



**Abbott**

GLOBAL  
SUSTAINABILITY  
REPORT 2024



At Abbott, we’re continuing to strengthen 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.

The data presented here reflects 2024 performance unless otherwise stated.

ON THE COVER:

Pro football player Damar Hamlin serves as “captain” for Abbott’s HeartMates program, through which we’re helping build a community of support for people and caregivers impacted by heart conditions.

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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, 2024, 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:

Our purpose at Abbott is to do the most good we can for the most people we can reach. In 2024, that commitment led to some 2 billion lives improved through Abbott products and services.



At Abbott, we're here to help people live their fullest lives through better health — which we define both expansively and holistically. Our immediate concern, of course, is physical health, which we address with our products and technologies; but we understand well that human flourishing is multifaceted and multidimensional. So, pursuing our purpose means working to support not just sustainable health, but also sustainable communities. We pursue these goals in all of our major aspects as an enterprise.

**AS AN INNOVATOR**

The best thing Abbott can do for the world is to improve the health of more people to help them be more fulfilled, more productive, more resilient. That's why our primary sustainability priority is to innovate for access and affordability. We've rethought and refocused our innovation. Traditionally, medical science has delivered high innovation, but at a cost that has resulted in fewer people being able to access the breakthroughs it's created.

At Abbott, broadening access is a primary innovation goal. So, we design every stage of the product process — first in conception, then by bending the cost curve through advanced manufacturing, AI, and digitization — to help more people get the care they need. And we aspire to implement global pricing strategies that maximize adoption and utilization.

**AS AN EMPLOYER**

There are more than 114,000 Abbott people around the world, and “Life. To the Fullest.” begins with them. We want all of our colleagues to thrive in their work. So, we invest in employees' wellbeing, with approximately \$1 billion every year committed to healthcare and retirement benefits. This gives them the opportunity and security they need to commit themselves fully and confidently to delivering best-in-class work to make the greatest difference for the people we serve. And we strive to provide the open, welcoming culture they need to feel part of a purposeful and supportive community that helps all of us find our place and our people, make our greatest contributions, and build our best careers.

**AS A CITIZEN**

Abbott is a proud and active citizen of the communities of which it is part, spanning more than 160 countries around the globe. We work conscientiously to be a good neighbor, building the strength of our communities, helping others in time of need, and taking good care of our shared environment.

For 137 years, Abbott has been dedicated to sustaining human life and the things that make it better, richer, and fuller. This report details the breadth and depth of our extensive and committed efforts to ensure that our company remains a force for good in the world for many years to come.

**ROBERT B. FORD**

Chairman of the Board  
and Chief Executive Officer  
June 20, 2025

ABOUT ABBOTT

We believe a sustainable future starts with health. For 137 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. Given our long history and perspective, we think and act for the long term, as a responsible company and good corporate citizen. Over the past five years alone, we’ve invested nearly \$14 billion in research and development, over \$10 billion in capital expenditures so we can keep providing our products to the people who need them, more than \$5 billion in employee benefits to help ensure our colleagues have security and peace of mind, and paid about \$8 billion in taxes.

TODAY, OUR PORTFOLIO INCLUDES:



**Diagnostic** 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 by helping them better understand and manage their glucose levels.



**Nutrition** products that build and maintain health and strength at all ages.



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

OUR CORE VALUES GUIDE EVERYTHING WE DO:

PIONEERING

Innovating in all we do

CARING

Focusing always on our customers’ needs

ACHIEVING

Delivering for our stakeholders

ENDURING

Leading for more than 135 years

2024 ABBOTT IN NUMBERS

\$42B

total 2024 revenue

>160

countries where  
Abbott is present

>50

years of increasing  
dividends

\$2.8B

investment in R&D

114,000

employees

RECOGNIZED PERFORMANCE

THE WALL STREET JOURNAL  
MANAGEMENT TOP 250 COMPANIES

Top 10 companies for social responsibility  
and No. 41 overall

FORTUNE MAGAZINE

America’s Most Innovative Companies for three  
consecutive years; World’s Most Admired Companies  
every year since 1984

DOW JONES SUSTAINABILITY INDEX (DJSI)

Included on DJSI (now called the Dow Jones Best-in-  
Class World Index) for 20 consecutive years

AMERICA’S MOST JUST COMPANIES

No. 31 overall on the JUST 100 list

REPTRAK MOST REPUTABLE COMPANIES

One of the 100 most reputable companies globally

## OUR 2030 SUSTAINABILITY PLAN

# PROGRESS

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Launched in 2020, our 2030 Sustainability Plan priorities and goals support our central focus of helping more people in more places live their healthiest possible lives. We're making good progress.

Margaret K. relies on our *Liberto RC* deep brain stimulation (DBS) system to successfully manage the motor symptoms of Parkinson's.



## OUR 2030 SUSTAINABILITY PLAN

Our goal is to improve the lives of 3 billion people a year by the decade's end.

### OUR PRIORITIES

#### INNOVATE FOR ACCESS AND AFFORDABILITY

Make access and affordability core to new product innovation

Transform care for chronic diseases, malnutrition, and infectious diseases

Advance health access through partnership

#### TriClip

Minimally invasive treatment for tricuspid valve repair offers an effective treatment option for patients who are not candidates for open-heart surgery. [\(Page 16\)](#)

#### FreeStyle Libre

Abbott has established partnerships to integrate our continuous glucose monitoring technology with leading automated insulin delivery systems. [\(Page 17\)](#)

#### Expanding Access in Tanzania

Since 2000, Abbott has worked with the government of Tanzania to improve the country's healthcare system. [\(Page 19\)](#)

~2 billion\* lives improved through Abbott products and services in 2024

### SUSTAINABILITY IN EVERYTHING WE DO

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

520,000+  
development and job opportunities created in 2024  
[\(Page 23\)](#)

#### ENSURE A RESILIENT, DIVERSE, AND RESPONSIBLE SUPPLY CHAIN

3,800+  
suppliers engaged in sustainability initiatives<sup>1</sup>  
[\(Page 39\)](#)

#### RESPONSIBLY CONNECT DATA, TECHNOLOGY, AND CARE

30,000+  
courses completed on product security with more than 1,000 Abbott learners since program launch  
[\(Page 20\)](#)

#### PROTECT A HEALTHY ENVIRONMENT

~93%  
waste diversion rate<sup>2</sup> achieved and ~960 metric tons total waste<sup>2</sup> decreased  
[\(Page 28\)](#)

\*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.

# 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	PROGRESS AND NOTES
<b>Make access and affordability core to new product innovation</b>	
Integrate access, affordability, and data insights as design principles into our R&D work and portfolio.	<ul style="list-style-type: none"><li>• Gained FDA approval for <i>Esprit BTK</i>, a first-of-its-kind dissolving stent, for chronic limb-threatening ischemia (CLTI) below the knee (BTK). CLTI can cause extreme pain, and, in some cases, can lead to the loss of the limb. This innovation reduces disease progression and helps improve medical outcomes compared to balloon angioplasty, the current standard of care.</li><li>• Launched <i>Liberta RC</i>, the world’s smallest rechargeable system with remote programming capabilities to treat movement disorders. The system is about 31% smaller than other commonly used implantable, rechargeable DBS devices currently available in the U.S., and requires the fewest recharges of any FDA-approved DBS system.</li><li>• Introduced <i>AssertIQ</i>, an insertable cardiac monitor (ICM), in Europe, expanding access to the transformative benefits of long-term monitoring for people with abnormal heartbeats.</li><li>• Launched <i>TriClip</i>, a minimally invasive treatment for damaged tricuspid valves, in the U.S., bringing an effective valve-repair option to patients who aren’t candidates for surgical intervention.</li></ul>

## INNOVATE FOR ACCESS AND AFFORDABILITY (continued)

### 2030 GOAL

#### Transform care for chronic diseases, 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 and C, HIV, COVID-19, and others) with diagnostics, treatment, and education programs, especially in high-prevalence areas.

### PROGRESS AND NOTES

- Building on the promising results from our Healthy Food Rx study in Stockton, California, we launched three new studies, including a randomized-control trial, to further strengthen evidence and generate new insights on the effectiveness of Food Is Medicine for management and prevention of diabetes.
- Partnered with Erie Family Health Centers, Rush University Medical Center, the Alive Faith Network in Illinois, the University of Minnesota Community-University Health Care Center in Minnesota and Community Medical Centers and other community partners in California, to deliver community-centric programming that reached approximately 45,000 people through access to health screenings, education, and care provisions for diabetes and cardiovascular disease.
- Since 2023, the Abbott Center for Malnutrition Solutions (ACMS) has provided nearly 12,000 Mid-Upper Arm Circumference (MUAC) z-score tapes to partners and health workers in 16 countries to support implementation of malnutrition screening. Nearly 300 health workers and volunteers received training to screen for malnutrition and build referral networks to primary care facilities, resulting in screening of more than 23,000 children.
- Implemented a program that provides physicians with insights into the long-term benefits of the *Amplatzer Amulet* for patients at risk of stroke due to atrial fibrillation (AFib), including keeping AFib patients off blood-thinning medications long-term.
- In 2024, we added three new sites to the Abbott Pandemic Defense Coalition. The coalition also developed 12 new prototype assays, identified six new viruses under investigation, and published 25 studies. Additionally, Abbott scientists trained staff in Thailand and South Africa on next-generation sequencing in their own labs.
- A founding member of the Coalition for Global Hepatitis Elimination, Abbott helped launch and fund the Hepatitis Evaluation to Amplify Testing (HEAT) project. With the addition of India in 2024, the project has supported hepatitis testing in seven countries.
- Abbott Fund is working to advance laboratory systems' readiness and capability ratings through our support to the Global Fund and their Lab Systems Integration Fund, which is assisting 49 low- and middle-income countries across Africa, Asia, and Latin America to fight AIDS, tuberculosis, and malaria. This support will help them detect and respond to potential local health threats.
- For more than a decade, Abbott has supported The Carter Center's mission to eliminate blinding trachoma in the Amhara region of Ethiopia, where more than 50% of sub-Saharan Africa's burden is found. Our ongoing donations of diagnostic systems, tests, and reagents are helping to inform both programming and global trachoma program policies and guidelines.



INNOVATE FOR ACCESS AND AFFORDABILITY (continued)

2030 GOAL	PROGRESS AND NOTES
<p><b>Advance health access through partnership</b></p> <p>Expand affordable access to healthcare for underserved 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.</p>	<ul style="list-style-type: none"><li>• Through social investing and Abbott Fund programs, we provided decentralized healthcare services that helped approximately 4.3 million people access care close to where they live.</li><li>• As part of our disaster resilience strategy, Abbott Fund provided grants to food banks and health clinics in advance of hurricane season, enabling our clinic partner in Puerto Rico to invest in solar panels for its four mobile medical units and reduce its monthly fuel costs by 75%, our clinic partner in New Orleans to purchase a new mobile medical unit, and our food bank partner in Beaumont, Texas, to purchase a new generator.</li><li>• As part of our 25-year partnership with the Tanzanian government, we have helped to strengthen the country’s health system in several key areas, including providing emergency care services to more than 1.3 million people since 2010. In 2024, we established the first four emergency care training hubs in three regions as part of our work to further expand emergency medicine throughout the country. In the last decade, we have supported the training of more than 200 emergency medicine doctors and nurses, who are now leading care in Tanzania. In 2024, we also supported the ongoing training of more than 2,000 health workers, including doctors, surgeons, nurses, and social workers.</li><li>• Partnered with Seed Global Health to assess needs at the Chatinkha Maternity Unit at Queen Elizabeth Hospital in Blantyre, Malawi. The assessment will serve as the guide for the redesign of the maternity unit into a Center of Excellence. It will also inform the creation of a multi-year implementation plan that will strengthen health workforce capacity to deliver high-quality training and education in obstetrics, gynecology, and midwifery.</li><li>• Partnered with Blood Centers of America, the largest blood supplier network in the U.S., to pilot the use of mixed-reality technology that improves the experience for blood donors. This technology is now available at several donation sites across U.S. metropolitan areas around New York, Houston, and Chicago.</li><li>• As part of our ongoing work, Abbott has supported scholarships for nursing students and for more than 150 students attending medical schools at historically Black colleges and universities (HBCU). We also published our Advancing Diversity in Clinical Trials guide to support other community-based health systems, hospitals, and academic researchers as they seek to improve access to clinical trials and improve the quality of the data those trials provide.</li></ul>

INNOVATE FOR ACCESS AND AFFORDABILITY (continued)

2030 GOAL	PROGRESS AND NOTES
Advance health access through partnership (continued)	
Partner with stakeholders to improve health outcomes by advancing standards and building access to affordable, integrated solutions.	<ul style="list-style-type: none"><li>• Through our licensing partnership with the Real Madrid Foundation, more than 31,000 hours of our <i>Future Well Kids</i> curriculum, which is focused on noncommunicable diseases, was delivered by the foundation’s coaches, staff, and volunteers, reaching more than 4,000 children across 12 countries.</li><li>• Through our partnership with the National Association of Community Health Centers (NACHC), we supported eight community health centers to improve nutrition and care in their communities, launched 17 personalized coaching and education programs, supplied fresh produce or meal kits to nearly 700 families, and created educational materials to support the 320,000 people served by these health centers.</li><li>• In India, we work with AmeriCares India Foundation to upgrade health centers, build staff capacity, and educate communities on communicable and noncommunicable diseases. We have expanded our initial commitment to upgrade more than 300 primary health centers (PHCs) across 13 states by the end of 2026, improving access to quality, affordable healthcare for potentially 9.8 million people in underserved communities. By the end of 2024, we have upgraded 153 PHCs.</li></ul>

