel, 24/7 lactation support and baby formula discount programs



Caregiving support including back-up care, help finding a caregiver and subsidized on-site child day care at our Corporate Headquarters



Year-round resources for U.S.-based employees to **increase financial knowledge** and raise awareness of the financial resources, benefits and discount programs we offer



A **retirement transition program** through which eligible employees can slowly reduce their responsibilities and workloads, and pass on their knowledge to colleagues



Tuition assistance toward business-related undergraduate and graduate courses at accredited institutions, for regular employees with at least one year’s experience working at least 20 hours a week

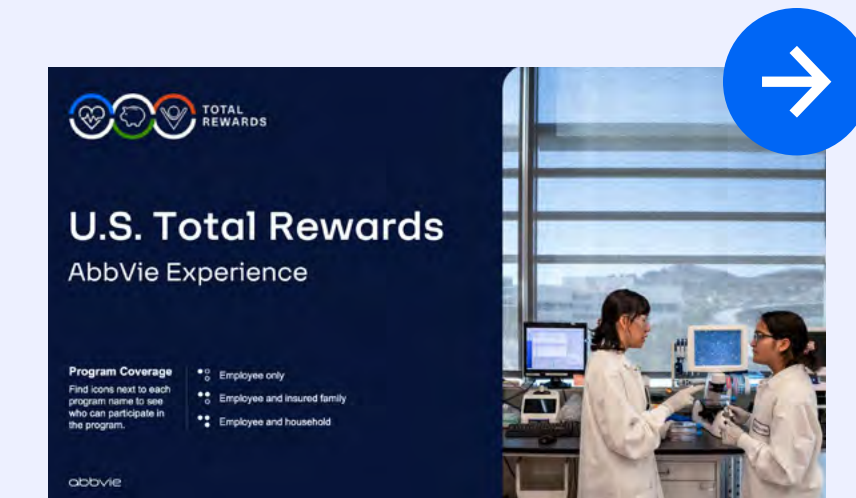


Generous paid time off through vacation, company holidays and personal days

In 2023, we extended our U.S. fertility benefits to no longer require an infertility diagnosis and introduced the AbbVie Inclusive Benefits Guide, which communicates what is available for our LGBTQIA+² population, persons with disabilities, military and veterans, and caregivers. We also make professional help and guidance available to employees seeking gender-affirmative care.

We continue to equip our people leaders with details about compensation, benefits and well-being to inform conversations with employees, and are exploring new ways to make our programs and benefits easier to find, understand and use for all employees.

AbbVie is committed to pay equity. We conduct annual pay equity analyses in an effort to achieve equitable pay across genders and ethnicities among employees in the United States.



Our Total Rewards Package

¹ This list summarizes primarily U.S.-centric benefits.

² Lesbian, gay, bisexual, transgender, queer/questioning, intersex, asexual and other (such as non-binary and pansexual)

Employee Support

The AbbVie Foundation is committed to assisting our people and their families in times of need. The AbbVie Employee Relief Program, which is funded and managed by the Foundation, provides critical financial relief to employees in the wake of disasters and personal hardship.

Additionally, the AbbVie Possibilities Scholarship Program, funded by the AbbVie Foundation, alleviates the financial strain of tuition costs so that the children of AbbVie employees can achieve their full potential through post-secondary education.

Possibilities Scholarship Program 2023

100

scholarships

awarded to students in 23 countries including U.S.

Employee Relief Program 2023

\$1.3

million

in financial assistance provided to employees in 16 countries (including the U.S.) and 16 states within the United States



Lake County, Illinois



Community Engagement

Since our founding, we have led with purpose to make a lasting impact for patients, communities and society. We engage closely with communities because we believe that is where meaningful change begins. We listen and learn from communities and our partners, empowering them to determine the best solutions for their most pressing needs.

Our Approach

Our culture of giving is reflected in our philanthropic efforts, as well as the ways our employees around the world support communities through employee giving and volunteering. Over the past decade, we have focused our philanthropic giving on three priority areas that are grounded in advancing health equity:

Strengthening Health Care Systems by collaborating with nonprofits that are advancing health equity and driving systemic change in communities around the world

Supporting Effective Educational Programs by partnering with nonprofits that address barriers to education equity and empower marginalized students and young adults

Building Community Resiliency by supporting nonprofits and local programs that bring targeted aid, including disaster relief, to those in need

One key aspect of our approach to community and partner engagement is corporate giving, supporting causes that align with our corporate values. In 2018, we made a [\\$350 million commitment](#) to nine U.S. nonprofits that are working to advance health and education equity and build stronger communities.

Our philanthropic work is also supported through a range of community grants, partnerships and employee giving and volunteering programs via the AbbVie Foundation. This 501(c)(3) nonprofit, which celebrated its 10th anniversary in January 2023, is working to drive meaningful change in communities worldwide so that everyone can live their healthiest life.

AbbVie employees are passionate about making a difference in their communities and strengthen our impact through their participation in the Foundation's [employee giving and volunteering programs](#).

Over the past decade, we have strengthened health care systems, enhanced education programs and supported community resilience. Going forward, we are building on the Foundation's first 10 years of impact by continuing to advance health equity through our philanthropic programs and initiatives.



North Chicago, Illinois

Our Corporate Giving

In 2023, AbbVie reached the end of an historic five-year, **\$350 million** commitment to nine nonprofit organizations, creating long-term impact across the United States and Puerto Rico. As part of our overall philanthropic effort, this signature corporate donation included:

\$155 million

to organizations strengthening health care systems and promoting equitable access to quality health care

\$95 million

to education partners addressing systemic barriers and empowering students in under-resourced schools and communities

\$100 million

to support immediate recovery efforts and long-term resiliency after Puerto Rico was hit by two major hurricanes

Strengthening Health Care Systems

Family Reach

Provided financial hardship assistance to **4,223 families** facing cancer treatment at **25 hospitals**

Ronald McDonald House Charities (RMHC)

Expanded **33 RMHC houses**, creating over **600 new rooms** for families to use while their children undergo critical medical care

St. Jude’s Research Hospital

Funded the Family Commons, a treatment-free space for families to rest and receive support between clinical appointments, serving around **8,600 patients** a year

Supporting Effective Educational Programs

City Year

Expanded its educational programs to serve **1 million students** across **345 schools**

Communities in Schools

Helped over **260,000 students** at **164 schools** across the U.S. succeed academically and beyond

Neal Math and Science Academy

Funded a new Middle School in North Chicago, a safe, modernized learning environment improving the academic success of students

University of Chicago Education Lab

Funded research that catalyzed **\$600 million** in federal and local investments into effective tutoring and education programs

