



Abbott

GLOBAL
SUSTAINABILITY
REPORT 2023

SUMMARY REPORT



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

We have aligned our reporting with the requirements of leading Environmental, Social, and Governance ratings and sustainability indices, seeking stakeholder feedback to drive continuous improvement. Our detailed annual sustainability performance can be found in our [Global Sustainability Report](#).

The data presented here reflects 2023 performance unless otherwise stated.

ON THE COVER:

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

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

DEAR ABBOTT STAKEHOLDER:

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



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

Personal

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

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

Societal

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

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

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

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

Environmental

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

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

ROBERT B. FORD

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

ABOUT ABBOTT

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

TODAY, OUR PORTFOLIO INCLUDES:



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



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



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



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

OUR CORE VALUES GUIDE EVERYTHING WE DO:

Pioneering

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

Achieving

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

Caring

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

Enduring

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

2023 ABBOTT IN NUMBERS

\$40.1B
total 2023 revenue

52
years of increasing dividends

114,000
employees

160+
countries where Abbott is present

\$2.9B
investment in R&D

RECOGNIZED PERFORMANCE

DOW JONES SUSTAINABILITY INDICES
Top industry score for 11 years*

AMERICA'S MOST JUST COMPANIES
#1 in our industry

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

FORTUNE MAGAZINE 2023
Most admired company in our industry

DIVERSITYINC TOP 50 COMPANIES FOR DIVERSITY
20 consecutive years in 2023

*Abbott's leadership of the Health Care Equipment and Supplies industry on the S&P Global Corporate Sustainability Assessment (CSA) was confirmed for annual Dow Jones Sustainability Indices announcements from 2013–2023, with the most recent score confirmed on December 8, 2023.

A group of children and adults are gathered in a huddle, with their hands stacked in the center. One child in the foreground is smiling broadly, showing their teeth. They are wearing white and blue sports jerseys. The background is slightly blurred, suggesting an outdoor setting.

OUR 2030 SUSTAINABILITY PLAN

Progress

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

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

OUR 2030 SUSTAINABILITY PLAN

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

OUR PRIORITIES

Innovate for Access and Affordability



AVEIR DR

Minimally invasive device expands access to pacemakers

Bigfoot Unity

Simplifying diabetes management

Future Well Communities

Addressing health access and building capacity

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

SUSTAINABILITY IN EVERYTHING WE DO

BUILD THE DIVERSE, INNOVATIVE WORKFORCE OF TOMORROW

35.3%
of U.S. leadership held by people from underrepresented groups¹

CREATE A RESILIENT, DIVERSE, AND RESPONSIBLE SUPPLY CHAIN

4,000+
suppliers engaged to reduce sustainability risks and opportunities²

RESPONSIBLY CONNECT DATA, TECHNOLOGY, AND CARE

>200%
increase in the number of healthcare delivery organizations using Abbott’s cybersecurity portal

PROTECT A HEALTHY ENVIRONMENT

55%
of Abbott’s high-water-impact manufacturing sites in water-stressed areas are AWS Certified**

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

**For more information, see Page 14 and visit the Alliance for Water Stewardship (AWS) website at a4ws.org/certification.