SUSTAINABILITY IN EVERYTHING WE DO

Our 2030 goals guide actions for 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.	<ul style="list-style-type: none"><li>• Created more than 520,000 development and job opportunities for current and future employees in 2024. This brings our total to more than 1.3 million since the launch of our 2030 Plan, more than our original goal of 1 million, which we have since increased to 2 million.</li></ul>
Create opportunities in Abbott’s science, technology, engineering, and math (STEM) programs and internships for more than 200,000 young people.	<ul style="list-style-type: none"><li>• Created more than 28,000 STEM opportunities globally for young people in 2024, bringing our total to more than 131,000 since the launch of our 2030 Plan, exceeding our original goal of 100,000, which we have since increased to 200,000.</li></ul>
Continue to create a meaningful employee experience and advance Abbott’s culture.* Achieve at least 45% female representation across our global management team. Achieve at least 45% female representation in STEM roles.	<ul style="list-style-type: none"><li>• 89% of employees completed the Your Voice Counts survey that asks questions to measure employee satisfaction.</li><li>• 43.1% of global management positions filled by women.</li><li>• 45.2% female representation in STEM roles.</li></ul>
Anticipate Abbott’s future workforce needs and achieve talent readiness.	<ul style="list-style-type: none"><li>• Approximately 96% of our people leaders have participated in the Leading with Impact training program, which helps develop stronger managers.</li><li>• In 2024, to prepare our employees for the future of healthcare, we provided training around the use of generative AI and Microsoft’s Copilot. Corporate Officers and Divisional Vice Presidents were invited to learn about the fundamentals of all types of artificial intelligence and the impacts and opportunities in their business and functional areas. All levels of the organization were invited to attend AI prompt training for using Copilot to gain efficiencies in their everyday work, including development planning, goal setting, and performance assessments.</li></ul>
Continue to drive 100% leadership accountability by tying executive compensation to talent and succession planning targets. Maintain or improve rates of internal succession for leadership roles.	<ul style="list-style-type: none"><li>• All Abbott corporate officers, including our Chairman and CEO, carry a human capital goal.</li><li>• 93.6% of leadership roles filled based on succession plan.</li></ul>

\*Following a review of our progress, we have adjusted the following goal:  
Retiring goal “Ensure one-third of our leadership roles are held by people from underrepresented groups by 2025” which was achieved in successive years including target year of 2025.



SUSTAINABILITY IN EVERYTHING WE DO (continued)

2030 GOAL	PROGRESS AND NOTES
Build the diverse, innovative workforce of tomorrow (continued)	
Support the financial security of employees by helping those with college debt save for retirement, expanding Abbott’s <i>Freedom 2 Save</i> program by providing \$10 million in matching contributions to participants’ retirement accounts.	<ul style="list-style-type: none"><li>• Since the program was conceived, we’ve contributed more than \$10.3 million to the retirement accounts of employees for whom 2% or more of their income goes to servicing student debt. With these contributions, we surpassed our original goal of \$10 million, six years early.</li></ul>
Fill 50% of targeted new jobs with internal talent by upskilling, cross-skilling, and creating learning opportunities.	<ul style="list-style-type: none"><li>• 54.2%<sup>3</sup> of targeted new jobs filled internally.</li></ul>
Continue to provide industry-leading programs that help people achieve their personal health and well-being.	<ul style="list-style-type: none"><li>• Expanded Abbott’s mental health offerings to employees to enhance awareness, increase benefits, and support various cultural perspectives.</li></ul>
Responsibly connect data, technology, and care	
Be a trusted healthcare leader in secure and responsible data collection, use, management, and privacy to help protect our patients and customers; empower them to make better, more complete decisions about their health; and drive innovation through insights and analytics.	<ul style="list-style-type: none"><li>• Developed AI principles designed to guide Abbott’s use of AI across our businesses.</li><li>• Established a global tool to manage customer consent and personal data choices across all of our businesses. Continued to integrate websites and mobile apps into this tool.</li><li>• Achieved a more than 90% increase in the number of healthcare delivery organizations using Abbott’s cybersecurity portal.</li><li>• Implemented governance, training, and awareness programs for all technology users to engage them in protecting the Abbott environment.</li><li>• Embedded security and “privacy by design” into our corporate and division product quality systems.</li><li>• Over 30,000 courses completed on product security with more than 1,000 Abbott learners since program launch.</li></ul>

SUSTAINABILITY IN EVERYTHING WE DO (continued)

2030 GOAL	PROGRESS AND NOTES
Ensure a resilient, diverse, and responsible supply chain	
Certify that newly contracted direct material spends incorporate responsibility requirements.	<ul style="list-style-type: none"><li>• We are integrating social responsibility clauses into applicable procurement contracts, detailing our values and expectation that suppliers comply with our Supplier Guidelines and remediate any identified issues.</li></ul>
Ensure ethical sourcing from all suppliers with high-risk sustainability factors through 100% auditing.	<ul style="list-style-type: none"><li>• More than 90% of direct material suppliers by spend screened for sustainability risk in 2024.</li><li>• More than 500 suppliers engaged through due diligence activities to evaluate sustainability risks and opportunities in 2024.</li></ul>
Increase small business spend to support supply chain strength and resilience.*	<ul style="list-style-type: none"><li>• Collectively, with the Local Initiatives Support Corporation (LISC), we’ve committed \$37.5 million in growth capital, small business loans, and technical assistance since March 2022.</li></ul>
Protect a healthy environment	
Reduce absolute Scope 1 and 2 carbon emissions by 30%, from a 2018 baseline, by the end of 2030, consistent with the objectives of the Science-Based Targets initiative (SBTi).	<ul style="list-style-type: none"><li>• 9% absolute reduction in Scope 1 and 2 emissions in 2024 (versus 2018 baseline).</li><li>• Corporate sustainability funds awarded to 20 projects in 2024, with four projects completed since the dedication of the fund in 2023, yielding a reduction of approximately 3,600 metric tons CO2e.</li></ul>
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.	<ul style="list-style-type: none"><li>• Approximately 40% of our suppliers by emissions covering purchased goods and services and upstream transportation and distribution have science-based targets.<sup>4</sup></li><li>• In 2024, we engaged with approximately 100 carbon-intensive suppliers to better understand and support their carbon management practices, including suppliers that have taken alternative emissions reduction targets that are not aligned to the SBTi.</li></ul>

\*Following a review of our progress, we have adjusted the following goal:  
Retiring goal “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” with the 2025 target not fully met and metrics becoming increasingly difficult due to supplier classification changes since the targets were set.

**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.

- In 2024, Abbott's Tlalpan, Mexico, facility achieved Alliance for Water Stewardship (AWS) Core Certification,\* bringing the total number of Abbott manufacturing sites to seven of our 11 high-water-impact manufacturing sites in water-stressed areas.

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

- Implemented Abbott's internal water stewardship management practices at three additional manufacturing sites, bringing the total number of sites implementing practices to six. This represents about 25% of Abbott 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.

- Continued to engage with key suppliers to reduce risks associated with water quality and quantity in 2024.

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.

- More than 31 million pounds of packaging impacted through sustainable design programs in 2020–2024. This includes:
  - Approximately 2.2 million pounds of packaging transitioned to more circular options.
  - More than 29 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.

- Approximately 93% waste diversion rate<sup>2</sup> achieved in 2024.
- In 2024, three additional manufacturing facilities were certified under Abbott's internal Zero Waste-to-Landfill Program. This brings our total to 41 manufacturing 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.

- Continued to engage key suppliers to improve inbound materials and management across Abbott's supply chain in 2024.

\*Alliance for Water Stewardship Certified Core site. For more information, visit [aws.org](https://aws.org).



## INNOVATE FOR ACCESS AND AFFORDABILITY

# INNOVATE

We can have our greatest possible impact on human health by improving access to care all around the world.



YRGCARE has collaborated with Abbott to open The Blue Shed, a facility in Delhi, India, that offers testing, treatment, counseling, and other support services for people who have or are at risk of HIV and other infectious diseases.



## 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.

### ABBOTT'S DESIGN PRINCIPLES



#### Design for broader reach

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

## FIRST-OF-THEIR-KIND DEVICES EXPAND ACCESS

Abbott's newest neuromodulation devices are the smallest products in their respective classes. Either could fit comfortably in a teaspoon and requires fewer recharges than other FDA-approved systems, expanding the pool of patients who can benefit from these technologies.

*Liberta RC*, a deep-brain-stimulation device, can provide relief for people with Parkinson's disease and other movement disorders, such as essential tremor, and *Eterna*, a spinal-cord-stimulation system, uses Abbott's proprietary *BurstDR* stimulation, which mimics natural firing patterns found in the brain to deliver pain relief.

Both devices allow patients to access care remotely through Abbott's *NeuroSphere* Virtual Clinic, a secure, in-app video chat and remote-programming tool, accessible via our patient controller app, that can be used on a patient's own iOS device. It allows for remote office visits, during which physicians can assess patients and adjust treatment through a hand-held device, with the same capabilities as if patients were in the clinic next to them.

Abbott's focus on minimally invasive devices makes treatment available to people for whom open-heart surgery might be too risky. Implanting these three devices requires only a small incision in the leg:

- **TriClip** is a minimally invasive way to repair the tricuspid valve.
- **Navitor** is designed to help open severely narrowed aortic valves, one of the most common and life-threatening heart valve diseases.
- **AVEIR DR** is a dual-chamber pacemaker to treat slow or abnormal heartbeats.

### Esprit BTK

Until 2024, the more than 20 million people in the U.S. who are living with peripheral artery disease (PAD), had limited treatment options. That changed with the FDA approval of Abbott's breakthrough, first-of-its-kind *Esprit* BTK drug-eluting, resorbable scaffold, which dissolves over time and leaves nothing behind after it has opened blocked arteries below the knee, offering a clear advantage in limb preservation.

## INNOVATION RECOGNITION

- **2024 Edison Awards:**  
*Alinity i-STAT* TBI lab blood test – Gold in Diagnostic Technologies category  
*AVEIR DR* – Silver in Wearable and Implantable Medical Devices category
- **CES 2025 Innovation Awards:**  
*Lingo* recognized in Digital Health category
- **Time Best Inventions 2024:**  
*Esprit* BTK system named among the best inventions of 2024 by TIME magazine
- **Chicago Innovation Awards:**  
*AVEIR DR* won Corporate Innovator Award in 2024

## TRANSFORM CARE FOR CHRONIC DISEASES, 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.

### Simplifying Diabetes Care

Over the past two years, Abbott has entered into partnerships that enable consumers to connect our *FreeStyle Libre 2 Plus* or *FreeStyle Libre 3 Plus* sensors to four different automated insulin delivery (AID) systems worldwide — giving people with diabetes more ways to benefit from connectivity with *Libre* technology. Sensors help take the guesswork out of insulin dosages by telling an AID system to adjust automatic insulin dosages based on real-time glucose levels. These partnerships are transforming the lives of people with diabetes, making it easier for them to spend less time thinking about their diabetes and more time living. Nearly 7 million people across more than 60 countries manage their diabetes using *FreeStyle Libre* technology.

### Addressing Noncommunicable Diseases Worldwide

Abbott's commitment to human health is clearly illustrated in our multifaceted approach to tackling a wide range of noncommunicable diseases, with programs that build awareness, strengthen healthcare infrastructure, and build the capacity for communities to take more control of their health. Among our successful programs and initiatives are:

- *Future Well Kids*, a program developed in partnership with Discovery Education, designed to help children learn about ways that they can stay healthy and reduce their risk of developing chronic diseases, such as diabetes and cardiovascular disease.
- A licensing partnership with the Real Madrid Foundation, through which our *Future Well Kids* curriculum is delivered by the foundation's coaches, staff, and volunteers.
- Abbott *Future Well Communities* is a program addressing chronic diseases by breaking down social and economic barriers to health. Through programs in Stockton, California; Minneapolis, and Chicago and Waukegan, Illinois, we collaborate with local organizations to provide services and resources that help people live healthier, such as nutritious food through our Healthy Food Rx program, health education and screenings, and transportation to medical appointments.
- Abbott's Healthy Food Rx is a Food Is Medicine program that provides home-delivered healthy food to people living with diabetes. Part of our Abbott *Future Well Communities* initiative in Stockton, California, this program offers free recipe-based food boxes, along with educational videos and health tips to help advance nutrition and health.

- Abbott's HeartMates program, which builds a supportive community for individuals with heart conditions. It celebrates the bravery of those on heart health journeys and the caregivers who support them.
- Above the Bias, an initiative designed to reduce the stigma of diabetes and drive more people to seek appropriate care.
- A partnership in India with the Self Employed Women's Association (SEWA) to develop a model of care to address noncommunicable diseases in underserved communities.

### BROADENING ACCESS TO BIOLOGIC MEDICINES

In 2023, Abbott entered into an agreement with Spain-based global biotech leader mAbxience to bring several biosimilars (generic versions of biologic medicines) to emerging markets.

Noncommunicable diseases such as cancer are on the rise. In low and middle income 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 low and middle income countries are much more likely to die from these diseases than people in wealthier countries.