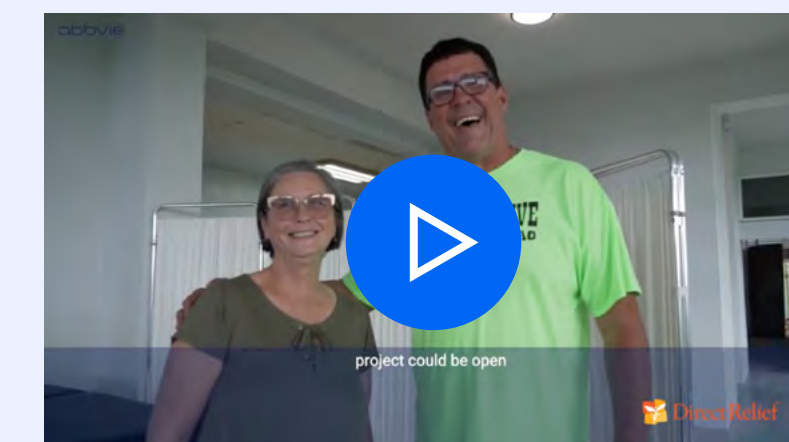
Building Community Resiliency

Direct Relief

Assisted over **1.2 million people** through more than **60 grants** for mobile health clinics, health centers and sustainable infrastructure

Habitat for Humanity

Repaired **777 homes**, built **39 new houses**, trained **4,900 people** in construction and home safety, and removed barriers to proving home ownership by clearing **618 titles**



Our \$350 million Commitment

We are proud of what these partnerships have accomplished and are committed to leveraging the lessons learned from our partners to enhance and inform our philanthropic programs and continue driving impacts in the future.

The AbbVie Foundation

The AbbVie Foundation envisions a future where every individual has an equitable opportunity to realize their full potential. We are committed to advancing health equity through innovative, community-centered partnerships and mobilizing our people to create a remarkable impact around the world.

AbbVie Foundation

Empowering Healthier Communities

The AbbVie Foundation is governed by the AbbVie Foundation Board of Directors and officers of the Foundation, and its programs are managed by AbbVie's Global Philanthropy team. We continually assess and refine our grant-making processes, metrics and evaluation systems to ensure the responsible stewardship of resources and that our community investments have the greatest impact.

In compliance with AbbVie Foundation grant-making policies and bylaws, a proposed budget with recommended grantees and funding levels is submitted for approval to the AbbVie Foundation board annually. The progress of partners is tracked and reported each year, including through our annual ESG Action Report.

We collaborate with our partners to address the social determinants that influence the health and well-being of people in their communities, including access to health care, education, social and environmental conditions, financial stability and more. In selecting organizations to support and collaborate with, we start by listening to and learning from trusted partners and community stakeholders to identify needs and opportunities. The factors that inform the selection of AbbVie Foundation partners include their alignment with our mission and values; their presence and trusted reputation in communities; their understanding of local needs; their ability to demonstrate impact in the area of support; and their capacity to absorb funding and implement scalable or replicable programs.

Since 2013, AbbVie and the AbbVie Foundation have disbursed more than **\$680 million** to nearly **400 philanthropic partners** who are advancing health equity by strengthening health systems, supporting effective educational programs and bolstering community resilience. The Foundation alone has provided more than **\$283 million** in grants.



Chicago, Illinois





Advancing Racial Equity in Health and Education

In 2020, the AbbVie Foundation made a five-year, \$50 million commitment to advance health and education equity in Black and other marginalized communities across the United States. Our six nonprofit partners have made significant strides to advance racial equity by reducing health disparities and providing educational and workforce-related opportunities.

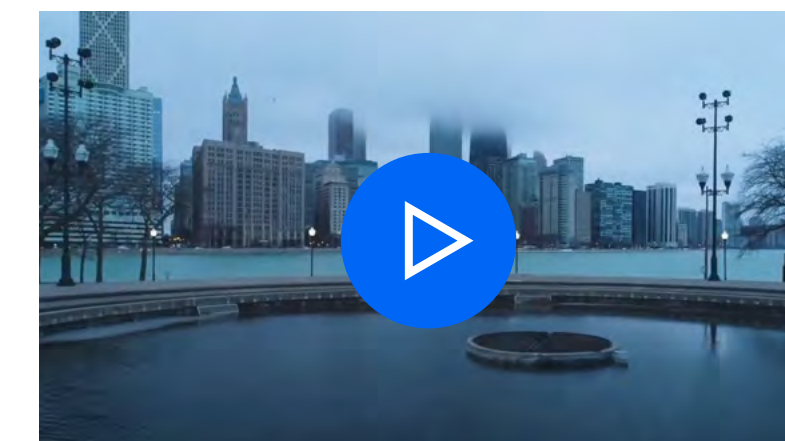
- **Direct Relief:**
Supported 14,000 patients identifying as Black and Latinx by awarding 30 grants to community health centers, charitable clinics and other nonprofits
- **National Urban League:**
Expanded its signature Project Ready Mentor program to keep 3,000 young people in 17 U.S. cities engaged with school and employment
- **Providence St. Mel School:**
Funded 47 scholarships to high school students and expanded its Academic Intervention Model, which seeks to identify and support students who would otherwise not have the opportunity to obtain a premier college education



Chicago, Illinois

- **United Negro College Fund:**
Enabled Black professionals to pursue careers in health care, providing scholarships and support services to more than 800 students through its Healthcare Diversity Workforce Program
- **University of Chicago Medicine's Urban Health Initiative:**
Trained community health workers helped more than 27,000 residents in Chicago's south side navigate and access health and social service resources through its Liaison in Care (LinC) program
- **Year Up:**
Expanded its training and internship program, empowering nearly 5,200 young adults in Boston, the Bay Area, Chicago and New York/New Jersey with technical and professional skills and real-world work experience

We are now three years into these five-year partnerships and our partners continue to scale their racial equity work, expanding the reach of their programs and sharing key learnings with other nonprofits. In addition to the above, the AbbVie Foundation matches employee donations 3:1 for select civil rights nonprofits whose primary mission is to advance racial equity. Learn more in our [Employee Giving](#) section of the report.



Our Commitment to Advance Racial Equity

Humanitarian and Disaster Relief

In times of great need, the AbbVie Foundation provides support through a three-pronged approach that includes grants to nonprofits supporting recovery and resiliency of communities, providing support to impacted employees and donating essential products.

- **Turkey and Syria**

Following a massive earthquake in February 2023, the [AbbVie Foundation donated \\$1 million](#) to support the relief efforts of our partners International Medical Corps and Project Hope

- **Israel and Gaza**

In October 2023, [AbbVie Foundation donated \\$1 million](#) to help those directly affected by the conflict in Israel and Gaza, supporting the humanitarian relief work of four trusted nonprofit partners

In 2023, the AbbVie Foundation matched employee donations, and donated essential medicines to trusted disaster relief and humanitarian partners responding to disasters, such as the wildfires in Hawaii, Greece and Canada, flooding in Ireland, and relief efforts in Turkey, Syria, Israel and Gaza.