PROGRESS AGAINST OUR 2030 SUSTAINABILITY PLAN

INNOVATE FOR ACCESS AND AFFORDABILITY

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

2030 GOAL

Make access and affordability core to new product innovation

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

PROGRESS AND NOTES

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

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

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

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

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

PROGRESS AND NOTES

- Released results from our Healthy Food Rx study in Stockton, California, which showed clinically significant benefits of home-delivered healthy food boxes for people with diabetes, as well as significant improvements in diabetes self-management and overall diet and food security at 12 months.
 - Delivered our *Future Well Kids* program to more than 1,900 students across five countries in the school year, where we made more than 350 visits to about 75 classrooms to help children learn about noncommunicable diseases and lower their risks of developing chronic conditions. We also launched the program in India, delivering the curricula to more than 1,000 additional students.
 - Delivered community-centric programming with Erie Family Health Centers, RUSH University Medical Center, the Alive Faith Network in Illinois, and the University of Minnesota Community-University Health Care Center in Minnesota that reached nearly 16,000 people through health screenings, education, and care provision.
 - Launched *Assert-IQ* insertable cardiac monitor, giving physicians a new option to help them better understand their patients' irregular heartbeats.
-
- In 2023, we expanded the geographic footprint of the Abbott Pandemic Defense Coalition with two new sites in Mexico and Rwanda. The coalition also identified six new viruses and developed 13 new prototype assays. We trained and developed the next generation of virus hunters, supporting 32 trainees in 2023. Of these, seven were epidemiologists from low- and middle-income countries working on virus discovery and emerging pathogen studies. All trainees were provided with mentors from the Abbott Pandemic Defense Coalition. Their work extends the impact of the Coalition working with Ministries of Health in additional countries — India, Ethiopia, Nigeria, Kazakhstan, Pakistan, and Uganda.
 - As a founding member of the Coalition for Global Hepatitis Elimination, Abbott contributed funding for the creation of the Hepatitis C Evaluations to Amplify Testing and Treatment (HEAT) program, which has supported seven countries to date.
 - Abbott Fund has joined the Global Fund to fight AIDS, Tuberculosis, and Malaria and is contributing funding to advance laboratory systems' readiness and capability ratings in more than 20 low- and middle-income countries across Africa, Asia, and Latin America, helping them detect and respond to potential local health threats before they become global pandemics.

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

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

PROGRESS AND NOTES

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

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

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

PROGRESS AND NOTES

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

SUSTAINABILITY IN EVERYTHING WE DO

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

2030 GOAL

PROGRESS AND NOTES

Build the diverse, innovative workforce of tomorrow

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

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

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

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

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

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

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

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

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

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

Maintain or improve rates of internal succession for leadership roles.

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

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

- 50.5%* of targeted new jobs filled internally.

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

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

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

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

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

PROGRESS AND NOTES

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

Responsibly connect data, technology, and care

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

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

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

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

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

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

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

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

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

Protect a healthy environment

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

INNOVATE FOR ACCESS AND AFFORDABILITY

Innovate

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

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

MAKE ACCESS AND AFFORDABILITY CORE TO NEW PRODUCT INNOVATION

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

THE SCIENTIFIC GOVERNING BOARD

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

ABBOTT'S DESIGN PRINCIPLES



Design for broader reach and equity:

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



Design for access:

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



Design to optimize reach and value:

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

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

INNOVATION RECOGNITION

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

SIMPLIFYING DIABETES MANAGEMENT

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

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



TRANSFORM CARE FOR CHRONIC DISEASE, MALNUTRITION, AND INFECTIOUS DISEASES

Our Approach

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

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

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

BROADENING ACCESS TO BIOLOGIC MEDICINES

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

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

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

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

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



SHIFTING THE PARADIGM FOR TBI

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

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

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

ADVANCE HEALTH EQUITY THROUGH PARTNERSHIPS

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

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

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

OUR RESULTS

Building on Our Strong Presence in Tanzania

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

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

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

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

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

Future Well Communities Programs Address Health Access and Build Capacity

Stockton, California

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

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

A Holistic Approach to Diabetes Management

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

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

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

Waukegan, Illinois

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

Minneapolis, Minnesota

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

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

Chicago, Illinois

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

For more information on our health access, community education, and employee giving and volunteering programs, see the [2023 Global Sustainability Report](#).

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



RESPONSIBLY CONNECT DATA,
TECHNOLOGY, AND CARE

Data

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

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

RESPONSIBLY CONNECT DATA, TECHNOLOGY, AND CARE

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

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

DATA PRIVACY AND SECURITY GOVERNANCE

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

Additional details on our privacy and cybersecurity management can be found in the [2023 Global Sustainability Report](#).