This collaboration will help introduce life-changing treatments in key oncology, women's health, and respiratory diseases for the first time in some countries at a fraction of the cost of the original biologic medicines making them more accessible and affordable for healthcare systems in these countries.



#### The We Give Blood Drive

In 2024, Abbott initiated a partnership with the Big Ten collegiate athletics conference to help address significant shortages in the U.S. blood supply, while at the same time creating a new generation of blood donors. In its first year, the program resulted in almost 20,000 donations, saving as many as 60,000 lives.



### ADVANCE HEALTH ACCESS THROUGH PARTNERSHIPS

Our health access 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

#### Combating HIV in India

As an extension of our work in the Abbott Pandemic Defense Coalition (APDC), Abbott has been partnering with YRGCARE — a nonprofit based in Delhi, India, that offers nonstigmatizing services to those with, or at risk of, HIV (human immunodeficiency virus).

This collaboration has resulted in the opening of a facility known as The Blue Shed. The new facility will offer testing, treatment, counseling, and other support services to provide holistic support for those who have, or are at risk of, HIV and other known or emerging infectious diseases.

Through this partnership, we've also opened an adolescent center to serve at-risk youth, who are vulnerable to HIV and other sexually transmitted infections. In addition to testing through the support of the APDC, the center offers access to treatment and other healthcare services, counseling and mental health services, and guidance programs.

#### Building Access in Rwanda

In Rwanda, more than 80% of the population live in rural areas with a limited access to primary healthcare. To help address the gap, the Ministry of Health, the Society for Family Health Rwanda, and Abbott are collaborating to establish second-generation health posts (SGHPs) to help bring quality healthcare closer to rural communities. Since 2019, our partnership designed and built eight SGHPs in Bugesera district, which have provided primary care services to more than 650,000 individuals. We've supported health workforce capability-building, training over 200 health post workers in 64 SGHPs across 15 districts. In 2024, we also began training health workers to screen for malnutrition, resulting in screening of more than 1,000 children.

## 25 YEARS IN TANZANIA

Abbott's presence in Tanzania dates back to 2000, when the Abbott Fund established partnerships to provide community support to vulnerable children affected by the HIV/AIDS epidemic in Tanzania, Burkina Faso, India, and Romania. In collaboration with the Tanzanian government, we identified the need for a broader approach to improve healthcare and soon expanded our partnership to build the capacity of Muhimbili National Hospital. Later, we extended the reach of the work to 23 regional-level hospitals across the country.

In 2010, we opened the first emergency medicine department (EMD) and emergency medicine residency program in East Africa at the national hospital. Since then, Abbott Fund has built or equipped eight more emergency medicine departments, and the government added over 100 more, extending the reach of emergency medicine care across the country. In 2024, three village emergency dispensaries in Tanga, Dodoma, and Mbeya provided care to more than 6,000 patients.

In 2024, we opened four new training hubs as part of an initiative to expand access to emergency care trainings across the country. At one of the training hubs in Dodoma, more than 275 healthcare providers were trained in the first year. Abbott also has donated pediatric emergency medicine equipment and our diagnostics and nutritional products to the national hospital and helped fund an upcoming pediatric emergency medicine fellowship and pediatric high-dependency unit.



Bombo Regional Hospital in the Tanga region of Tanzania is one of the nine emergency medicine departments supported by Abbott Fund. Abbott's nearly 25-year presence in Tanzania has helped significantly expand access to care there. To date, more than 1.3 million Tanzanians have received emergency care services.

### Strengthening Communities

In addition to helping build healthcare capacity, Abbott has also worked to strengthen communities in Tanzania, expanding its support to more programs that include health, education, and livelihoods. From 2008 through 2014, Abbott Fund built and expanded upon the Kimberly and Miles White Primary School in the village of Bantu. In 2024, 475 children were enrolled at the school.

During the year, Abbott Fund Tanzania (AFT) supported the launch of a food program, five cows were delivered for income-generating activities, and initiatives were implemented to enhance the school's performance at both regional and national levels.

From 2023 to 2024, Abbott Fund expanded and renovated a high school in Bantu, Tanzania. The school enrolled more than 130 Advanced level (grade 12) students, who are taking on science and art streams. All A-level students are accommodated in the newly built boarding facility at the school.

AFT also continues to support Tanzania's National Children's Home, providing education, safe spaces for play, agricultural programs, and sports for orphaned and vulnerable children. In 2024, the center served 200 children.



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 Cybersecurity Operations Center.

## RESPONSIBLY CONNECT DATA, TECHNOLOGY, AND CARE

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

We are focused on implementing comprehensive security standards for Abbott devices, products, and systems. That commitment guides our approach to data privacy, protection, and responsible data use across our businesses.

## SECURITY AND PRIVACY 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 companywide security policies are based on industry frameworks and are supported by standards, processes, testing, and training. The policies are designed to drive compliance, consistency, and employee understanding of the importance of appropriate data protection controls throughout the product development life cycle.

### Product Cybersecurity

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

Abbott online and/or hosted products and services that process personal data are certified by industry-recognized certifications. We continue to protect data by monitoring the regulatory standards and bolstering our applications to meet the latest digital standards.

### Enhancing Our Security Efforts

To advance our commitment to data transparency and align with current industry standards, 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 2024, there was a more than 90% increase in the number of HDOs using the portal.

### Industry Partnerships

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

In January 2025, Abbott's Chief Information Security Officer (CISO) was elected Chair for the Health Sector Coordinating Council (HSCC) Cybersecurity Working Group (CWG). The HSCC is a coalition of more than 420 healthcare organizations and government agencies, working together to strengthen cybersecurity across the entire sector. In this role, our CISO will lead the partnership with industry stakeholders and policymakers to recommend and implement cybersecurity policies and best practices.

## 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 industry standards and the following principles is reflected in Abbott's data management policy and programs. At Abbott, we aim to be:



### 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



## ENTERPRISE CYBERSECURITY

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

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

## UNDERSTANDING CYBERSECURITY RISKS

We have taken several steps to strengthen our internal understanding of cybersecurity, including updating cybersecurity capability training to offer employees a variety of role-based learning paths, including mentorship and certification. Companywide training customized for specific functions within the organization helps employees and contractors better understand company policies and emerging cybersecurity risks. We monitor results to identify retraining requirements and help everyone at Abbott understand their shared responsibility to protect sensitive data and personal information.

### Convening our Medical Device Cybersecurity Council

Our Medical Device Cybersecurity Council consists of physicians, Chief Information Officers, and Chief Information Security Officers, and other healthcare cybersecurity experts along with key Abbott stakeholders. The Council meets several times a year to advise on Abbott's cybersecurity program and focus areas and offer counsel.

Additionally, Abbott businesses have dedicated cybersecurity leaders to help address cybersecurity risks within their business. These leaders provide updates to leadership and look at how cybersecurity controls are applied across Abbott's businesses.

Regional security leaders in key geographies support local and regional cybersecurity requirements.

## AI DATA PRINCIPLES

For 137 years, our goal at Abbott has been to help people around the world live fuller, healthier lives. Whether we are building cutting-edge heart devices, tracking new viruses, or helping people stay hydrated, we know that the right combination of science and technology can make lives better.

Technology and data are transforming healthcare, helping us better manage health and wellness, accelerate innovation, tackle business challenges, and expand access to care. Perhaps, the most transformative tool we are experiencing today is artificial intelligence (AI).

AI can harness the power of data in a way that most of us have never seen before. For healthcare, where systems and workers are continually under pressure and time is critical, the potential of AI is immense. We believe AI holds great promise for improving access to care and optimizing areas, such as clinical research, product performance, patient care, and productivity. At the same time, the stakes are high, and AI must be managed, applied, and interpreted responsibly and safely, with the same commitment to transparency, scientific standards, and excellence our stakeholders expect from us.

As with all that we do, we believe our use of AI must remain guided by our values — pioneering, achieving, caring, and enduring — and always in service of supporting people and making their lives better.

### ABBOTT'S APPROACH TO AI IS BUILT ON FIVE KEY PRINCIPLES:



#### Responsible

We are focused on improving healthcare around the world and helping people live healthier lives. We will be intentional with our use of AI. We will use AI to deliver meaningful solutions, but we will not sacrifice our principles in pursuit of AI. This means that we will uphold scientific standards, ensure there is human oversight and accountability, and continue to review and determine when it makes sense to deploy AI solutions and when it does not.



#### Transparent

We will be transparent about our use of AI and how we use the data people share with us. We will be responsive in communicating with people who have questions about our AI systems or features.



#### Fair

We will use representative and inclusive data sets whenever possible to inform and train our AI systems. Our goal is to minimize the potential for stereotyping and unfair bias in our AI models, and we will continually work to test, analyze, correct, and improve our systems.



#### Safe

We will not use AI in any way that could negatively impact the quality or safety of any of our products. We will design our AI systems to be safe, secure and protect data and privacy appropriately. We will test AI systems internally and, when an outside perspective would help, with external partners to ensure they are ready to deploy before use.



#### Impactful

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 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.

Ashwini Jadhav is a Marketing Manager in our Medicines business, based in Mumbai, India.



## 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 life experiences of our 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's "Meet the Scientists" event at Chicago's Field Museum helped local children explore STEM careers.

## TALENT ACQUISITION

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

### Expanding Our STEM Pipeline

We are committed to creating an environment that fuels creativity and inspires innovation, and we work to ensure that we have a variety of perspectives on our team to make that happen. To that end, we have an active presence at major STEM conferences, and look to identify the next generation of STEM talent through our high-school and college internship programs.

### Latin America and Canada: STEM Camps

In 2024, our STEM program for the children of our employees in Latin America and Canada had approximately 180 participants. The program offers engaging activities such as workshops on robotics, mathematics, and science, along with tours of our facilities and manufacturing plants. The goal for this program was to introduce children to the world of STEM and foster a lasting interest in these fields. We envision these early experiences will transform into future careers in STEM, and potentially lead these children to become part of our early-career programs.

## UNDERSTANDING EMPLOYEE SENTIMENT

We provide an environment where each employee can be themselves and feel proud about coming to work each day. We actively listen to employees to better understand their expectations and how we can best meet them. On our Your Voice Counts survey, we ask employees questions that address their sentiment about basic needs, contributions, teamwork, and growth. Our businesses have the opportunity to ask additional questions on the topics that are most relevant to their people. We also include a question to measure employee satisfaction. In 2024, the Your Voice Counts survey was completed by 89% of our employees.

## 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 careers. These programs are designed to support the development of all our employees.

### We Offer a Variety of Opportunities to Support Employee Development

Across all of our offerings, more than 51,700 employees (roughly 45% of our total population) are engaged in at least one formal development opportunity. For more information on our employee training and development opportunities, see [abbott.com](https://abbott.com).

### Abbott Global Development Week

Abbott's Global Development Week encourages employees to explore the range of resources available to help them realize their full potential and build their best careers. In May 2024, as part of Global Development Week, more than 23,000 employees (roughly 20% of our total population) were positively impacted and enjoyed access to information designed to help them develop new skills and access resources to enhance their performance. Employees around the world attended more than 230 virtual webinars, panel discussions, and educational sessions. More than 260 leaders served as instructors, facilitating and engaging employees through live webinars and leadership panels.

## EMPLOYEE WELL-BEING

### Exercise Across Abbott Encourages Healthy Habits and Strengthens Teams

Our Exercise Across Abbott event is an accessible 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 2024, we had more than 43,000 employees worldwide engage with the program, our highest participation to date.

## VALUING EVERY EMPLOYEE

We strive to maintain an inclusive culture, where each person can be themselves at work, and where everyone is valued for their contributions.

Our employee networks are open to all employees and provide opportunities for mentorship, networking, and community. With approximately 20,000 members overall, our employee networks provide additional ways for employees to develop meaningful connections with others around the world with similar areas of interest and advance their professional development. For detailed insights into our workforce, please visit [abbott.com](https://abbott.com).





## SUPPORTING EMPLOYEES' WELL-BEING

We believe that leading a life filled with purpose and passion starts with being physically and mentally healthy. We encourage our employees to prioritize their emotional and mental well-being, offering a suite of benefits and support services to help them.

Our employees rely on our full-life benefits to help them and their families live full lives, with the security of knowing that when they need help, they will find it. Employees have access to Employee Assistance Programs and various other benefits worldwide, such as parenting and financial coaching, on-site counseling, and special events centered on physical and mental health. Many of these programs are designed to meet the local and regional needs of our employees.

In the U.S., for example, employees have access to personalized, confidential mental health resources for themselves and their covered family members. Outside the U.S., we offer tailored programs, such as our BeStrong wellness strategy in India that consolidates physical, emotional, financial, and social benefits; Mind Matters in Europe and the Middle East that connects employees with training tools and resources to support their overall well-being; and Vida Plena, an integrated health and wellness strategy in Latin America.

We also work to further reduce the stigma of seeking help for emotional and mental well-being. We actively communicate about emotional well-being and share testimonies from employees who have benefited from our programs. By encouraging open conversations and sharing personal stories, we create a culture that supports talking about emotional well-being and normalizes seeking help. This approach helps to break down barriers and raise awareness among employees about the benefits we offer and how to use them.

Through our full-life benefits and programs, we foster a culture that values and promotes the holistic health of our employees. By creating a workplace where well-being is a priority, we help our employees thrive personally and professionally, empowering them to lead fulfilling lives.