In response to these tragic events and others around the world and, as part of our commitment, we provided critical relief and financial support to colleagues and their immediate families as needed through the [AbbVie Foundation Employee Relief Program](#).



Mariveles, Bataan, Philippines



Global Health Programmatic Partners

The AbbVie Foundation supports long-standing global partners advancing health equity and strengthening health care systems. These partners include:

- **Baylor College of Medicine International Pediatric AIDS Initiative**

Provided comprehensive HIV care, treatment, prevention, testing and psychosocial support for more than 25,000 children and adults in Romania and Malawi, as well as supporting its network in Botswana, Lesotho, Eswatini, Tanzania and Uganda

- **Academic Model Providing Access to Healthcare**

Supported community-centered programs from health education groups for mothers and children, to expanding the capabilities and reach of community-health workers- to reduce mortality and improve the health of an estimated 70,000 people in Kenya

- **Partners In Health**

Strengthened the capacity of community health workers in Chiapas, Mexico, and improved health access and outcomes for approximately 1,100 patients

- **Direct Relief**

Provided financial assistance to around 600 underserved families with children with cancer in Chiapas, Mexico, to assist with their non-medical needs

Employee Giving and Volunteering

AbbVie employees are essential to deepening the AbbVie Foundation’s collective impact, giving generously of their time, expertise and resources to make a difference in their communities. Through our industry-leading programs, employees directly support our mission to advance health equity.



Ludwigshafen, Germany

Employee Volunteering

We support and empower employees to volunteer in a variety of ways, ranging from corporate-sponsored volunteer activities to offering employees two paid days off a year for personal volunteering. Since 2013, AbbVie employees have volunteered nearly 300,000 hours in their local communities.

The AbbVie Foundation leads and coordinates AbbVie’s signature employee volunteering programs, including our annual Week of Possibilities, uniting our teams around the world in community service. In June 2023, we held our eighth annual Week of Possibilities. Nearly 14,000 AbbVie

employees in 56 countries and territories volunteered more than 47,000 hours through 276 projects dedicated to strengthening local communities, enhancing educational programs and making a positive environmental impact.

Across the world, our volunteers worked alongside our nonprofit partners to refurbish schools and donate books and equipment; revitalize community spaces through waste collections, river and beach cleanups, and tree planting; renovate and build housing; and provide food and basic needs kits for those in need.



Employee Giving

We support thousands of nonprofits through our Employee Giving Campaign, raising tens of millions of dollars each year through employee donations matched by the AbbVie Foundation. 2023 was a record-breaking year, with more than 22,000 employees in 55 countries and territories raising more than \$24.7 million (including the AbbVie’s Foundation’s match) for 13,720 charities and nonprofit organizations around the world. Through donations matched by the AbbVie Foundation, employees have raised more than \$138 million since the program’s inception.

In addition, as part of our racial equity philanthropic commitment, the AbbVie Foundation matches employee donations 3:1 for select civil rights nonprofits whose primary mission is to advance racial equity. Since 2020, more than \$3.2 million (including the AbbVie Foundation’s match) has been raised for nonprofits committed to racial equity and justice.

Through the AbbVie Foundation’s Employee Giving and Matching program:

\$24.7

million raised for

13,720

charities in 2023



\$138

million+ raised through matched donations since 2013



Bangalore, India



Our annual **Employee Giving Campaign**

Our 2023 Employee Giving Campaign

Key Performance Indicators: Volunteerism & Philanthropy

	2021	2022	2023
Philanthropic Donations (USD\$ Millions) ¹	\$44.9	\$38.7	\$37.8
Total Amount Donated to Disaster Relief Organizations Excluding Product Donations (USD\$ Millions) ²	\$1.2	\$1.5	\$4.7
Funds Raised During Employee Giving Campaign (USD\$ Millions) ⁴	\$22.3 ³	\$24.5 ³	\$24.7
Employee Community Volunteers (Worldwide)	1,245	15,879	17,197

¹ Philanthropic donations are charitable cash donations made by AbbVie Corporate and the AbbVie Foundation and exclude donations to disaster relief organizations.

² This donation amount excludes matching donations from AbbVie Foundation for employee donations made to disaster relief organizations.

³ AbbVie updated its approach for calculating the funds raised during our employee giving campaign in 2023. For consistency purposes, our 2021 and 2022 values for this KPI have been restated to use this new methodology.

⁴ These values include matching contributions from the AbbVie Foundation.

Governance

Our success has come from a long tradition of strong corporate governance and financial controls, a culture of ethical behavior and an approach designed to minimize business risk. Led by our Board of Directors, who play an active and vital role in overseeing our strategic direction and performance, we strive to hold our employees to the highest expectations of business ethics. By acting with integrity, we aim to earn the trust of our patients, business partners and other stakeholders.

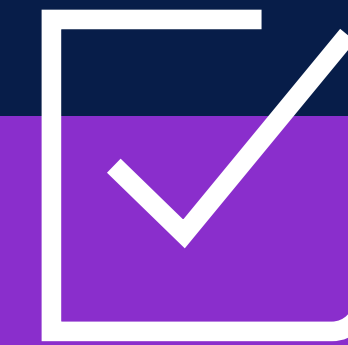
Beyond abiding by applicable laws, regulations and normative guidance, we have a comprehensive corporate governance framework, internal controls and systems for risk management. We have also embedded human rights and ethical conduct considerations, as well as supply chain and stakeholder engagement, into our decision-making across all levels of the organization.

As we value transparency and accountability at AbbVie, we continually take steps to enhance our non-financial reporting every year.

2023 Highlights

AbbVie further improved the

Diversity of its board of directors



in 2023

\$1.03

billion+



spent working with over 2,500 small and diverse businesses in the U.S. and Puerto Rico

Held our first

U.S. Ethics and Compliance Week



to further AbbVie's commitment to an ethical and compliant culture

Corporate Governance

Our board is committed to strong corporate governance to enhance long-term shareholder value.

- **Board independence:**

Twelve of our 13 directors are independent, including the chairs and all members of the [Audit, Compensation, Public Policy & Sustainability](#) and [Nominations & Governance](#) Committees. Since our inception, we have had a lead independent director with robust responsibilities. Each board committee follows a charter that outlines its purpose, authority and responsibilities.

- **Self-evaluation:**

To ensure continued and effective oversight, the board and its committees annually conduct detailed self-evaluations. The full board, led by the lead independent director, discusses these evaluations to determine what, if any, actions or improvements should be undertaken.

- **Investor engagement:**

The board is committed to AbbVie's robust engagement with investors. Our annual investor engagement program includes outreach to shareholders representing over 40% of outstanding shares to seek feedback on AbbVie's practices. This feedback is used to continually improve our internal governance practices and disclosures.