THE PRINCIPLES OF DATA USE

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

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



Transparent

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



Responsible

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



Intentional

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

Privacy and Security by Design

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

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

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

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

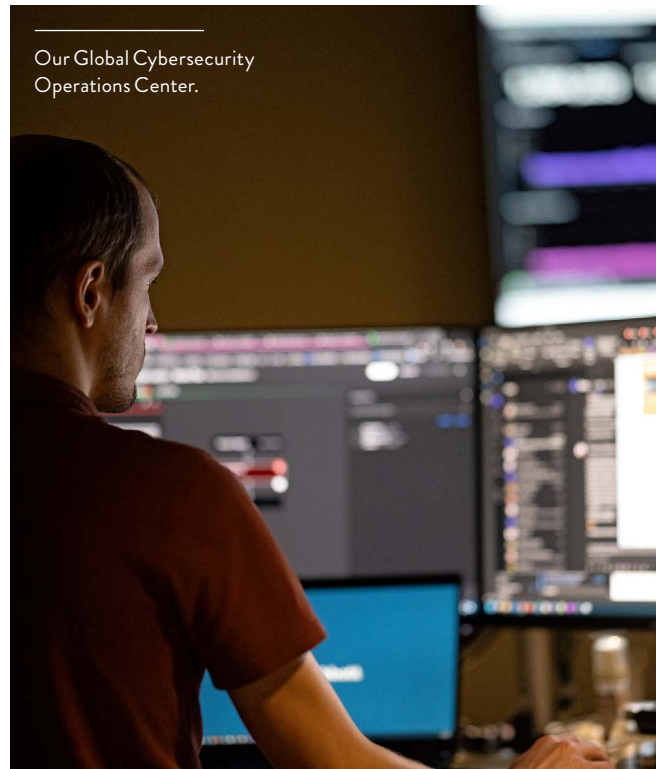
Enhancing Our Security Efforts

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

UNDERSTANDING CYBERSECURITY

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

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



SAFELY HARNESSING THE POWER OF AI

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

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

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

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

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

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

**BUILD THE DIVERSE, INNOVATIVE
WORKFORCE OF TOMORROW**

People

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

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

BUILDING THE BEST WORKFORCE

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

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

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

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

TALENT ACQUISITION

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

Expanding Our STEM Pipeline

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

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

Expanding Opportunities for Students in STEM

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

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

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

DIVERSITY, EQUITY, AND INCLUSION

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

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

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

Communities of Support

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

Our Employee Network Groups

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

UNLOCKING HIRING OPPORTUNITIES

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

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



Abbott colleagues at the 2023 Society of Women Engineers conference.

EMPLOYEE DEVELOPMENT

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

We Offer a Variety of Opportunities to Support Employee Development

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

Broad Access to Training

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

Team Training

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

Key Talent Programs

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

Global Development Week

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

ENGAGING MANUFACTURING

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

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



EMPLOYEE WELL-BEING

Supporting Employees' Self-Care

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

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

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

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

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

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

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

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

EXERCISE ACROSS ABBOTT ENCOURAGES HEALTHY HABITS AND STRENGTHENS TEAMS

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



Financial Well-Being⁴

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

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

Fair compensation is based on three concepts:

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

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

Freedom 2 Save

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

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

FreeU

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

EMPLOYEE HEALTH AND SAFETY

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

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

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

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

HONORS AND RECOGNITIONS

FAIR360:

- #9 Company for Diversity

FAIR360 TOP COMPANIES

SPECIALTY LISTS:

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

VAULT RANKINGS:

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

CHOOSEMYCOMPANY:

- #1 Worldwide Internship Program

SERAMOUNT:

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

HUMAN RIGHTS

We are committed to protecting human rights.