### Financial Well-Being<sup>5</sup>

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. Those putting at least 2% of eligible pay toward student loan repayments receive a 401(k) contribution of 5% from Abbott.

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 \$10.3 million to *Freedom 2 Save* participants' 401(k)s, surpassing our 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

Since its inception, more than 75 people have enrolled in our *FreeU* program — a virtual program to help U.S. employees pursue their bachelor's degrees 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. The Divisional Vice President of Environment, Health, and Safety (EHS) chairs our EHS Leadership Council, which is made up of business and global EHS leaders who develop and drive our EHS programs, including those related to employee health and safety.

We evaluate commercial operations, manufacturing, and R&D sites on a regular basis. Using an EHS scorecard, we monitor performance and use the results to develop action plans aimed at reducing health and safety risks at the business level. We apply a risk-based approach, and follow the hierarchy of controls when prioritizing actions. We also consult with workers, and where they exist, workers' representatives.

For additional information on Abbott's health and safety programs, [see Page 80](#).

## 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.

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

We investigate all reported allegations of harassment or discrimination in a confidential manner and, where necessary, take corrective action. Consequences for employees include disciplinary action up to and including termination. Read more about our processes for reporting, investigating, and addressing instances of harassment and discrimination on [Page 78](#).

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 for prospective and existing suppliers. We detail our expectations through our Supplier Guidelines and conduct screening, assessment, auditing, and monitoring of higher risk suppliers to identify and mitigate potential risks, including those related to human rights. For further information, see [Pages 40-42](#), and additional disclosures on [supply chain due diligence](#).

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

Find more about our discrimination and harassment prevention approach on [Page 78](#), compensation and benefits on [Page 26](#), and health and safety on [Pages 26 and 69-70](#).

## 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 to preserve a healthy environment — now and for future generations.



The Amplatzer Talisman PFO (patent foramen ovale) occluder helps reduce his risk of stroke, so Tom Reed can keep running throughout Colorado.



## A UNIFIED APPROACH TO ENVIRONMENTAL PROGRAMS

We're working across our operations and with key suppliers to sustainably manage our water use and minimize our environmental footprint 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.

Each Abbott business sets annual environmental targets, and we track progress on many EHS key performance indicators (KPIs) as part of Abbott's quarterly EHS scorecard that is shared with executive leadership. This helps us maintain progress toward our 2030 targets and identify areas for improvement on a continuous basis. For additional information on our EHS governance, see [Page 70](#).



EHS Lead Brian Nugent and Building Services Engineer Jenny Barcoe with a solar panel array at our Kilkenney plant.

## SUSTAINABLE DESIGN IN KILKENNY

Our newly opened 30,000-square-meter facility in Kilkenney, Ireland, produces *FreeStyle Libre 3* sensors, the latest generation in Abbott's world-leading continuous glucose monitoring portfolio for people living with diabetes.

The facility was built with sustainability in mind. The site is fully electric, powered by six air-to-water heat pumps; has nearly 600 solar panels on the roof, and features tanks for collecting rainwater to use on-site. During construction, no soil went to landfill. It was instead used in a sustainable landscape that includes a walking track for colleagues and wildflower plantings to provide a habitat for local pollinators.

Other sustainability design details include:

- Windows designed and placed to help minimize resources needed to heat and cool the facility
- Sunshades on south-facing windows to mechanically reduce solar gain
- HVAC reheat matrices that use waste heat to preheat fresh-air makeup

To reduce the impact of colleagues' travel to and from the site, Abbott included:

- 41 EV charging ports
- A 40-plus bicycle shed
- Easy access to bus routes



## ENERGY AND GREENHOUSE GAS EMISSIONS

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 the 2018 baseline by the end of 2030.

Our global EHS team works with our cross-divisional Energy Council and supply chain teams 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.

For information on our climate risk management and energy management, see [Pages 71-72](#).

### Science-Based Emission Targets<sup>6</sup>

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 goals<sup>7</sup>

Actions to achieve our targets are driven by our energy policy, practices, and strategic plan. For more information, see [Page 71](#).

Scope 3 emissions are estimated annually using the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard, referring to the categories<sup>4</sup> applicable to Abbott. We are working with key carbon-intensive suppliers to reduce our Scope 3 footprint. See [Page 41](#), for more information on Scope 3 emissions.

### Sustainability Fund for Energy Efficiency Projects

In 2024, 20 energy efficiency projects received funds from the dedicated environmental sustainability capital fund of \$15 million annually.

One of the projects completed in 2024 is the solar array at our facility in Penang, Malaysia. This 2.4 MWp rooftop and car-park solar photovoltaic panel array will produce about 3,200 MWh per annum, resulting in an approximately 2,000 metric tons CO<sub>2</sub>e reduction.

## OUR 2024 ENERGY AND GREENHOUSE GAS REDUCTION PERFORMANCE

Through 2024, we achieved a 9% absolute reduction in Scope 1 and 2 emissions (versus the 2018 baseline). In 2024, our Scope 1 and 2 emissions decreased by 1% compared with 2023 and when adjusted for sales, emissions decreased by 5%.

The total energy consumption (Scope 1 and 2) in 2024 was approximately 13,800,000 gigajoules. The total electricity purchased was about 4,600,000 gigajoules. Abbott's total energy consumption that is sourced from the grid totals about 26%, and about 7% is sourced from renewable sources.

### Renewable Energy Use

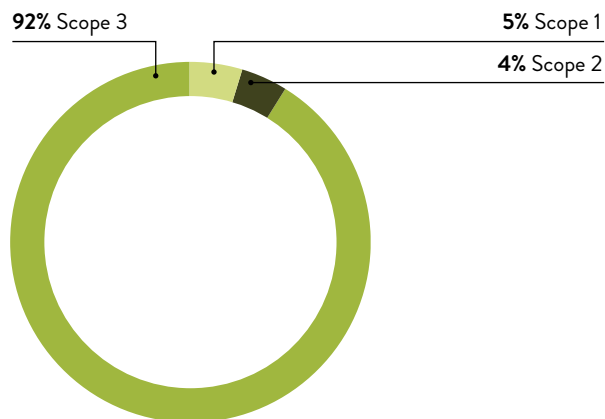
Our ongoing renewable energy procurement initiative drives efforts to increase the use of renewables. In 2024, we purchased about 300 million kWh of low-carbon and renewable energy, resulting in savings of about 79,000 metric tons of CO<sub>2</sub>e. These savings were complemented by the roughly 4.7 million kWh generated from solar installations at 16 of our sites.

### Electrifying Our Fleet

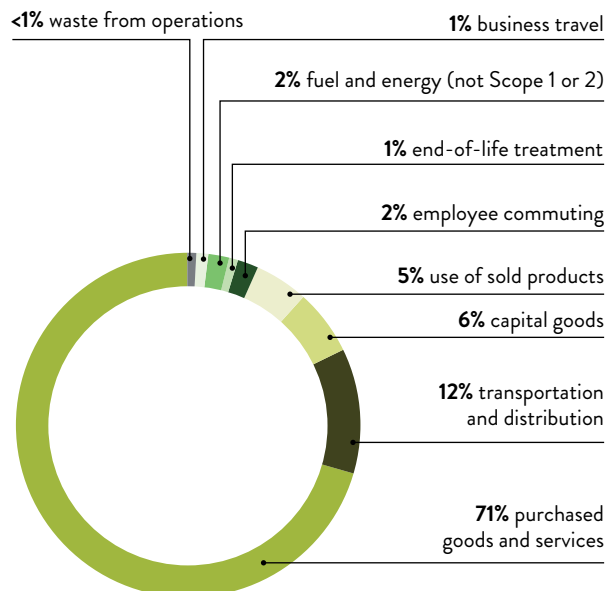
We have replaced about 62% of the United Kingdom fleet with electric vehicles, with a plan to transition the remainder of the U.K. fleet by the end of 2026.

We continue to support our employees' efforts to reduce their commuting impacts by providing on-site EV charging stations. For example, in 2024, our Sylmar, California site replaced 10 older EV charging stations, and added an additional 61 new stations, for a total of 71 new EV charging stations on-site for employee use.

### Our 2024 Performance<sup>4\*</sup>



### Scope 3 Breakdown<sup>4\*</sup>



### ENERGY EFFICIENCY WITHIN OUR MANUFACTURING OPERATIONS

We are continuing to target Scope 1 and 2 emission reductions by focusing on operational energy efficiency and reduced energy demands at our manufacturing facilities. Additionally, we seek to identify opportunities to improve energy performance.

Energy and emissions reduction projects resulted in approximately 45 million kWh annual energy savings and approximately 16,500 metric tons of CO<sub>2</sub>e emissions reduced. Examples of actions implemented in 2024 include the following:

- Jiaxing, China:**  
Optimized operations in various ways, transitioned to energy efficient equipment alternatives, and installed equipment for heat recovery, with projected combined annual savings of about 733,000 kWh of energy (electricity and natural gas) and about 220 metric tons of CO<sub>2</sub>e emissions.
- Witney, United Kingdom:**  
Installed a cogeneration system that reuses extracted heat from electricity generation, resulting in projected annual savings of about 590 metric tons CO<sub>2</sub>e.
- Woodridge, Minnesota:**  
Optimized the chiller plant through retrofits and system modifications, with projected annual savings of about 362,000 kWh of electricity and about 90 metric tons CO<sub>2</sub>e.

### Investing in Electrification and Renewable Energy

Abbott is continuing to invest in opportunities to electrify our business and in renewable energy to drive down emissions. For example, in 2024:

- Weesp, Netherlands:**  
Reduced use of natural gas by installing a heat pump for producing ice water and transferring heat to the hot water system, saving a projected 633,000 kWh of energy and about 140 metric tons of CO<sub>2</sub>e emissions.
- Select sites in the United Kingdom, Germany, and Pakistan:**  
Added on-site solar power generating capacity at three sites, which will generate approximately 1,812,000 kWh and are projected to reduce about 520 metric tons of CO<sub>2</sub>e.
- Longford, Ireland:**  
Replaced a liquified-petroleum-gas (LPG) fueled steam boiler with an electric boiler, resulting in projected annual savings of more than 931,000 kWh of energy and about 260 metric tons CO<sub>2</sub>e.

<sup>4</sup>Sum of percentages listed does not equal 100% due to rounding.

## WATER STEWARDSHIP

We are committed to responsible water use in the communities where we operate. We have established water stewardship targets at our manufacturing sites operating in water-stressed areas. By conducting risk evaluations and opportunity assessments at these sites, we support the development of comprehensive water stewardship plans. These plans are created through a stakeholder-inclusive process to mitigate risks and promote sustainable water balance at each site. Understanding our own internal water use and how our use impacts the catchments that we source water from, and discharge water to, is key to our stewardship efforts.

### Water Management Principles

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

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

We tailor this approach and our efforts to mitigate potential risks to local circumstances for business continuity. See [Page 72](#), for more information on water management.

## Water Stewardship Certification

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.

Thirty-five Abbott manufacturing sites operate in areas of water stress. Of those, 51% 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 for each site to achieve Alliance for Water Stewardship (AWS) Certification\* by 2030. In 2024, one additional Abbott high-water-impact site located in Tlalpan, Mexico site achieved AWS Core certification,\* bringing Abbott's total to seven out of 11 sites.

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)

As part of the AWS Certification process, our Tlalpan site engaged with community and other stakeholders by volunteering to help clean up a canal in a local ecological park in an important water-related area, and produced an educational video on ecosystem benefits of the park to raise awareness among visitors.

Additionally, Abbott identified manufacturing sites as being in water-stressed areas but did not classify these as high-water-impact sites. In 2024, three of these sites implemented Abbott's internally accredited water stewardship management practices, bringing the total to six manufacturing sites.

## OUR 2024 WATER STEWARDSHIP PERFORMANCE

In 2024, Abbott continued our efforts to reduce our water use and impacts. While total water intake increased by about 1% since 2023, when adjusted for sales, water intake decreased by about 4%. Sites operating in water-stressed areas decreased their water use by nearly 2% compared to 2023, and when adjusted for sales, water use decreased by about 6%. Overall, water reduction projects in 2024 resulted in approximately 170 megaliters of water savings.

## EFFICIENT WATER USE IN WATER-STRESSED AREAS

Abbott is committed to efficient water use and reducing water use at our sites. We continued to implement projects in 2024 with this strategy in mind. For example:

- **Karachi, Pakistan:** Increased the cycles of concentration for site cooling towers through water treatment, additional monitoring, and improved controls, resulting in projected annual savings of about 41 megaliters of water (approximately 10% of total site water intake).
- **Plymouth, Minnesota, and Irvine, California:** Converted landscaping to drought-resistant plantings at one site and upgraded irrigation systems at the other site to save up to 7 megaliters of water used for landscaping per year.

\*Alliance for Water Stewardship Certified Core site. For more information, visit [a4ws.org](https://a4ws.org).

## 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.

Our waste management program establishes requirements that drive waste minimization across our manufacturing operations and commits us to finding efficient ways to reduce the volume and hazardous characteristics of our waste. It also helps support proper disposal practices. We have standards and waste efficiency guidelines addressing hazardous and nonhazardous waste, as well as beneficial use<sup>8</sup> activities to drive Abbott's waste management program.

Abbott has established targets and programs to reduce waste impacts, using a circular economy approach to achieve and maintain at least a 90% waste diversion rate<sup>2</sup> in our operations. Progress on targets and program objectives are actively monitored.