Board Diversity

AbbVie is committed to a board with diversity of thought, experiences, identities and perspectives. We believe that diversity on the board, and throughout our workforce, strengthens AbbVie's business and the oversight of the company.

Diversity, including diversity of race, ethnicity, gender, age and geography, is an integral factor in identifying prospective directors. In the process of nominating an individual to serve as a member of the board, the Nominations and Governance Committee considers the existing board's diversity and assesses the effectiveness of the recruitment process in achieving that diversity.

In 2023, we furthered the diversity of our board by adding two new female directors. Currently, 38% of our board are women and 15% are ethnically or racially diverse.



San Francisco, California



Business Ethics

To make a positive, long-term impact for patients, we seek to earn and maintain their trust by acting with integrity in everything we do, from strong corporate governance to the highest standards in quality, compliance, safety and performance.

Our Approach

We pride ourselves on our unwavering principles and our commitment to ensuring the resiliency of our business and our long-term success. We comply with, if not exceed, legal, regulatory, industry and relevant institutions' requirements regarding our interactions with health care professionals and organizations. We also pursue the highest standards in quality, safety and performance, [act ethically and with integrity](#), and [uphold and respect human rights](#) across our value chain.

By practicing integrity in our workplace, industry and communities, we can pursue our passion for solving the world's toughest health care challenges. We act as one AbbVie team to make good decisions, empower people to raise concerns and respect other perspectives, protect our employees and our environment, and support employee privacy.

Office of Ethics and Compliance

All employees are expected to lead and foster a culture of ethical and compliant behavior. To realize this goal, our Office of Ethics and Compliance (OEC) focuses on the development and enhancement of our compliance program, providing dedicated support to AbbVie's leaders,

employees and businesses. The OEC is led by our Chief Ethics and Compliance Officer (CECO), who is a member of our Executive Leadership Team and regularly reports on compliance matters to the chairman and CEO, other senior-level leaders, AbbVie's Board of Directors, and the board's Public Policy & Sustainability Committee.

Global Compliance Insights Forum

To help implement our global compliance program, AbbVie has a Global Compliance Insights Forum (GCIF). The GCIF is chaired by the CECO, includes AbbVie's Executive Leadership Team, and is accountable directly to the chairman and CEO. Periodic GCIF meetings are held to discuss compliance matters, including adherence to legal and regulatory obligations and commitments, assessment of our compliance program, changes in the legal and regulatory environment, risk areas and best practices, and improvements to the program.

Outside the United States, our affiliate compliance program is managed by local Affiliate Compliance Committees, composed of the general manager and other top executives within a country. With OEC staff providing oversight and guidance, the Affiliate Compliance Committees are responsible for the day-to-day function of the compliance program.

This includes monitoring compliance, providing awareness of and training for the program, revising policies and procedures, and providing guidance to local employees. The committees meet regularly to discuss emerging issues, and work with the OEC staff as new compliance and awareness programs are rolled out.



Lake County, Illinois



Ethical Conduct

To make a positive, long-term impact for patients, we earn and maintain their trust by acting with integrity, following all relevant laws and industry codes, and leading with ethical decision-making.

Code of Business Conduct

The foundation of our uncompromising integrity is our [Code of Business Conduct](#), on which all employees must be trained and with which they agree to comply on an annual basis. Our Code of Business Conduct applies to all employees globally and is available in 31 languages.

Complementing the Code of Business Conduct are business-level policies, procedures and training that address a variety of compliance-related topics, such as responsible advertising and promotion, appropriate customer-facing material and the prohibition of promoting for off-label uses.

Grievance Mechanisms

AbbVie’s environment supports a culture where employees can raise questions and concerns, helping us advance our commitment to ethical behavior. We have established systems and processes for anyone within or outside the company to ask questions and report suspected or actual violations of our Code, policies and procedures, or the law.

We offer various reporting opportunities to employees, such as our [Global Ethics Helpline](#), a telephone and web-based helpline that is available 24/7 and can be used anonymously, where permitted by law.

OEC Internal Investigations Process



Employees may also contact the Chief Ethics and Compliance Officer directly. All reports are promptly reviewed and, if appropriate, investigated. If we find that violations have occurred, we take corrective and/or disciplinary action as appropriate, up to and including terminating employment or ending supplier relationships. We do not tolerate retaliation against anyone who makes a good faith report.

Beyond our Code, our comprehensive policies, procedures and training programs help our employees and contingent workers comply with applicable laws, regulations and industry codes, as well as our internal standards and expectations for responsible conduct. We comply with current regulations and scan the horizon globally for pending regulations, so that we can comply in a timely fashion.

Global Health Care Compliance Policies

Setting rules is not enough. That is why we emphasize values-based decision-making and provide clear policies and procedures that help our employees understand how to do the right thing. Our policy framework includes our Global Requirements, which outline high-level and values-based enterprise standards on topics such as interactions with external stakeholders, research-related activities, external funding, transfers of value, professional services and company-initiated meetings and events. These Global Requirements align to our Code in our workplace policy framework and apply to all business units and affiliates. Our procedures also provide more detail on various topics relevant to our business. Our enterprise policy digital platform provides a mobile-accessible and globally available searchable library for all enterprise health care compliance policies and procedures.

Compliance Risk Assessment

Our Compliance Global Risk Assessment process includes participation and input from all of AbbVie's affiliates globally. This flexible and iterative program is designed to continually assess risks specific to pharmaceutical and life sciences compliance and tailored to the market in which we operate. Our focus continues to be on core laws – for example, Foreign Corrupt Practices Act, False Claims Act, Anti-Kickback Statute, Anti-Bribery and Anti-Corruption laws—and our process includes establishing an annual risk landscape using information on product and business activity risks obtained through questionnaires, collecting relevant data (e.g., audit results and external enforcement trends) and following up with validation interviews to more appropriately tailor our risks.

Our risk assessment results and mitigation plans are formally documented twice a year and are used to drive our ethics and compliance imperatives, goal setting and resource allocation. Cross-functional collaboration with business partners helps provide continuous insight into the evolving risk landscape. The risk assessment and resulting mitigation plans are designed to be adjusted to address evolving risk. Using a proactive, risk-based approach yields tangible results, providing relevant feedback to our business partners and other areas of our integrated compliance program.

Training Programs

To continuously improve our training tools and further enhance compliance across the enterprise, we deploy a virtual training program and platform, with training subject areas aligned to our Code. We continuously update e-training modules, as well as accessible tools and reference resources, to reinforce learning.

Our approach for our annual/biannual enterprise training is based on function, location and job responsibilities, as employees take mandatory training on relevant topics such as anti-corruption, anti-bribery and conflicts of interest, with additional training tailored by each employee's job responsibilities. All full- and part-time new hires complete a new Foundations to Compliance course, which addresses key laws and requirements such as fraud and abuse, anti-bribery and anti-corruption, transparency and transfers of value, and responsible promotion. We also regularly evaluate the effectiveness of our enterprise compliance training through knowledge test results and qualitative survey responses providing insights on learner satisfaction and comprehension.