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

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

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

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

Anti-Harassment Training

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

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

We investigate all reported allegations of harassment or discrimination in a confidential manner and, where necessary, take corrective action. Consequences for employees include disciplinary action up to and including termination.

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

Human Rights in Our Supply Chain

In our supply chain, we establish human rights expectations of suppliers we enter a business relationship with. We detail our expectations through our Supplier Guidelines and conduct assessment, auditing, and monitoring of higher risk, strategic suppliers to identify and mitigate potential risks, including those related to human rights.

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

Find more about our approach to discrimination and harassment topics, supplier expectations, and workforce policies in the [2023 Global Sustainability Report](#).

PROTECT A HEALTHY ENVIRONMENT

Environment

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

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

A UNIFIED APPROACH TO ENVIRONMENT, HEALTH, AND SAFETY PROGRAMS

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

EHS GOVERNANCE

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

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

- **Global Operations Council**
Oversees operations strategy across manufacturing, supply chain, engineering, and EHS
- **Commercial EHS Executive Council**
Sets EHS priorities, goals, and objectives for commercial operations
- **EHS Leadership Council**
Sets EHS strategy and supports execution of programs. Builds company awareness and sharing of EHS best practices

Environmental Impact Initiatives

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

In 2023, 102 projects were completed at 45 sites across 20 countries. The energy and emission reduction projects resulted in approximately 28 million kWh annual energy savings and approximately 7,300 metric tons of CO₂e emissions reduced. The water reduction projects resulted in approximately 140 megaliters of water savings, while the waste initiatives resulted in approximately 1,900 metric tons of waste eliminated.

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

Building on efforts across our sites, we also work with local partners to advance environmental initiatives within communities where we operate. For example, in 2023, we supported the installation of water filtration units to provide access to clean drinking water at six elementary schools in Baddi, India, a water-stressed area. This aligns with our commitment to water stewardship.

Read more on our environmental impact reduction initiatives, management systems certifications, and environmental metrics reporting in the [2023 Global Sustainability Report](#).

ENERGY AND GREENHOUSE GAS EMISSIONS

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

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

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

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

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

OUR 2023 PERFORMANCE

In 2023, our Scope 1 and 2 emissions production decreased by 1% compared with 2022.

Science-Based Emission Targets⁵

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

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

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

Actions to achieve our targets are driven through our energy policy, practices, and strategic plan.

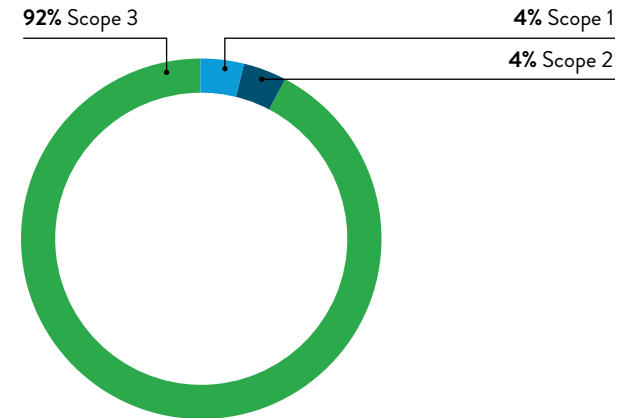
Scope 3 emissions are estimated annually using the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard, referring to the categories³ applicable to Abbott. We are working with key carbon-intensive suppliers to reduce our Scope 3 footprint.