For more information on our waste management and hazardous and chemical waste management programs, see [Pages 72-73](#).

## OUR 2024 WASTE MANAGEMENT PERFORMANCE

Our circular economy approach continues to help Abbott divert more than 90% of our waste from landfills. In 2024, we reached approximately 93% rate by diverting approximately 60% of materials to beneficial use and a further 33% away from incineration without energy recovery and landfill. Waste decreased by about 1% versus the previous year. When adjusted for sales, waste decreased by about 6%.

We established an internal Zero Waste-to-Landfill standard in 2012. Since then, 41 manufacturing and 12 non-manufacturing sites have been certified to the standard.

In 2024, three Abbott manufacturing facilities — in Jena, Germany; Shanghai, China; and Alajuela, Costa Rica — received Zero Waste-to-Landfill certification.

## IMPROVING WASTE DIVERSION THROUGH SITE INITIATIVES

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

### Reducing Waste at Manufacturing Operations

Abbott continues to look for ways to reduce the generation of waste at the site level. In total, our 2024 waste initiatives resulted in approximately 470 metric tons of waste eliminated. For example, in 2024:

- **Singapore:** Optimized liquid ingredient unloading by using materials more efficiently and implementing recycling of flexible packaging bags, resulting in both an increase of about 8 metric tons in recycling annually of the flexible packaging bag and a reduction of about 170 metric tons in residual ingredient waste annually.
- **Ottawa, Canada:** Modified wafer fabrication chip production process to reduce the use and waste of process chemicals, resulting in an annual waste reduction of almost 2 metric tons of various chemicals, including acetone, various polymers, and resin.

- **Caguas, Puerto Rico:** Identified and contracted with a local chemical distributor to facilitate reuse of spent isopropyl alcohol (IPA), resulting in an annual waste reduction of about 3 metric tons of waste.
- **Clonmel, Ireland:** Supplied employees with biodegradable water cups and collected them for composting, resulting in a waste reduction of almost 2 metric tons of waste annually.

### Moving Waste up the Waste Management Hierarchy at Manufacturing Operations

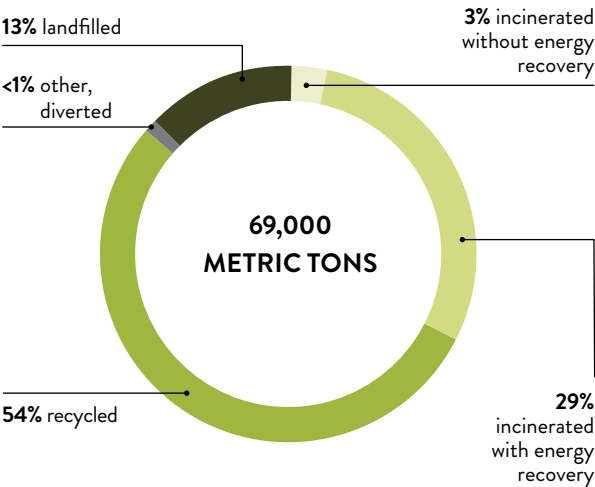
Abbott is also committed to moving waste up the waste management hierarchy when waste reduction isn't a viable option. For example, in 2024:

- **Dundee, Scotland:** Introduced soft plastics recycling, resulting in annual recycling of more than 20 metric tons of soft plastics that were previously incinerated with energy recovery.
- **Two sites in Minnesota:** Expanded efforts to collect blades and metallic tools for recycling across two sites, resulting in increased recycling of about one metric ton of metal per year that was previously either incinerated (with energy recovery) or landfilled.



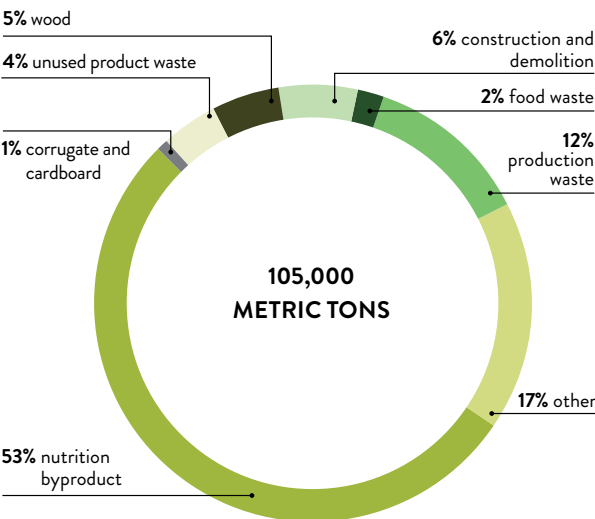
OUR OPERATIONAL WASTE FOOTPRINT\*

Waste Generated in 2024



Beneficial Use in 2024<sup>8</sup>

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 our product with supporting the planet.

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

Our Sustainable Packaging Guiding Principles, illustrated below, inform existing packaging upgrades and target new, more sustainable designs.

Recognizing the impact our packaging can have on the environment, we're designing for recyclability, efficiency, and increasingly positive impact. Our Sustainable Packaging Council has designed a database for reporting predicted progress against business projections for packaging projects.

These next-decade figures guide Abbott functions as they collaborate to design and manufacture packaging with environmental sustainability as a priority.

Annually, our Nutrition business conducts an analysis of its primary packaging portfolio to estimate material circularity. In 2024, it is estimated that our Nutrition business utilized about 112,000 metric tons of material to place approximately 3.2 billion primary packages on market. About 22% of this packaging utilizes recycled content and/or renewable materials, and we estimate 80% of our packaging is designed for recycling. Additionally, about 9% of all Nutrition primary packaging by weight is made from post-consumer recycled materials.<sup>9</sup>

OUR SUSTAINABLE PACKAGING GUIDING PRINCIPLES

Optimize Material Efficiency

- Eliminate unnecessary components
- Reduce packaging materials

Employ Circularity Principles

- Consider alternative materials
- Design for disassembly
- Design for recyclability
- Design for reuse
- Utilize renewable materials
- Integrate recycled content

Enhance Packaging Systems

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

## OUR 2024 PERFORMANCE

### Sustainable Packaging Project Road Map

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

### Sustainability Principles Guide Package Design

The Nutrition team utilized Abbott's Sustainable Packaging Guiding Principles to develop a new tethered cap design for single-serve bottles produced in Zwolle, Netherlands. The new design delivers multiple benefits, including:

- Minimizing littering and leakage into the environment by remaining tethered to the bottle through its use and end-of-life collection
- Optimizing material efficiency by reducing the plastic cap weight by 46%

The new design incorporates our design-for-recycling principle by transitioning the cap material from polypropylene (PP) to high-density polyethylene (HDPE). The cap material matches the bottle material and thereby increases the HDPE recycled content yield by remaining with the bottle during the recycling process.

Phase 1 of this program was rolled out in 2024 on a select number of products to meet the EU Single-Use Plastic Directive (EU 2019/904). Phase 2 will begin in 2025 to implement the tethered cap design change to all single-serve bottles produced in Zwolle.

Another road map example initiated in 2024 comes from our pharmaceutical business, where we are optimizing our blister packaging, resulting in a reduction of about 130,000 pounds of material.





## 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.

Lucas Raniel works in São Paulo, Brazil, to help others better understand what it's like to live a full life while HIV-positive. In his outreach work, he recommends that people regularly check their HIV status with Abbott's Panbio HIV.



## OUR PLEDGE TO CUSTOMERS

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

## ESTABLISHING A CULTURE OF QUALITY

We have a quality management program that includes documented quality management system (QMS) standards, corresponding training and 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. To underscore their importance and priority, our Vice President, Regulatory, Quality, and Compliance reports directly to our Chairman and CEO.

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. The model is implemented at a global level, and incorporated into each division and site.

Risk management is an element of the QMS, and is implemented across the life cycle of Abbott products.

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.

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

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 inform continuous improvement initiatives.

Supplier quality audits and assessments are completed by internal Abbott teams following a risk-based approach determined by the goods or services, including monitoring key performance metrics and supplier corrective actions, 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 89 manufacturing sites, and oversight from more than 100 quality and regulatory agencies. Our quality framework drives regulatory compliance wherever we operate.

New employees who impact the quality system 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 relevant International Organization for Standardization (ISO) standards and are implemented at manufacturing sites, as applicable.

Our 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. One hundred percent of our international Nutrition manufacturing sites are ISO 22000 certified, and all applicable sites are also ISO 9001 certified. Our Nutrition manufacturing operations maintain certifications relevant to food safety, as well. One hundred percent of domestic Nutrition finished goods manufacturing sites hold SQF Food Safety certification.

- Across Abbott, our sites comply with various standards, as relevant and appropriate, including<sup>10</sup> but not limited to the following:
- ISO 9001:2015, ISO 13485:2016, ISO/Independent Ethics Committee (IEC) 17025:2017, and ISO 22000:2018
  - National Sanitation Foundation International
  - Food Safety Assurance
  - Hazard Analysis Critical Control Points (HACCP)
  - Association for the Advancement of Medical Instrumentation (AAMI)
  - American Society for Testing and Materials International (ASTM)
  - International Society for Pharmaceutical Engineering (ISPE)

OUR PERFORMANCE

Product Quality Indicators

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

TOTAL FDA WARNING LETTERS ISSUED

2023	2024
1	0

2024 FDA CLASS I AND CLASS II RECALLS

Business	Class I	Class II
Medical Devices	5	10
Diagnostics	0	9
Medicines <sup>11</sup>	N/A	N/A
Nutrition	0	0

QUALITY INSPECTIONS AND AUDITS

	2023	2024
Quality/regulatory inspections by global health authorities	576	450
% resulting in zero observations	78%	78%
FDA site inspections	24	18
% resulting in zero observations	79%	89%
Average number of observations per inspection	0.38	0.33
Internal, independent, corporate-level audits to help support compliance with Abbott quality standards	216	126

FDA ENFORCEMENT ACTION

	2023	2024
Warning letters issued	1	0
Seizures	0	0
Form 483s	5	2
Consent decrees issued	0	0





STRONG, RESILIENT GLOBAL  
SUPPLIER NETWORK

# SUPPLY CHAIN

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

Maintaining operations around the clock and  
across the world is fundamental for Abbott's  
supply chain.



## A MULTIFACETED SUPPLY CHAIN

Abbott works to develop and maintain a global supplier network that is strong, responsible, and resilient.

Our global network, comprising approximately 59,000 suppliers located in more than 150 countries, makes it possible for us to deliver life-changing products to people around the world.

### Managing Supplier Risk

We detail our expectations through our Supplier Guidelines and conduct assessment, auditing, and monitoring of higher-risk suppliers to identify and mitigate potential sustainability risks. 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
- Conducting targeted on-site audits of certain high-risk suppliers, following globally recognized standards
- Remediating identified adverse impacts

Our Supply Chain Due Diligence Program works to minimize impacts associated with human rights, labor, and the environment; minimize reputational and continuity risks; and monitor conformance with our Supplier Guidelines.

In 2024, our due diligence program activities included screening more than 90% of direct suppliers by spend, evaluating more than 500 potentially high-sustainability-risk suppliers through due diligence activities including, where necessary, completing on-site audits of high-sustainability-risk suppliers.

Through our 2024 due diligence programming, we engaged with suppliers to address worker health and safety, environment, and supply chain management issues.

For further information, see additional disclosures on [supply chain due diligence](#).

### Supply Chain Resilience

Our Supply Chain Resilience Program helps safeguard our business and supply chain against unforeseen events. We monitor issues that could impact our operations and those of our suppliers, including financial health, political instability, acute and chronic weather events, labor shortages, and inadequate capacity.

Through the Supply Chain Resilience Program, we map suppliers and components that are directly traceable to Abbott's finished products. To accelerate recovery following disruptions, we expanded mapping efforts to include select subtier supplier data — covering who they are, what they supply, and where they are from — bringing greater visibility to our supply chain. 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. We are well positioned to navigate our evolving environment by leveraging decades of experience and our 89 manufacturing sites around the world to provide resilience and build redundancy in our supply chain.

## 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 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.

## STRATEGIC SUPPLY CHAIN INITIATIVES

We partner with strategic suppliers to address shared sustainability impacts, prioritizing responsible sourcing, supplier diversity, and continuity of supply.

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 that address targeted topics and sourcing-specific initiatives to address multiple risks and opportunities in high-sustainability-risk areas.

### Supply Chain Emissions Management<sup>4</sup>

Scope 3 emissions account for approximately 92% of Abbott's carbon footprint. Our Science Based Target initiative (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 2024 year-end, approximately 40% 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 5% have committed through the SBTi to adopt science-based targets. In addition, Abbott met with approximately 100 suppliers that had not adopted science-based targets or similar goals to encourage carbon management growth in 2024. Despite these efforts and progress, our Scope 3 goal remains challenging due to varying levels of supplier readiness, a complex supply base, and suppliers taking alternative emissions targets that are not aligned to the SBTi.

### Supply Chain Water Management

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

We have engaged with six suppliers to reduce water risks in our supply chain since 2020. In 2024, we initiated new engagements with ten suppliers to explore water risk reduction opportunities.

### Reuse and Responsible Waste Management

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

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

We maintain an IT standard for evaluating and approving vendors for electronic disposition, promoting responsible recycling and, where viable, resale of used IT assets. In 2024, we continued our partnership with two primary IT asset disposition vendors to recycle more than 240 metric tons and resell over 70 metric tons of electronic equipment.