In addition, we conduct live training programs, where appropriate, using a situational business/compliance case study format on relevant scenarios derived from recent investigations, audits, monitoring and other real-life situations, to reinforce compliance concepts relevant to our business.



Lake County, IL



Driving Compliance and Ethical Culture

Outside of typical channels, we take opportunities to reinforce an overall culture of ethics and compliance across our organization. For example, in 2023, we held our first U.S. Ethics and Compliance Week, which was themed “Ethics and Compliance as a Strategic Business Advantage.” With multiple informational sessions and interviews with senior leaders and external experts, the week of events re-emphasized AbbVie’s core belief that our commitment to an ethical and compliant culture enables our business strategy and drives competitive advantage.



Lake County, IL

Key Performance Indicators: Ethics & Compliance¹

	2021	2022	2023
Assigned Employees Certifying to the AbbVie Code of Business Conduct	99%	99%	99%
Completion of Assigned Conflict of Interest Training by Full- and Part-time Employees Globally ²	-	99%	99%
Completion of Assigned Anti-Bribery and Anti-Corruption Training by Full- and Part-time Employees Globally ²	-	99%	99%

¹ Employees who did not complete these trainings include, but are not limited to, those who are on leave of absence, retired or otherwise left the company prior to completion date

² KPI first introduced for the 2022 ESG Action Report. AbbVie is only reporting data from 2022 onward for this KPI.

Human Rights

We believe in the inherent dignity of every human being. We uphold and respect individual rights as set out in the Universal Declaration of Human Rights, which focuses on preventing, mitigating and remedying any adverse human rights impacts across our value chain.

Our Commitments and Policies

Our [Commitment to Human Rights](#) and [Code of Business Conduct](#) describe the ways in which we ensure respect for all people, including our employees, contractors, suppliers and patients. We absolutely prohibit child labor, forced labor, involuntary labor, human trafficking and unfair wages and benefits, both from our own operations and within our supply chain. We do not tolerate harassment, discrimination or intimidation of any kind and are committed to maintaining a work environment free from intimidation, violence or threats of violence.

Additionally, our [Global Privacy Policy](#) protects the personal information of our employees, patients and customers.

Read our [U.K. Modern Slavery Act Transparency Statement](#).

Collective Bargaining

We comply with each country’s labor laws and respect our employees’ rights to collective bargaining and freedom of association. In countries with collective bargaining agreements, we have regular conversations with representatives to maintain an open dialogue.

Around 25% of our employees are represented by an independent trade union or covered by collective bargaining agreements. For example, in Europe, our AbbVie European Employee Forum represents more than 10,000 employees. It provides a forum to share information and build constructive dialogue with employee representatives in countries across the region.

Ethical Treatment of Animals

When developing innovative and impactful new medicines, our methods reflect our strong commitment to the responsible treatment of animals. Safety and efficacy validation of new therapeutics often require animal models and we comply with the requirements of regulatory agencies across the globe.

We believe that good science and superior animal care are inseparable, and we only apply research on animals when alternatives will not provide the data necessary to develop safe and effective medicines. Our innovative, AAALAC¹-accredited animal programs are supported by highly trained technical staff, specialist veterinarians, an Animal Behaviorist and Animal Enrichment Committee, and an active Executive Animal Committee and global Animal Welfare Program. AbbVie also has a research dog adoption program that enables dog adoption and socialization.

The 3Rs: Refinement, Reduction, Replacement

Our research philosophy centers on a commitment to the internationally accepted principles of the 3Rs (refinement, reduction, replacement). This is demonstrated through our efforts to refine practices to minimize potential for pain and/or distress, reduce the number of animals required to achieve research objectives, and replace animal studies with non-animal models or insentient species. For example, we have:

- Formed a centralized Microphysiological Systems working group to develop and apply in vitro models
- Established a multidisciplinary global Digital Biomarkers team to explore novel applications of preclinical digital biomarkers
- Integrated other emerging technologies, such as 3D-printed anatomic models, artificial tissues, cell-based investigations and computer modeling

In 2023, 126 AbbVie colleagues were recognized through our internal 3Rs program for implementing technologies, models and platforms that reduce the number of animals required and, where appropriate, replace animal use altogether.

Public Policy

In our public policy engagements, we are transparent and compliant with our Code of Business Conduct. We pursue and advocate for policies that benefit patients, with a focus on improving access to medical advances and providing life-changing products to the patients who need them most. AbbVie makes extensive disclosures regarding our political activities and political contributions as required by law, and voluntarily discloses additional related information on the [Policies & Disclosures page of our website](#).

Recognition for Political Accountability

In 2023, AbbVie was again recognized as a “trendsetter” in the area of political accountability by the [CPA-Zicklin Index](#), the highest ranking a company can receive.

The index, produced by the nonprofit Center for Political Accountability (CPA) in conjunction with the Zicklin Center for Business Ethics Research at The Wharton School at the University of Pennsylvania, benchmarks the political disclosure and accountability policies and practices of leading U.S. public companies. AbbVie has consistently ranked in the top tier of companies since 2014.



¹ Association for Assessment and Accreditation of Laboratory Animal Care

Enterprise Risk Management

Our Board of Directors regularly reviews enterprise risks, and our cross-functional leaders provide regular reports on their areas of responsibility. Our Executive Crisis Management Team anticipates and mitigates internal and external business risks. This team, led by our Executive Vice President, Chief Operations Officer, and consisting of functional leaders from across the enterprise, consider economic, environmental and other risks with potential impacts to our patients, facilities, employees, partners and supply chains. With these inputs, we establish risk management strategies and formal plans, which we routinely review and adjust to improve effectiveness.

Risk Scenario Simulations

To better prepare for the variety of risks we face, our Global Security team conducts annual risk scenario simulations for our global and local Crisis Action teams. In 2023, we held 64 table-top exercises. The sessions focused on topics that increase preparedness and resiliency for both expected and unexpected crisis events, such as natural disasters and severe weather events, fires and explosions, environmental incidents, geopolitical conflicts, active assailants and terrorism, and product issues.

Assessing Facility Hazard and Supply Risks

To ensure our facilities are resilient, we maintain a robust property loss prevention program that includes annual risk engineering surveys at all of our major manufacturing facilities. The surveys are designed to apply risk

engineering industry best practices and identify any gaps in our hazard management programs. The hazard risks that are evaluated include severe convective storms, flood risks and high hazard wind (hurricanes). The risk engineering surveys provide recommendations to reduce the risks and improve our facilities' resiliency, and also help us quantify the property and business interruption risks at each facility so that we can prioritize improvement projects.