ENERGY USE

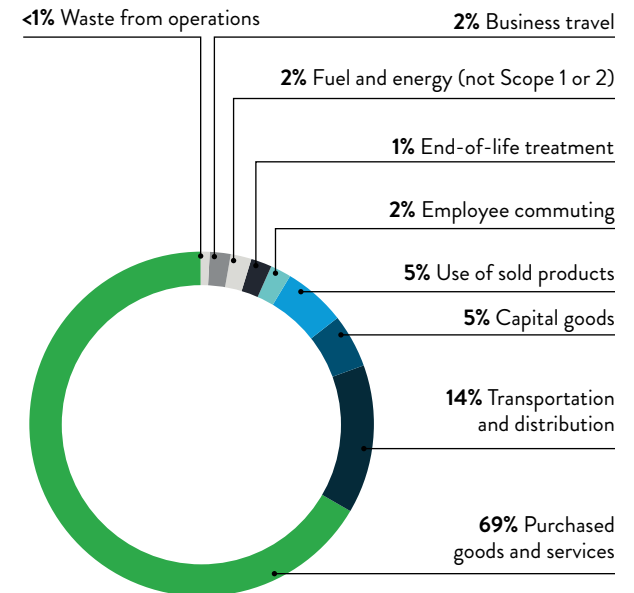
Our ongoing Renewable Energy Procurement initiative drives efforts to increase the use of renewables. In 2023, we purchased more than 260 million kWh of low-carbon and renewable energy, resulting in savings of about 64,000 metric tons of CO₂e. These savings were complemented by the roughly 3.9 million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

See our Task Force on Climate-Related Financial Disclosures index in the [2023 Global Sustainability Report](#) for details of climate-related risks and disclosures.

Our Carbon Footprint³



Scope 3 Breakdown^{3*}



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

WATER STEWARDSHIP

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

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

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

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

OUR 2023 PERFORMANCE

In 2023, Abbott continued our efforts to reduce our water use and impacts. Total water intake in 2023 decreased by about 3% versus the previous year.

Water Management Principles

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

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

We tailor this approach, and our efforts to mitigate potential risks, to local circumstances for business continuity.



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

Water Stewardship Certification

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

AWS Certification indicates site commitment to:

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

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

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

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

WASTE MANAGEMENT

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

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

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

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

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

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

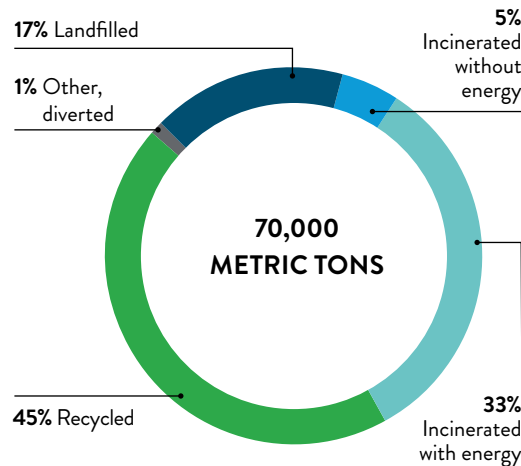
OUR 2023 PERFORMANCE

Our circular economy approach continues to help Abbott divert more than 90% of our waste from landfills. In 2023, we reached a 91% rate by diverting approximately 59% of materials to beneficial use and a further 32% away from incineration without energy recovery and landfill. Waste increased by about 6% in 2023 compared to 2022.