### Waste Diversion With Inbound Material Suppliers

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

We have engaged with 31 suppliers to improve inbound materials management across Abbott's supply chain since 2020. In 2024, we initiated new engagements with eight suppliers to explore reduction opportunities and offered global, cross-business training to internal stakeholders supporting these supplier engagements.

### Agriculture

Our Food and Safety Governance (including representatives from Supply Chain, Regulatory, Medical Safety, and R&D) meets regularly to address agriculture supply chain topics.

#### PARTNERING TO EMPOWER DAIRY FARMERS

Since 2022, Abbott has partnered with TechnoServe, a global nongovernmental organization (NGO), and our dairy suppliers, to support dairy farmers in India. Through Project Ksheersagar, more than 70 dairy extension officers have been hired to educate approximately 12,000 farmers across four states in India. As farmers receive education and implement best farm management, animal husbandry, and milk quality practices, they receive a daily premium on milk supplied that meets elevated quality standards. This initiative has increased milk quality acceptance rates from approximately 32% in 2022 to 87% in 2024 and increased milk volume available for purchase by more than 250%. Participating farmers report an approximately 55% increase in milk production per animal, about a 40% reduction in veterinary costs, and a reduction of nearly four hours per day of on-farm labor for women.

### Animal Welfare in Dairy

We are committed to improving conditions for animals in our dairy supply chain by supporting the Five Freedoms of Animal Welfare recognized by the World Organisation for Animal Health. In 2024, approximately 99% of the milk we procured (by spend) was certified to animal welfare standards.

### Strengthening our Inclusive Environment

We're working to gain access to new suppliers and reinforce the resilience of our supply chain by mitigating supply chain vulnerabilities.

In 2024, we focused on expanded engagement and regional participation across various geographies, including Mexico, Canada, Australia, India, Brazil, and the U.K. to track and grow spend with micro, small, and medium suppliers. Additionally, we completed our three-year collaboration with the Local Initiatives Support Corporation (LISC) to provide access to growth capital, small business loans, and technical assistance to diversify healthcare supply chains. In collaboration with LISC, we committed \$37.5 million in investments for diverse small businesses in the U.S. during the course of the initiative.

We have maintained our membership with the Billion Dollar Roundtable, an organization that recognizes corporations that spend more than \$1 billion with diverse suppliers annually.

For full diverse spend performance indicators for the years 2020 to 2024, see Appendix section, [Page 53](#).

### OUR 2024 PERFORMANCE

Through our 2024 strategic initiatives and due diligence programming, we continued partnering with suppliers from key sourcing categories, engaging more than 3,800 suppliers on sustainability risks and opportunities<sup>1</sup>, and influencing more than 45% of our supply chain spend.

As part of our 2024 Supply Chain Due Diligence Program, which uses a third-party assessment tool, suppliers reported the following (when applicable to their businesses):

- 59% of suppliers assessed have measures to reduce water consumption
- 74% of suppliers assessed have actions on energy consumption and GHGs
- 59% of suppliers assessed attained ISO 14001 certification in at least one site





## 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.

Alona Kondratenko, a Global Medical Manager in our Medicines business.

## ETHICS AND INTEGRITY

Our Global Ethics and Compliance (OEC) 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.

### 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. For more information, see [Page 77](#).

### Processes for Reporting Concerns

Our code emphasizes employees' responsibility to report concerns or 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 that 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 with 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 due 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.

### Training and Communications

Offered in 91 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 2024, more than 99.7% of active employees completed the annually assigned Code of Business Conduct training course and certification.

Compliance leadership, training, and communication are detailed on [Pages 76–77](#).

**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 also has regular discussions with management on various sustainability matters, as well as workplace matters, business strategy, emerging governance practices and trends, global quality, regulatory and compliance matters, and sustainability reporting.

**RISK MANAGEMENT**

Our enterprise risk management (ERM) process evaluates the likelihood, impact, and velocity of risks that could 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 leaders, 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 — a group with representatives from across various corporate functions, 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. In carrying out these responsibilities, the ERM Network convenes at least on a quarterly basis to evaluate key ERM risks, including the assessment of emerging risks, clarifying risk ownership and summarizing key mitigation plans.

The ERM Network facilitates a standardized approach to identify, measure, mitigate, and report the most significant risks identified in the assessment process, which includes a risk survey. The survey seeks feedback from our global leaders on enterprise residual risk exposure, and the results are presented to the Audit Committee.

The top enterprise risks are prioritized and used to inform strategic action plans. The Board exercises risk oversight by focusing on high-priority areas identified, including cybersecurity and data protection; product quality and regulatory compliance; and sustainability.





## 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.

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

## 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. Each senior leader is responsible for taking actions in their organizations that help achieve our targeted sustainability goals. Any officer who does not fulfill the covenant can receive a reduction of up to 100% of their annual incentive and/or long term incentive awards.

To learn more, visit the executive compensation section in our [2025 Proxy Statement](#).

## SUSTAINABILITY GOVERNANCE

Senior management establishes and manages 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 sustainability performance and reporting

#### Reports to:

- Senior Vice President, Global Marketing and External Affairs, serving as Abbott's chief marketing, communications, and sustainability officer, 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
- Global 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
- Operations and Procurement
- 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:

- Executive Sponsor: Vice President, and Chief Operations and Procurement Officer
- Co-Sponsor: Vice President, Nutrition, Supply Chain
- Senior leaders, including four Corporate Officers and 42 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, IÉSEG School of Management, and Professor, Business School Lausanne
- Jane Nelson, Senior Fellow and Director, CSR Initiatives, Harvard Kennedy School
- Steven Tebbe, CEO, Global Footprint Network
- David Vidal, Emeritus Fellow, The Conference Board

## ENDNOTES

1. Suppliers engaged includes all 2030 supply chain sustainability targets and strategic initiatives.
2. Abbott's diversion rate is calculated as follows:  $(\text{total waste} + \text{beneficial use} - \text{landfill and incineration without energy recovery}) / (\text{total waste} + \text{beneficial use})$ . Waste with an unknown disposal fate is included with landfill fate. Waste noted as "other, diverted" reflects waste diverted from landfill and incineration without energy recovery. Waste generation data does not include materials that are reused beneficially.
3. This percentage represents internal hires for nonentry-level positions. Entry-level positions are excluded from this calculation due to the nature of the job requirements.
4. 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 activities. 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. Energy consumed in buildings and vehicles that are leased to Abbott (leased assets) is included in Scope 1 and 2. Abbott pays for the majority of transportation of products to retailers and customers and therefore includes these emissions under Upstream Transportation and Distribution. Abbott's estimated Scope 3 footprint excludes known sources in Purchased Goods and Services, Downstream Transportation, Processing of Sold Products, and Investments categories. Collectively, these omissions are estimated to be approximately 4% of our total Scope 3 footprint.
5. Eligibility for nonsalary benefits follows local regulations and practices. In most countries, this means we offer benefits to full-time employees and part-time employees working more than a certain number of hours, as defined by local regulations. We typically provide benefit programs above and beyond government requirements.
6. Scope 1 emissions result from owned and controlled sources. Scope 2 emissions are produced during the generation of purchased electricity and energy. Unless specified otherwise, emissions are calculated according to the Greenhouse Gas Protocol Scope 2 market-based method.
7. Manufacturing sites that produce more than 25,000 metric tons of CO<sub>2</sub>e annually are required to set additional carbon reduction goals.
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. Reporting data is calculated using projected annual volumes from internal planning sources and consulting various external industry references to categorize packaging as recyclable, renewable, and/or using recycled content.
10. This list represents a sample of the standards our sites maintain and that are frequently used as indicators of product quality.
11. Abbott does not distribute medicines in the United States.

## APPENDIX

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

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

## SCOPE OF THIS REPORT

All financial information is stated in U.S. dollars.\*

All data reflects Abbott's activities, with a focus on 2024 results. The boundary of our reporting, unless otherwise noted, is all activities under Abbott's global, operational control as consolidated in our financial reporting.

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

## REPORTING FEEDBACK

Development of our sustainability strategy was informed by the expertise of several external sources. These experts also guide stakeholder engagements, the development of our [Responsibility webpages](#), and the production of this report.

We gratefully acknowledge the counsel we receive from SLR Consulting, previously Corporate Citizenship, and Abbott's Global Citizenship Advisory Council, among others.

We welcome feedback on our report. Send us an email at [responsibility@abbott.com](mailto:responsibility@abbott.com) to share yours.

## EXTERNAL ASSURANCE

We engaged Apex Companies, an independent assurance provider, to conduct limited assurance of selected 2024 environmental and safety data. Our website includes a PDF of the [Apex Assurance Statement](#).



Abbott's new Willis Tower office in Chicago, Illinois achieved Leadership in Energy and Environmental Design (LEED) certification in 2024. The office project was certified according to LEED v4 for Interior Design and Construction (ID+C): Commercial Interiors at the Silver certification level.



\*Foreign Currency Translation — Generally, functional currencies other than the U.S. dollar are translated into U.S. dollars using average exchange rates for the period.



## STAKEHOLDER ENGAGEMENT

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

In addition to the partnerships highlighted in the report, a selection of our activities in 2024 include:

### INTERNAL ENGAGEMENT

#### Employees

Abbott uses a variety of tactics to help foster employee engagement, including:

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

### EXTERNAL ENGAGEMENT

#### Health Access Partners

As a global healthcare company, Abbott collaborates with partners worldwide to address barriers to health.

We lead change by contributing our expertise where it's needed, creating new models for health care systems, improving nutrition, and addressing other social needs. Our partners in these efforts include:

- AmeriCares
- Easterseals
- Feeding America
- The Global FoodBanking Network
- National Association of Community Health Centers (NACHC)

#### STEM Education

We work to inspire the next generation of innovators and to help build our workforce of tomorrow. Our education partners include:

- American Council on Education (ACE)
- Arizona Project WET
- Center of Science and Industry (COSI)
- Discovery Education
- Happy Code Organization
- STEMConnector
- Summit Academy OIC

#### Environment

We collaborate across our industry and leverage global networks to help us minimize our environmental footprint. Collaborators include:

- Alliance for Water Stewardship (AWS)
- National Association for Environmental Health, Safety, and Sustainability Management (NAEM)
- Responsible Minerals Initiative
- Science Based Targets Initiative (SBTi)
- U.S. Green Building Council (USGBC)

#### Industry Associations

We collaborate with various regulatory and scientific organizations to share perspective and data on global health and key policy matters.

We are also members of various U.S. trade organizations that engage in lobbying and other political activity to represent our needs, and the needs of our industry, and customers.

#### Healthcare Agencies

To help us better understand emerging health needs, we partner with various organizations, including:

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

#### Supply Chain

We work with a broad range of organizations to help build a resilient supply chain with diversified sources. These groups include:

- Diverse Manufacturing Supply Chain Alliance (DMSCA)
- Local Initiatives Support Corporation (LISC)
- Pharmaceutical Supply Chain Initiative (PSCI)

#### Customer and Consumers

We employ a broad range of communication and engagement vehicles to help ensure that we clearly understand our customers' and consumers' needs.

- Business and country representatives (global locations and contacts)
- Clinical trials
- Customer call centers
- Customer meetings
- Field service representatives
- Focus groups
- Net Promoter Score (NPS) surveys\*
- Social media and community engagement

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

## EMERGING RISKS AND OPPORTUNITIES

### AI-DRIVEN HEALTHCARE PRODUCTS

Abbott believes AI holds great promise for improving access to care and optimizing areas such as clinical research, product performance, patient care, and productivity. At the same time, AI must be managed, applied, and interpreted responsibly and safely, with the same commitment to transparency, scientific standards, and excellence our stakeholders expect from us.

Incorporating AI into our products presents both risks and opportunities for Abbott, primarily in two areas.

First, highly innovative healthcare and technology breakthroughs have traditionally been delivered at a cost that may be prohibitive to widespread access. As we work to incorporate new and emerging AI technology — including generative AI capabilities — into our innovative technologies, we must focus on maximizing the number of people around the world who can benefit from our advancements.

Second, we recognize the potential ethical exposures that could arise from the use of such a rapidly evolving technology where a regulatory framework does not yet exist. The lack of appropriate regulation could lead to technologies that inadvertently perpetuate biases in the data used to train them, leading to disparities in health outcomes.

#### Company-Specific Risk Exposure and Impact

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

- In diagnosis, generative AI may allow us to identify conditions faster, earlier, and more accurately. But we must test AI algorithms to make sure they are safe and reliable. Improperly trained or validated algorithms may diminish desired clinical benefits.

- In treatment, AI may have the same kind of impact on the discovery of new therapeutics — from medical technology to medicines to nutrition — making the process vastly more efficient. Generative AI can more rapidly explore hypotheses, examine alternatives, and play out scenarios, resulting in more and better products, faster. It can help us build models to predict which patients may have better outcomes with one therapy versus another — or tailor treatment to a patient's personal characteristics. But in order to use AI to revolutionize treatment capabilities and manage the risk of bias, we must help ensure the data used to train the technology is representative of the patients we treat.
- In personalized healthcare for our customers, AI may help us to significantly improve consumer empowerment. AI will allow us to engage more deeply with the people who use our products, and will also let them do so with their caregivers through the power of connectivity, from wireless implants to wearable sensors that link to medication delivery devices and diagnostic tests with results available through mobile platforms and smartphone apps. This could improve their adherence to treatment, resulting in better outcomes.