We have enhanced many of our facilities to mitigate such risks, such as upgrading the automatic fire protection systems at our sites in Dublin, Ireland, and Ludwigshafen, Germany, de-risking our third-party managed warehouse in Lewisville, Texas, which is prone to flooding, and an ongoing project to improve the roofs at our Puerto Rico facility against hurricanes.



Cork, Ireland

We perform supply risk assessments for strategic and other large brands on an annual or biannual basis. These assessments include the risk of catastrophic events, and brand supply teams develop mitigation plans based on the findings. We continually monitor the landscape and adjust our responses accordingly.



Data Privacy

We consistently work toward meeting our worldwide privacy obligations and ethical responsibilities concerning the processing of personal data of all stakeholders. We maintain a Global Privacy Program with policies and procedures aligned to relevant laws and regulations, as well as industry standards and best practices using the EU's General Data Protection Regulation (GDPR) as a baseline.

Our enterprise prioritizes privacy through a comprehensive strategy and governance framework, encompassing role definitions, risk assessment and a privacy-centric culture. We integrate privacy principles into our development processes through Privacy by Design, employing privacy-enhancing technologies and adhering to a structured data lifecycle management approach from collection to deletion, ensuring compliance with cross-border regulations. Respecting individuals' data rights, we manage subject requests transparently and we continuously update our practices to align with evolving privacy laws.

In the event of a data breach, our cross-functional response includes notification procedures that involve Legal Privacy and Computer Security Incident Response Team (CSIRT). Through tailored training initiatives, we raise awareness among stakeholders, fostering compliance with privacy obligations. Additionally, we deploy unique privacy controls for AI technologies, balancing innovation with risk mitigation, and remain vigilant in monitoring and incorporating new privacy regulations into our program.

Guided by ethical principles and a commitment to human rights, we continuously refine our Global Privacy Program, safeguarding personal data while upholding transparency and accountability standards.

AbbVie Privacy Center

AbbVie's [Privacy Center](#) is an innovative and interactive centralized hub for our Privacy and Data Protection Notices for data subjects (health care providers, patients, customers, clinical investigators and staff, California residents and online users) and affiliates in all countries where we operate.

The Privacy Center not only fulfills AbbVie's legal responsibilities but also reflects our commitment to privacy and transparency regarding the processing of personal data. Users can access information on how their data is used and the robust controls we have put in place to safeguard their information.

The Privacy Center also enables website owners within AbbVie's affiliates to embed privacy notices in a compliant and agile manner, enhancing the user experience. This tool also supports audit readiness, ensuring that AbbVie is prepared to demonstrate its compliance with privacy regulations and requirements.

Overall, this comprehensive resource promotes privacy awareness, empowers individuals with knowledge about their data, and facilitates compliance with privacy regulations across the organization and its affiliates. After just one year in operation, 350,000 individuals have visited the Privacy Center.



Cybersecurity

We rely on complex information technology systems and various software applications to operate our business, and as such, we have developed a comprehensive cybersecurity program designed to protect our systems and the confidentiality, integrity and availability of our data.

We have implemented processes that are intended to assess, identify, manage and reduce cybersecurity risks. We maintain a global incident response plan and disaster recovery management plan, each designed to protect against, identify, evaluate, respond to and recover from an incident. These plans anticipate an array of potential scenarios and provide for the assembly of a cybersecurity incident response team in the event of a cyber incident. The incident response team is a cross-functional group that may be composed of both company personnel and external service providers, and which is tailored to a particular incident so that individuals with appropriate experience and expertise are available. We regularly conduct exercises to help ensure the plans' effectiveness and our overall preparedness.

We also have invested in tools and technologies to protect our and our patients', customers' and business partners' data and information technology, and we regularly monitor our information technology systems and infrastructure to identify and assess cybersecurity risks. We have designed a Threat Intelligence function that actively looks for risks that target the pharmaceutical industry generally or AbbVie specifically. We rely in part on third parties (including assessors, consultants, advisors and others) in connection with our processes for assessing, identifying, managing and reducing cyber risks.

Oversight

Our cybersecurity program is led by our Chief Information Security Officer, who is responsible for assessing and managing our information security and technology risks (including cybersecurity).

Our Chief Information Security Officer meets regularly with our information technology teams as well as other members of management to review and discuss our cybersecurity and other information technology risks and opportunities. Our global incident response plan sets forth a detailed security incident management and reporting protocol, with escalation timelines and responsibilities.

Cybersecurity is a critical component of our enterprise risk management program, which is designed to be business aligned, risk-focused and multi-faceted to protect our and our patients', customers' and business partners' data. Our board of directors is actively involved in reviewing our information security and technology risks and opportunities (including cybersecurity) and discusses these topics on a regular basis.

The Audit Committee receives regular updates from the Chief Information Security Officer and other members of management on our cybersecurity program, including on information security and technology risks, program assessments, and risk management practices. Our Chief Information Security Officer also provides similar topical updates to the full board of directors at least annually.

Cybersecurity Training & Periodic Assessments

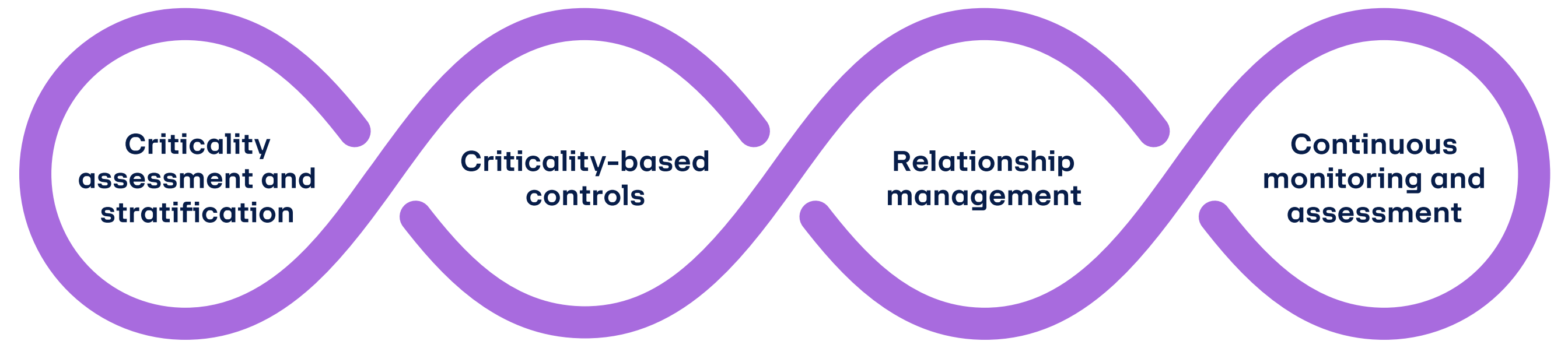
We have implemented a cybersecurity awareness program designed to educate and train our entire employee network on how to identify and report cybersecurity threats. Training programs are conducted on a periodic basis and are focused on giving employees tools to manage and defend against the most relevant and prevalent cybersecurity risks to AbbVie. We also provide specialized training for employees in specialized information technology roles. We conduct regular drills, such as tabletop exercises, to help with our overall preparedness.