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

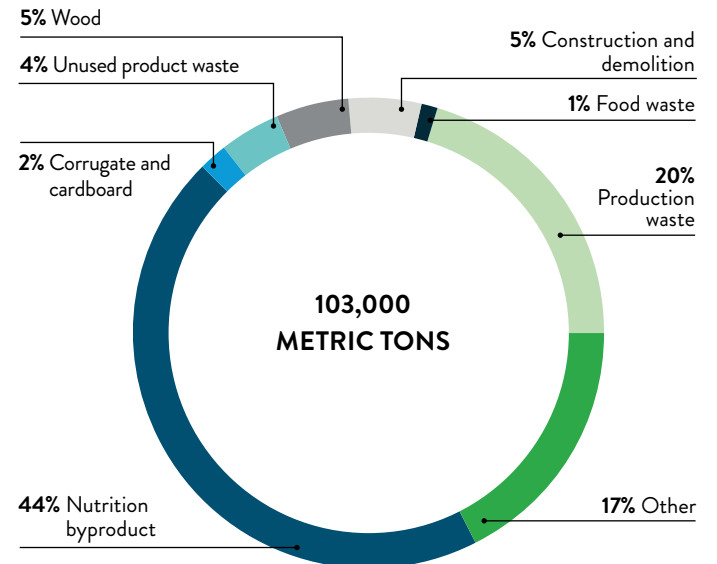
OUR OPERATIONAL WASTE FOOTPRINT

WASTE GENERATED IN 2023*



BENEFICIAL USE IN 2023**

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



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

PACKAGING

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

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

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

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

Optimize Material Efficiency

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

Employ Smart Design and Material Selection

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

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

Take a Holistic View of Our Entire Packaging System

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

Including Suppliers in Our Circular Economy Approach

We're engaging suppliers in our efforts to lower the impact of packaging as part of our circular economy approach.

OUR 2023 PERFORMANCE

Sustainable Packaging Project Road Map

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

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

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

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



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

COMMITMENT TO OUR CUSTOMERS

Quality

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

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

OUR PLEDGE TO CUSTOMERS

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

For more information on our quality governance and quality training and certifications, see the [2023 Global Sustainability Report](#).

ESTABLISHING A CULTURE OF QUALITY

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

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

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

QUALITY MANAGEMENT SYSTEM

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

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

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

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

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

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

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

Independent Quality Certifications

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

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

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

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

OUR PERFORMANCE

Product Quality Indicators

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

TOTAL FDA WARNING LETTERS ISSUED

2022	2023
1	1

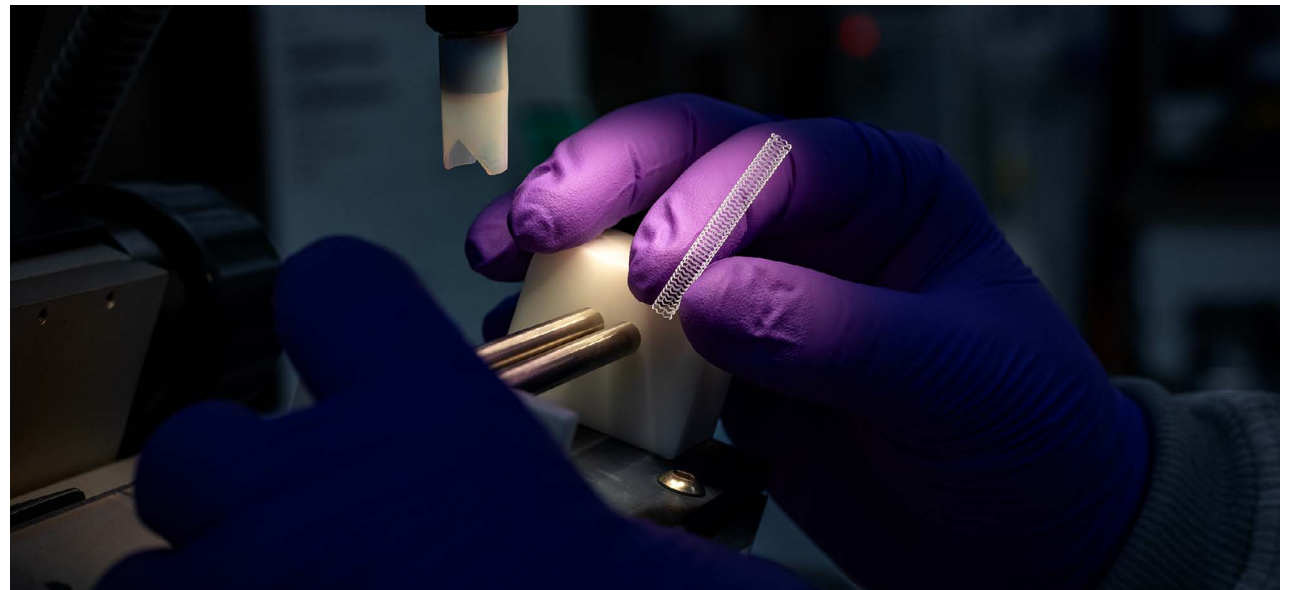
2023 FDA CLASS I AND CLASS II RECALLS

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

*Abbott does not distribute medicines in the United States.