Generative AI proliferation is inevitable, and the resulting impact can be significant, as patients and consumers expect AI-driven healthcare products. Managing risks related to Generative AI will involve a variety of approaches, including implementing governance structures that oversee AI projects and monitoring of AI systems for compliance with standards.

#### Abbott's Response

Each year, some 2 billion lives are improved through Abbott products and technologies, and we aim to expand access to healthcare further still by making

them easier to use, more available, and more affordable. Through our commitment to innovative technologies and designing for access — first in conception, then by bending the cost curve through advanced manufacturing, AI, and digitization, we're establishing the groundwork for AI-enabled treatments.

Our investigational transcatheter aortic valve implantation (TAVI) system is the first step toward our software-guided balloon-expandable TAVI system and is designed to build a foundation for AI-guided procedures. *Ultreon 2.0*, our optical coherence tomography imaging system, uses AI to analyze key patient metrics to help optimize procedures. We've also used clinical trial data on our *XIENCE* drug-eluting stents to create machine learning models for individual risk prediction.

The *MyFreeStyle* app serves as a digital companion to patients managing diabetes, providing guidance on their journey with diabetes. It uses AI to deliver recommendations based on an individual's habits and lifestyle.

In addition, our *a:care* initiative, developed with behavioral science and AI at its core, offers digital solutions, tools, tips, and resources to help patients and healthcare professionals improve medicine adherence.

Fairness is one of Abbott's stated principles for responsible AI use, and we are committed to using representative and inclusive data sets to inform and train our AI systems. Our goal is to minimize potential for stereotyping and unfair bias in our AI models, and we will continually work to test, analyze, correct, and improve our systems before, during, and after release. Human accountability and oversight, including continuous monitoring and frequent auditing, are critical to this process, and we have established governance frameworks across a diverse set of stakeholders to ensure that scientific standards are upheld.

## EMERGING RISKS AND OPPORTUNITIES

### HEALTHCARE MISINFORMATION AND DISINFORMATION

The rise of misinformation and disinformation throughout society has led to decreased trust in many of society's institutions, including the healthcare industry. Given the reach of social media and less content moderation by social media platforms, unreliable information can spread further and faster than ever before. The consequences of misplaced distrust in healthcare professionals can result in confusion about the legitimacy of certain conditions and treatments, undermine public health efforts, and negatively impact individuals as they make healthcare choices that may not be based on scientific evidence.

#### Company-Specific Risk Exposure and Impact

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

Misinformation can also attract regulatory scrutiny or enforcement actions, which may result in fines, restrictions, or registration delays. It could expose Abbott to investigations or recalls based on false information.

The volume of misleading content continues to rise, posing a challenge for citizens, governments, and companies trying to distinguish fact from falsehood.

Customers are increasingly looking for healthcare information online, and the rapid dissemination and extensive reach of social media increases the likelihood and magnitude of the inherent risk.

However, as discussed below, we try to manage exposure by advocating for truth in data through our technologies and initiatives. Our process for managing misinformation and disinformation includes monitoring of emerging socio-political and reputational risks and conducting proactive assessments of political/economic risks. We also proactively monitor social media and other forums to help identify erroneous statements about our company or brands, and to correct them where we can.

#### Abbott's Response

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

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

- *Lingo* is a science-backed system designed to power healthy habit changes. A biosensor attached to the user's arm streams glucose data directly to an app on their phone in real time, which provides personal insights and coaching to help people build healthy habits, retrain their metabolism, and improve their overall well-being. Individualized metabolic data empowers individuals to build new healthy habits and take control of their health and wellness.

- Our Above the Bias initiative aims to help others see the world from the perspective of someone living with diabetes. Survey data reveals that the misconceptions and stereotypes around the condition can weigh heavily on the minds of those living with diabetes, creating one more barrier and potentially preventing them from managing their health. The initiative builds upon efforts by several diabetes organizations, patient advocacy groups, and experts that continue to work to reduce stigma about diabetes.
- Our initiative to increase diversity in our clinical trials is designed to raise the level of care for the broadest possible range of patients while working to mitigate deep-seated levels of distrust for institutions among the groups we're striving to help. Our Diversity in Research Office within Abbott is responsible for ensuring that research efforts generate truly representative data that can guide the most effective possible treatment for the populations our products are intended to serve.
- The *Future Well Kids* program combats misinformation by providing kids ages 10–13 unbiased, science-based information about noncommunicable diseases and the ways that they can stay healthy and reduce their risk of developing chronic diseases later in life.



## KEY FINANCIAL METRICS

### SALES WORLDWIDE

Dollars in Millions

2024		\$41,950
2023		\$40,109
2022		\$43,653

### R&D INVESTMENT

Dollars in Millions

2024		\$2,844
2023		\$2,741
2022		\$2,888

### DIVIDENDS PAID

Dollars in Millions

2024		\$3,836
2023		\$3,556
2022		\$3,309

### AFFORDABILITY AND PRICING

Year	Total Abbott Net Sales Price Change (Year-Over-Year %)	Global Consumer Price Index <sup>a</sup> (Year-Over-Year %)
2024	+3.5%	+4.8%
2023	+2.6%	+5.8%
2022	-0.3%	+7.9%
2021	-1.5%	+3.9%
2020	-0.4%	+1.7%

### SOCIAL INVESTING<sup>b</sup>

Dollars in Millions

2024		\$101.7
2023		\$75.7
2022		\$74.2

### 2024 SOCIAL INVESTING

(in millions)

Cash contributions	\$42.4
In-kind giving, product, or service donations <sup>c</sup>	\$54.4
Administrative costs	\$3.7
Time or employee volunteering	\$1.2
<b>TOTAL</b>	<b>\$101.7</b>

### U.S. EMPLOYEE GIVING CAMPAIGN RESULTS

Dollars in Millions

2024		\$14.4
2023		\$15.0
2022		\$15.1

Totals and percentage changes may differ from listed metrics due to rounding. To ensure data accuracy, the most accurate number has been used. Refer to [Page 65](#) for metrics endnotes.

KEY SOCIAL METRICS

SUPPLIER DIVERSITY: PERFORMANCE METRICS

SUPPLIER DIVERSITY BY CLASSIFICATION <sup>d,e</sup>				
Dollars in Millions	2020 <sup>f</sup>	2022	2023	2024
Small Business	\$1,622	\$2,623	\$2,209	<b>\$2,139</b>
Veteran Owned <sup>g</sup>	\$101	\$188	\$214	<b>\$158</b>
Small Disadvantaged	\$112	\$148	\$219	<b>\$189</b>
Women Owned <sup>h</sup>	\$449	\$948	\$782	<b>\$730</b>
Historically Underutilized Business Zone	\$17	\$39	\$56	<b>\$41</b>
Minority Owned <sup>i</sup>	\$219	\$668	\$534	<b>\$564</b>
LGBTQ+ Owned	0	\$2	\$2	<b>\$3</b>
Disadvantaged Business Enterprise	N/A	\$94	N/A	<b>N/A</b>
<b>Total</b>	<b>\$2,520</b>	<b>\$4,710</b>	<b>\$4,016</b>	<b>\$3,826</b>

EMPLOYEES (GLOBAL)	2022	2023	2024
	115,000	114,000	<b>114,000</b>

MANAGEMENT POSITIONS (U.S.) <sup>j</sup>	2022	2023	2024
Women	43%	44%	<b>44%</b>
Men	57%	56%	<b>56%</b>
Minorities	35%	35%	<b>35%</b>
Non-minorities	65%	65%	<b>65%</b>

MANAGEMENT POSITIONS (GLOBAL)	MEN	WOMEN
Junior Management Positions	56%	44%
Top Management Positions	64%	36%
Management Positions in Revenue-Generating Functions	56%	44%

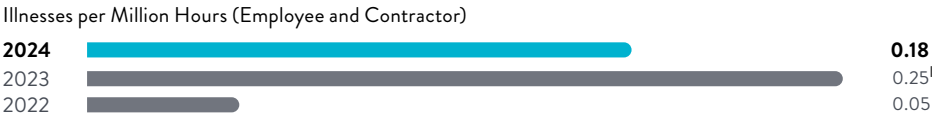
FULL-TIME EMPLOYEES BY AGE GROUP (GLOBAL)	
<30 Years Old	17%
30–50 Years Old	63%
>50 Years Old	20%

EMPLOYEE TURNOVER RATE (GLOBAL)	
Total Employee Turnover Rate	16%
Voluntary Employee Turnover Rate	11%

Totals and percentage changes may differ from listed metrics due to rounding. To ensure data accuracy, the most accurate number has been used.  
[2024 Workforce Data](#)  
Refer to [Page 65](#) for metrics endnotes.

KEY SOCIAL METRICS<sup>k</sup>

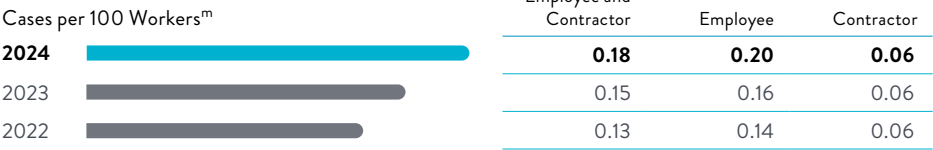
OCCUPATIONAL ILLNESS FREQUENCY RATE



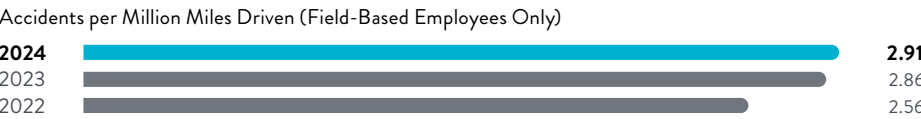
RECORDABLE INJURY OR ILLNESS RATE



LOST-TIME CASE RATE



GLOBAL VEHICLE ACCIDENT RATE



FATALITIES

	2022	2023	2024
Total Fatalities (Employees and Contractors)	0	0	0

Totals and percentage changes may differ from listed metrics due to rounding. To ensure data accuracy, the most accurate number has been used. Refer to [Page 65](#) for metrics endnotes.



## KEY ENVIRONMENTAL METRICS – ENERGY AND EMISSIONS<sup>k</sup>

### ENERGY AND EMISSIONS GLOBAL PERFORMANCE

#### SCOPE 1 AND 2 CARBON EMISSIONS

1,000 Metric Tons CO<sub>2</sub>e



Total (Scope 1 and 2) Market-Based CO <sub>2</sub> e Emissions <sup>p, q</sup>	Total (Scope 1 and 2) Location-Based CO <sub>2</sub> e Emissions	Purchased Fuels (Scope 1) CO <sub>2</sub> e Emissions <sup>r</sup>	Refrigerant (Scope 1) CO <sub>2</sub> e Emissions <sup>s</sup>	Total Direct (Scope 1) CO <sub>2</sub> e Emissions	Purchased Energy (Scope 2) Market-Based CO <sub>2</sub> e Emissions <sup>q, t</sup>	Purchased Energy (Scope 2) Location-Based CO <sub>2</sub> e Emissions <sup>t</sup>
894	973	489	13	502	393	472
904	975	495	10	504	400	471
932	1,017	515	17	532	400	485
987	1,063	525	12	537	450	526

#### SCOPE 1 AND 2 CARBON EMISSIONS INTENSITY – NORMALIZED TO SALES

1,000 Metric Tons CO<sub>2</sub>e per \$ Million Sales



Total (Scope 1 and 2) Market-Based CO <sub>2</sub> e Emissions <sup>q</sup>	Total (Scope 1 and 2) Location-Based CO <sub>2</sub> e Emissions	Total Direct (Scope 1) CO <sub>2</sub> e Emissions	Purchased Energy (Scope 2) Market-Based CO <sub>2</sub> e Emissions <sup>q, t</sup>	Purchased Energy (Scope 2) Location-Based CO <sub>2</sub> e Emissions <sup>t</sup>
21	23	12	9	11
23	24	13	10	12
21	23	12	9	11

Totals and percentage changes may differ from listed metrics due to rounding. To ensure data accuracy, the most accurate number has been used. Refer to [Page 65](#) for metrics endnotes.