We take measures to regularly update and improve our cybersecurity program, including conducting independent program assessments, penetration testing and scanning of our systems for vulnerabilities. We follow the National Institute of Standards and Technology (NIST) Cybersecurity Framework and undergo a third-party assessment every two years to measure the maturity of our cybersecurity program against the NIST Cybersecurity Framework. In addition, we periodically engage third-party advisors to assess the effectiveness and capabilities of our cybersecurity program, strengthen our cybersecurity policies and practices and identify potential vulnerabilities of our systems.

Supply Chain Sustainability

Our Approach

We aim to deliver a consistently high-quality supply of innovative medicines that positively impact people’s lives and we consider our key suppliers to be an extension of our own operations in achieving this. To ensure that our suppliers share and uphold our standards, we maintain a comprehensive supplier management program built around four central components:



Assurance of Supply

Because AbbVie delivers vital lifesaving medicines to patients, building and maintaining a stable, prepared and resilient supply chain is vital. To maintain supplies, we have a robust and diversified global operations network that works across the whole process from start to finish, characterized by geographic balance, multiple supply sites, an inventory strategy, risk prevention and performance.

We constantly monitor and assess our supply chain to proactively reduce a range of sustainability risks, from climate change and extreme weather events to geopolitical situations. Our cross-functional global Crisis Action Team continued to meet monthly in 2023 to review ongoing supplier risks globally and keep the Executive Crisis Management Team updated.

We assess the current capacity and capabilities of our manufacturing sites every year and analyze the forecasts

for production volumes on a monthly basis. This informs decision making about the need to expand capacity, introduce new technology or invest in our workforce well in advance. To supply our medicines, we purchase raw materials from multiple sources to support manufacturing facilities spread across different geographical regions. This allows us to get medicines to patients, regardless of what happens in a particular location.

Our risk-averse approach to delivering quality raw materials, services and products on time involves our Global Security team, as well as other functions such as Procurement and Supply Chain, constantly monitoring events and escalating any emergencies that may require an immediate response. We use a third-party platform to scan for severe major events and natural disasters that may impact our critical suppliers, distribution hubs, warehouses and third-party manufacturers (TPMs), and alert internal stakeholders accordingly.



Lake County, IL



Drug Shortage Prevention

Drug Shortages pose a public health threat that can delay, and in some cases even deny, critically needed care for patients. They can occur at multiple points within the prescription drug supply chain for many reasons, including product quality issues, manufacturing delays, unexpected demand or shortages of raw materials or other supplier components. Disruptions from natural disasters, public health emergencies, and geopolitical conflict may also be contributing factors.

AbbVie has a comprehensive, multi-layered Assurance of Supply program designed to meet the needs of patients, prescribers, health care facilities and public health authorities, even in unpredictable or unforeseen circumstances. AbbVie’s Quality Assurance organization also has a dedicated team responsible for identifying, triaging, mitigating and notifying regulators of potential drug shortages.

AbbVie invests in the design, maintenance and resiliency of our supply chain and manufacturing operations – while preparing for unforeseen events through proactive and real-time risk mapping and robust business continuity and crisis management plans. In 2023, AbbVie also established a cross-functional team focused on drug shortage prevention planning and risk mitigation across our entire supply chain.

AbbVie’s manufacturing and distribution centers are strategically located so that critical products and components are manufactured at multiple geographically diverse sites operating with resilient and redundant systems. AbbVie’s Procurement, Quality Assurance and Supply Chain teams also proactively identify and qualify backup suppliers, leverage real-time monitoring to map third-party risk, guide inventory strategy and manage supply and demand, and invest in new technology to enhance supply chain visibility and enable rapid identification and remediation.

While AbbVie’s primary focus is on drug shortage prevention, we partner closely with the FDA and other global regulators to minimize the duration and impact of shortages that cannot be prevented. When drug shortages occur, AbbVie’s Quality Assurance and Supply Chain teams rapidly triage the situation, promptly notify regulatory authorities and work to identify and quickly address the root cause of the shortage, identify alternative treatment approaches and minimize patient impact. During a potential shortage, AbbVie closely monitors market dynamics and prescribing trend intelligence. When possible and appropriate, AbbVie increases production at internal and third-party manufacturing facilities to address potential shortages.



In 2023, our Distribution Reliability Index (delivered in full, on time, at right location with accurate documents and in perfect condition) score was **98%**.

We purchased goods and services valued at more than **\$15.2 billion** from **47,610 suppliers** across **119 countries** in 2023.



Lake County, IL

Supplier Sustainability

Our Supplier Sustainability program requires our suppliers to maintain fair labor practices, foster worker safety, actively assess and manage risks, and maintain environmentally responsible manufacturing processes. We outline our expectations and requirements to our suppliers through our [Supplier Code of Conduct](#).

In 2023, we refined our global Environmental and Supplier Sustainability Survey to further align with our sustainability goals, targets and initiatives, and the response rate from our suppliers and partners to this more streamlined questionnaire increased to 66%. The results allow us to better understand our suppliers' sustainability efforts, specifically on topics such as their environmental sustainability programs and metrics, reducing impacts (greenhouse gases (GHGs), waste and water), restricted substances, labor practices and policies and ethical conduct practices.

Building on the results, we can proactively work with our suppliers to establish higher standards or to discuss specific topics of interest and/or need. Additionally, the findings are used to verify alignment and compliance with our Supplier Code of Conduct and to avoid conflicts with our Supplier Sustainability program.

We are also integrating a GHG analytics tool to help us measure and manage our upstream Scope 3 emissions. The platform combines spend data with in-built emissions factors from two external databases, laying the foundations for making our calculations more robust and auditable.

Supplier Code of Conduct

Our Supplier Code of Conduct defines our expectations for all suppliers doing business with AbbVie. We expect all suppliers to understand and comply with the principles, guidelines and expectations set forth in the Code.

While our suppliers are fully responsible for the quality of their products and services and the safety and security of their supply chain, we mandate that all AbbVie suppliers maintain a quality management system that assures consistent conformance of their products and services to our specified requirements. This encompasses product quality, labor practices, worker health and safety, availability and security, ethics and environmental stewardship.

Identifying Critical Suppliers

AbbVie places a high priority on the management of our suppliers and strives to maintain a standard of excellence in our Manufacturing, Engineering and Contracting (MEC) and warehousing networks. To achieve this, we meticulously identify and evaluate critical suppliers based on their product quality, safety, efficacy, availability and impact on the patient experience. Supplier management controls are established commensurate with risk and the criticality of the service and/or material they provide to AbbVie.