QUALITY INSPECTIONS AND AUDITS

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



CREATE A RESILIENT, DIVERSE, AND RESPONSIBLE SUPPLY CHAIN

Supply Chain

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



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

SUPPLY CHAIN GOVERNANCE

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

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

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

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

SUPPLIER EXPECTATIONS

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

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

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

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

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

For more information on our work with suppliers, see our [2023 Global Sustainability Report](#).

DESIGNING FOR SUPPLY

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

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

MANAGING SUPPLIER SUSTAINABILITY RISK

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

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

SUPPLY CHAIN SUSTAINABILITY DUE DILIGENCE PROGRAM

Managing Supplier Sustainability Risk

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

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

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

Supply Chain Resilience, Product Traceability, and Critical Materials

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

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

BILLION DOLLAR ROUNDTABLE

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

Recognition for diversity also includes:

Fair360:

Top Companies for
Supplier Diversity
#4 Supplier Diversity

2023 Minority Business Economic Forum CIO of the Year:

Sabina Ewing, CIO and Senior
Vice President, Business and
Technology Services

“Best of the Best” Program by:

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

RESPONSIBLE SOURCING AND PRODUCT STEWARDSHIP

Hazardous Chemicals and Conflict Minerals

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

STRATEGIC SUPPLY CHAIN INITIATIVES

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

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

Supplier Diversity

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

Supply Chain Emissions Management³

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

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

For more information on our strategic supply chain initiatives, see the [2023 Global Sustainability Report](#).

STANDARDS OF BUSINESS CONDUCT

Ethics and Governance

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

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

ETHICS AND INTEGRITY

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

Clear Leadership and Accountability

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

Written Standards of Conduct

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

Processes for Reporting Concerns

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

Auditing and Monitoring

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

Processes for Investigations and Corrective Actions

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

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

Third-Party Compliance

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

Company-Wide Training and Communications

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

Read more about Governance foundations in the Abbott [2023 Global Sustainability Report](#).

BOARD OVERSIGHT

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

RISK MANAGEMENT

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

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

AREAS OF FOCUS OF THE BOARD AND ITS COMMITTEES



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

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

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

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

SUSTAINABILITY GOVERNANCE

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

OUR PRINCIPLES OF SUSTAINABILITY

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

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

ESG-LINKED COMPENSATION

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

ESG GOVERNANCE

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

Global Sustainability Team

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

Reports to:

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

Sustainability Goal Leads and Operations Functions

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

Representatives from:

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

ESG Disclosures Committee

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

Representatives from:

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

Global Operations Council

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

Members:

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

Global Citizenship Advisory Council

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

Members:

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

ENDNOTES

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

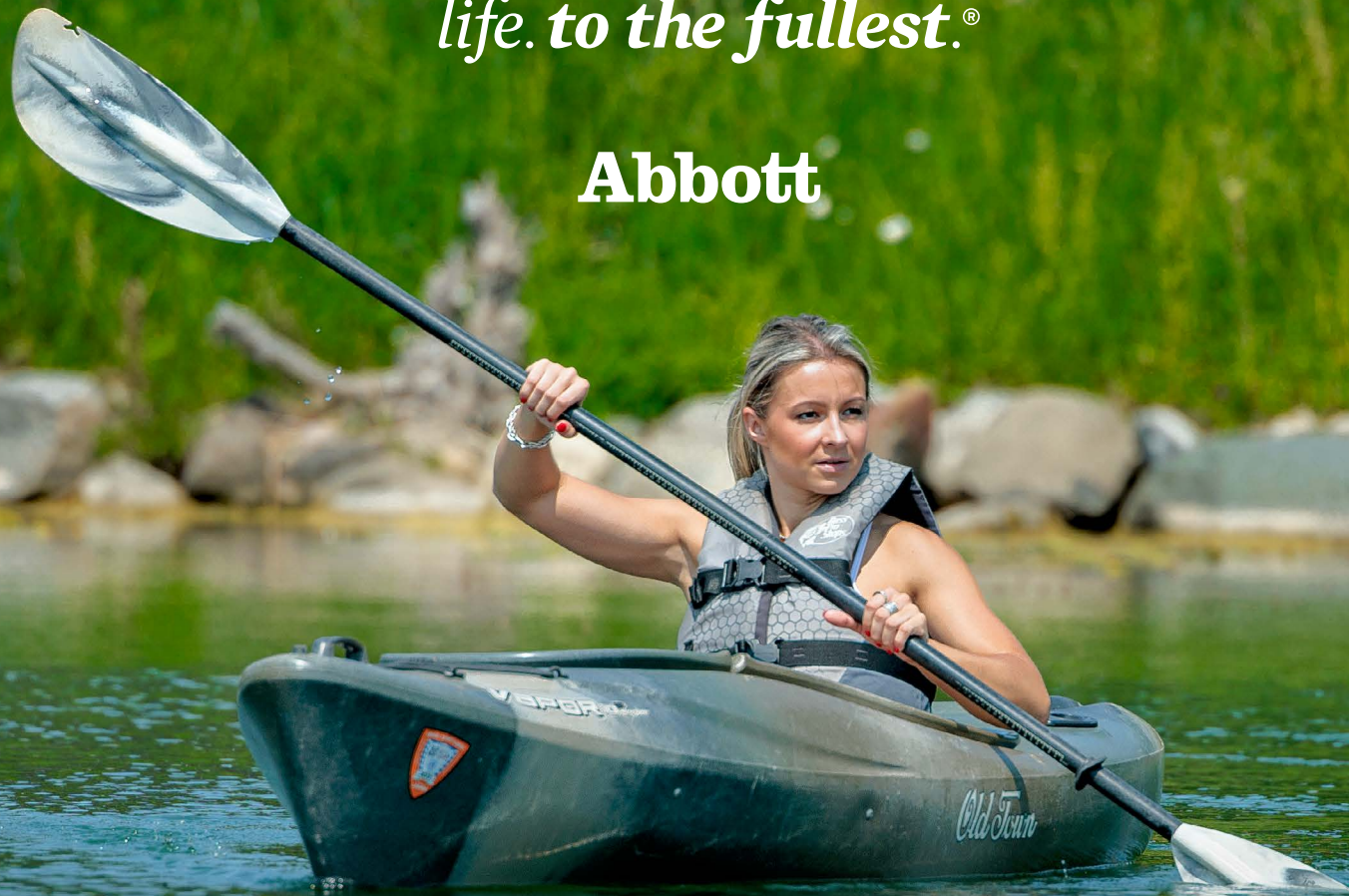
We have aligned our reporting with the requirements of leading ESG ratings and sustainability indices, seeking stakeholder feedback to drive continuous improvement. Our detailed annual reports can be found at our Abbott Sustainability Hub and are listed here:

- [2023 Global Sustainability Report](#)
- [2023 Diversity, Equity, and Inclusion Report](#)
- [GRI Index](#)
- [SASB Index](#)
- [TCFD Index](#)
- [UN SDG Index](#)



life. to the fullest.®

Abbott



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Sara Wykurz of Libertyville, Illinois, received her AVEIR DR leadless pacemaker after learning she had neurocardiogenic syncope, a type of fainting — or brief loss of consciousness — due to a sudden drop of heart rate and blood pressure.