For our most business-critical suppliers, we implement enhanced controls and ensure close involvement of cross-functional subject matter experts. We also identify brands that rely on single or sole-source suppliers and put in place measures to mitigate any supply disruption. Moreover, we give due consideration to suppliers that provide materials

or services that are patient-facing or are applicable across multiple AbbVie brands. We also consider suppliers that provide materials or services that are technically complex and/or difficult to substitute.

To ensure the quality and reliability of our suppliers, we conduct thorough assessments and audits from a risk management perspective. This approach allows us to maintain a high standard of supplier management across our operations, which ultimately benefits our patients and customers.

Human Rights in Our Supply Chain

We participate in the Pharmaceutical Supply Chain Initiative (PSCI) to promote responsible practices in labor, health, safety and environmental sustainability in supply chains, and evaluate our suppliers to ensure alignment with our Supplier Code of Conduct.

In 2023, PSCI audited 10 of AbbVie's third-party manufacturers (TPMs). These audits focus on topics including ethical standards, human rights policies and assessments, fair labor practices, environmental sustainability, health and safety topics, risk management processes and more. Remediation plans are developed for audit findings and corrective actions are verified within an agreed upon timeline either remotely or during a follow-up visit with the supplier.

Supplier Diversity

Supporting diverse suppliers, including underrepresented populations, women, military veterans and the disabled community, is important to our EEDI strategy. In 2023, we spent more than \$1.03 billion working with more than 2,500 small and diverse businesses in the United States and Puerto Rico.

Our [Supplier Diversity program](#) enhances our competitiveness in the market by advancing opportunities to partner with small, veteran, women- and minority-owned businesses.

Our Diverse Supplier Mentoring program, in partnership with [Diversity Alliance for Science](#), provides business owners with tools, resources and counsel.

We take a broad and active approach to connecting with these businesses and developing our diverse supplier network. AbbVie representatives participate in a variety of U.S.-based supplier activities such as our Supplier Diversity Awareness Week, international outreach events, matchmaking events, trade fairs and conferences.

We also partner with numerous non-governmental organization (NGOs), including the Women's Business Enterprise National Council, National Minority Supplier Development Council, National Gay and Lesbian Chamber of Commerce, Disability:IN, Diversity Alliance for Science and National Veterans in Business.



Barceloneta, Puerto Rico



In December 2023, AbbVie Inc. was named the 2023 Corporation of the Year by the Puerto Rico Minority Supplier Development Council, in recognition of its efforts to promote and support minority suppliers.



San Francisco, California

Key Performance Indicators: Supplier Spend and Diversity	2021	2022	2023
Total Supplier Spend (USD\$ Billions)	\$14.504 ¹	\$15.038 ¹	\$15.188
Total Spend with Small and Diverse U.S. (including Puerto Rico) Suppliers (USD\$ Millions) ²	\$715	\$897	\$1,033
Supplier Sites Assessed In-Depth for Quality	470	478	462
Supplier Sites with Greatest Impact on Product Quality and Safety Assessed In-Depth	49%	40%	31%

¹ The calculation methodology for the 2023 Total Supplier Spend value was updated, and as a result, we are restating the 2021 and 2022 Total Supplier Spend values to align with the new calculation methodology, which will be used going forward.

² In accordance with the Small Business Administration Standard, suppliers and spend are counted in each category for which the suppliers qualify.

Supplier Assessments and Audits

To mitigate supply chain risks, we conduct in-depth quality assessments and audits of our critical suppliers at least once every three years to ensure they continue to meet our standards of safety, availability of supply and patient experience. We conduct more frequent audits and provide improvement plans to suppliers deemed to be at a higher risk by our Supplier Risk and Performance Management Platform, which integrates indicators across eight different risk domains and signals potential risk in our supplier network beyond our controls and relationship management protocols.

Our Quality and EHS teams also conduct regular and detailed assessments of our suppliers, and we put corrective action plans in place should a supplier's performance fall below our expected standards.

We also review and augment their business continuity plans to help suppliers prepare for a variety of potential crises and assist by hosting crisis training. These proactive measures help ensure operational maintenance while nurturing relationships across our supply chain.

AbbVie maintains a cross-functional Global Environmental and Supplier Sustainability Council. The Council advances alignment on sustainability initiatives to support and strengthen AbbVie's commitment to reducing carbon emissions with our suppliers. The Council has also enabled global engagement on key projects, our science-based targets and new regulations, as well as implementing standard questions into our templates for requests for information, requests for proposals and business reviews. In 2023, we strengthened the Council with new members and engaged with colleagues from different functions about our sustainability strategy and our science-based targets.

Transparency, Accountability and Reporting

Report Scope and Boundaries

This ESG Action Report covers the period from January 1, 2023 to December 31, 2023. Unless otherwise stated, the scope of this report includes data and information from all of AbbVie's global operations, including all owned and leased facilities, for which we have operational control.

Data Collection

AbbVie has partnered with a third-party, cloud-based ESG reporting software provider to enhance our ESG data collection and governance. We use this ESG data reporting platform to capture and approve our key performance indicator (KPI) data disclosed in this report. AbbVie is committed to continually improving existing processes and implementing new procedures to further improve our ESG disclosures.

Data Assurance Approach

AbbVie is committed to transparently disclosing ESG data and information and has adopted processes that help maintain the data integrity of its ESG disclosures. Many of the KPIs included in this report have been assured through limited third-party assurance. Our limited assurance statements are accessible through our [2023 ESG Action Report Disclosure Supplement](#). For the KPIs that have not received third-party assurance, we have engaged our Internal Audit team to review these metrics, including their underlying calculation methodology, for completeness and accuracy. Additionally, our ESG Council and members of our Executive Leadership Team approve the content of the annual ESG Action Report prior to publication.

Learn more about AbbVie's [positions and views](#) on key issues that affect our business, patients, employees and stakeholders.



Lake County, Illinois



Looking Ahead

Since AbbVie's inception, our commitment to investing in innovation, serving patients, and delivering growth has been the driving force behind our success. We are proud of the progress we have made over this past year and since our founding. We look forward to our next chapter, under Rob Michael's leadership, in which we will continue deepening our impact and strengthening our sustainability through our ESG framework pillars:

- Discovering and delivering innovative medicines that solve serious health issues
- Unlocking the full potential of our diverse and talented teams and partners to deliver today and into the future
- Innovating with integrity and intention to advance long-term patient health and business resiliency

Over the past 11 years, we have helped millions of patients and supported countless communities, and we will continue finding ways to make a remarkable impact in people's lives and the world at large. Who AbbVie is today has set the stage for a tremendous tomorrow – the future is bright, and the possibilities are endless.



Chicago, Illinois