KEY ENVIRONMENTAL METRICS – ENERGY AND EMISSIONS<sup>k</sup>

## ENERGY AND EMISSIONS GLOBAL PERFORMANCE (CONTINUED)

SCOPE 1 AND 2 CO<sub>2</sub>e EMISSIONS BY DIVISION1,000 Metric Tons CO<sub>2</sub>e – Market-Based Factors

	2022	2023	2024
<b>Scope 1 and 2 Carbon Emissions</b>			
Corporate	261	255	<b>251</b>
Diagnostics	122	109	<b>96</b>
Medicines	129	133	<b>133</b>
Medical Devices	90	89	<b>89</b>
Nutrition	329	319	<b>325</b>

SCOPE 1 AND 2 CO<sub>2</sub>e EMISSIONS INTENSITY BY DIVISION – NORMALIZED TO SALESMetric Tons CO<sub>2</sub>e per \$ Million Sales

	2022	2023	2024
<b>Scope 1 and 2 Carbon Emissions</b>			
Diagnostics	7	11	<b>10</b>
Medicines	26	26	<b>26</b>
Medical Devices	6	5	<b>5</b>
Nutrition	44	39	<b>39</b>

SCOPE 1 AND 2 CARBON EMISSIONS BY ENERGY SOURCE<sup>h</sup>1,000 Metric Tons CO<sub>2</sub>e – Market-Based Factors

	2022	2023	2024
<b>Stationary Sources</b>			
Electricity (Purchased)	395	393	<b>386</b>
Natural Gas	359	345	<b>345</b>
Fuel Oils	10	5	<b>4</b>
Coal	-	-	<b>-</b>
Miscellaneous Fuels	14	14	<b>12</b>
Purchased Steam, Hot Water, and Chilled Water	5	6	<b>5</b>
Biofuels	<1	<1	<b>&lt;1</b>
Generated Electricity (Cogeneration)	-	-	<b>-</b>
Generated Electricity (Renewables)	-	-	<b>-</b>
<b>Stationary Total</b>	<b>784</b>	<b>763</b>	<b>752</b>
<b>Mobile Sources</b>			
Sales Fleet Gasoline	100	102	<b>106</b>
Sales Fleet Diesel	25	19	<b>13</b>
Sales Fleet Electric Vehicles (EVs)	-	1	<b>2</b>
Aviation Fuel	6	7	<b>6</b>
Plant/Shuttle Fleet (Diesel, Gasoline, E85, and Propane)	1	2	<b>2</b>
<b>Mobile Total</b>	<b>132</b>	<b>132</b>	<b>129</b>

Totals and percentage changes may differ from listed metrics due to rounding. To ensure data accuracy, the most accurate number has been used. Refer to [Page 65](#) for metrics endnotes.

## KEY ENVIRONMENTAL METRICS – ENERGY AND EMISSIONS<sup>k</sup>

### ENERGY AND EMISSIONS GLOBAL PERFORMANCE (CONTINUED)

#### 2024 SCOPE 3 CARBON EMISSIONS BY CATEGORY<sup>l</sup>

1,000 Metric Tons CO<sub>2</sub>e

##### Upstream

1: Purchased Goods and Services	7,056
2: Capital Goods	595
3: Fuel- and Energy-Related Activities (Not Included in Scope 1 or Scope 2)	221
4: Upstream Transportation and Distribution	1,236
5: Waste Generated in Operations	7
6: Business Travel	112
7: Employee Commuting	194
8: Upstream Leased Assets	-

##### Downstream

9: Downstream Transportation and Distribution	-
10: Processing of Sold Products	-
11: Use of Sold Products	464
12: End-of-Life Treatment of Sold Products	86
13: Downstream Leased Assets	-
14: Franchises	-
15: Investments	-

#### BIOGENIC EMISSIONS

1,000 Metric Tons

2024	<div></div>	1.1
2023	<div></div>	0.7
2022	<div></div>	0.9

#### SCOPE 1 AND 2 CO<sub>2</sub>e EMISSIONS BY GREENHOUSE GAS

1,000 Metric Tons – Market-Based Factors

	2022	2023	2024
CO <sub>2</sub> (Scope 1)	514	493	<b>487</b>
CO <sub>2</sub> (Scope 2)	398	397	<b>389</b>
CH <sub>4</sub> (Scope 1)	<1	<1	<1
CH <sub>4</sub> (Scope 2)	<1	<1	<1
N <sub>2</sub> O (Scope 1)	<1	<1	<1
N <sub>2</sub> O (Scope 2)	<1	<1	<1
Hydrofluorocarbons (HFCs) (Scope 1)	16	9	<b>13</b>
HFCs (Scope 2)	-	-	-
Perfluorocarbons (PFCs) (Scope 1)	-	-	<1
PFCs (Scope 2)	-	-	-
SF <sub>6</sub> (Scope 1)	-	-	-
SF <sub>6</sub> (Scope 2)	-	-	-
NF <sub>3</sub> (Scope 1)	<1	<1	<1
NF <sub>3</sub> (Scope 2)	-	-	-

#### OTHER EMISSIONS

1,000 Metric Tons

	2022	2023	2024
Volatile Organic Compound (VOC) Emissions	1.28	1.22	<b>1.08</b>
Sulfur Oxide (SO <sub>x</sub> ) From Combustion <sup>m</sup>	0.06	0.05	<b>0.04</b>
Nitrous Oxide (NO <sub>x</sub> ) From Combustion <sup>m</sup>	0.33	0.31	<b>0.31</b>
Particulate Matter	0.08	0.08	<b>0.07</b>

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

Refer to [Page 65](#) for metrics endnotes.



KEY ENVIRONMENTAL METRICS – ENERGY AND EMISSIONS<sup>k</sup>

## ENERGY AND EMISSIONS GLOBAL PERFORMANCE (CONTINUED)

ENERGY CONSUMPTION 1,000 Gigajoules			
	2022	2023	2024
Purchased Fuels (Scope 1) <sup>r</sup>	9,440	9,061	<b>8,992</b>
Purchased Energy (Scope 2) <sup>t</sup>	4,777	4,751	<b>4,829</b>
<b>Total (Scope 1 and 2) Energy Consumption</b>	<b>14,217</b>	<b>13,812</b>	<b>13,821</b>

ENERGY CONSUMPTION BY SOURCE 1,000 Gigajoules			
	2022	2023	2024
<b>Stationary Sources</b>			
Electricity (Purchased)	4,550	4,484	<b>4,562</b>
Natural Gas	7,182	6,896	<b>6,900</b>
Fuel Oils	138	68	<b>52</b>
Coal	-	-	<b>-</b>
Miscellaneous Fuels	178	180	<b>159</b>
Purchased Steam, Hot Water, and Chilled Water	94	119	<b>107</b>
Biofuels	8	6	<b>10</b>
Generated Electricity (Cogeneration)	123	123	<b>130</b>
Generated Electricity (Renewables)	9	14	<b>17</b>
<b>Stationary Total</b>	<b>12,282</b>	<b>11,890</b>	<b>11,937</b>
<b>Mobile Sources</b>			
Sales Fleet Gasoline	1,475	1,513	<b>1,570</b>
Sales Fleet Diesel	349	272	<b>189</b>
Sales Fleet EVs	-	10	<b>13</b>
Aviation Fuel	89	104	<b>89</b>
Plant/Shuttle Fleet (Diesel, Gasoline, E85, and Propane)	21	23	<b>22</b>
<b>Mobile Total</b>	<b>1,934</b>	<b>1,921</b>	<b>1,884</b>

ENERGY CONSUMPTION INTENSITY – NORMALIZED TO SALES Gigajoules per \$ Million Sales			
	2022	2023	2024
Purchased Fuels (Scope 1) <sup>r</sup>	216	226	<b>214</b>
Purchased Energy (Scope 2) <sup>t</sup>	109	118	<b>115</b>
<b>Total (Scope 1 and 2) Energy Consumption</b>	<b>326</b>	<b>344</b>	<b>329</b>

RENEWABLE ENERGY CONSUMPTION 1,000 Gigajoules			
	2022	2023	2024
Generated On-Site From Renewables	9	14	<b>17</b>
Energy Purchased From Renewable Sources	697	845	<b>925</b>

PURCHASED ENERGY CONSUMPTION BY TYPE 1,000 Gigajoules			
	2022	2023	2024
Grid-Sourced Electricity	3,853	3,639	<b>3,637</b>
Energy Purchased From Renewable Sources	697	845	<b>925</b>
<b>Electricity Consumed Total</b>	<b>4,550</b>	<b>4,484</b>	<b>4,562</b>
% of Grid-Sourced Electricity	85%	81%	<b>80%</b>
% of Purchased Renewable Energy	5%	6%	<b>7%</b>
% of Grid-Sourced of Total Energy	27%	26%	<b>26%</b>

Totals and percentage changes may differ from listed metrics due to rounding. To ensure data accuracy, the most accurate number has been used. Refer to [Page 65](#) for metrics endnotes.

KEY ENVIRONMENTAL METRICS – WATER<sup>k</sup>

WATER GLOBAL PERFORMANCE

WATER WITHDRAWAL<sup>x</sup>



WATER WITHDRAWAL INTENSITY – NORMALIZED TO SALES<sup>x</sup>



WATER WITHDRAWAL – WATER-STRESSED SITES<sup>x,y</sup>



WATER WITHDRAWAL INTENSITY – WATER-STRESSED SITES – NORMALIZED TO SALES<sup>x,y</sup>



WATER CONSUMED IN PROCESS

Megaliters				
	2022	2023	2024	% Change From 2023 to 2024
Total Water Consumed	2,337	2,267	2,338	3%

WATER CONSUMED IN PROCESS INTENSITY – NORMALIZED TO SALES

Megaliters per \$ Million Sales				
	2022	2023	2024	% Change From 2023 to 2024
Total Water Consumed	0.05	0.06	0.06	-1%

Totals and percentage changes may differ from listed metrics due to rounding. To ensure data accuracy, the most accurate number has been used. Refer to [Page 65](#) for metrics endnotes.

KEY ENVIRONMENTAL METRICS – WATER<sup>k</sup>

## WATER GLOBAL PERFORMANCE (CONTINUED)

## WATER DISCHARGED

Megaliters

	2022	2023	2024	% Change From 2023 to 2024
Total Water Discharged (Impaired)	9,110	8,808	8,887	1%
Total Water Discharged (Non Impaired)	2,255	2,316	2,284	-1%

## WATER WITHDRAWAL BY SOURCE\*

Megaliters

	2024
Fresh Surface Water	526
Groundwater	2,544
Municipal Supply	10,240
Rainwater	41
Other	159
<b>Total Water Intake</b>	<b>13,510</b>

## WATER DISCHARGED INTENSITY – NORMALIZED TO SALES

Megaliters per \$ Million Sales

	2022	2023	2024	% Change From 2023 to 2024
Total Water Discharged (Impaired)	0.21	0.22	0.21	-4%
Total Water Discharged (Non Impaired)	0.05	0.06	0.05	-6%

## WATER RECYCLED

Megaliters

	2024
<b>Recycled Water</b>	<b>1,651</b>

Totals and percentage changes may differ from listed metrics due to rounding. To ensure data accuracy, the most accurate number has been used. Refer to [Page 65](#) for metrics endnotes.



KEY ENVIRONMENTAL METRICS – WASTE<sup>k</sup>

WASTE GLOBAL PERFORMANCE

DIVERSION RATE<sup>c</sup>



TOTAL HAZARDOUS WASTE<sup>B</sup>



TOTAL WASTE<sup>B</sup>



TOTAL HAZARDOUS WASTE INTENSITY – NORMALIZED TO SALES<sup>B</sup>



TOTAL WASTE INTENSITY – NORMALIZED TO SALES<sup>B</sup>



TOTAL NONHAZARDOUS WASTE<sup>B</sup>



TOTAL NONHAZARDOUS WASTE INTENSITY – NORMALIZED TO SALES<sup>B</sup>



Totals and percentage changes may differ from listed metrics due to rounding. To ensure data accuracy, the most accurate number has been used. Refer to [Page 65](#) for metrics endnotes.

KEY ENVIRONMENTAL METRICS – WASTE<sup>k</sup>

WASTE GLOBAL PERFORMANCE (CONTINUED)

BENEFICIAL USE<sup>c</sup>



2024 BENEFICIAL USE BY WASTE TYPE<sup>c</sup>

Metric Tons/Percentages		
	Quantity	%
Food Waste	1,626	2%
Construction and Demolition	5,812	6%
Nutrition Byproduct	55,714	53%
Corrugate/Cardboard	1,246	1%
Wood	5,211	5%
Production Waste	13,111	12%
Unused Production Waste	4,311	4%
Other	17,988	17%
Total Beneficial Use	105,018	100%

BREAKDOWN OF TOTAL WASTE BY FATE<sup>+, B</sup>

Metric Tons			
	2022	2023	2024
Landfilled	14,663	11,732	9,257
Incinerated (Without Energy Recovery)	2,543	3,100	2,108
Incinerated (With Energy Recovery)	15,650	23,122	19,963
Recycled	32,570	31,787	37,675
Other, Diverted	633	415	193
Total	66,059	70,156	69,197

BREAKDOWN OF HAZARDOUS WASTE BY FATE<sup>+, B</sup>

Metric Tons			
	2022	2023	2024
Landfilled	394	311	420
Incinerated (Without Energy Recovery)	1,494	1,943	1,019
Incinerated (With Energy Recovery)	3,533	5,361	4,695
Recycled	2,519	3,101	3,412
Other, Diverted	58	328	61
Total	7,998	11,044	9,607

BREAKDOWN OF NONHAZARDOUS WASTE BY FATE<sup>+, B</sup>

Metric Tons			
	2022	2023	2024
Landfilled	14,269	11,421	8,837
Incinerated (Without Energy Recovery)	1,049	1,157	1,089
Incinerated (With Energy Recovery)	12,117	17,761	15,268
Recycled	30,052	28,687	34,263
Other, Diverted	575	88	132
Total	58,061	59,112	59,590

Totals and percentage changes may differ from listed metrics due to rounding. To ensure data accuracy, the most accurate number has been used. Refer to [Page 65](#) for metrics endnotes.

KEY ENVIRONMENTAL METRICS – WASTE<sup>k</sup>

WASTE GLOBAL PERFORMANCE (CONTINUED)

IT EQUIPMENT RESOLD AND RECYCLED			
Metric Tons			
	2022	2023	2024
Total Resold	71	76	76
Total Recycled	283	240	243

TOTAL CUMULATIVE PACKAGING ADDRESSED <sup>o</sup>			
Pounds			
	2022	2023	2024
Cumulative Reduction	29,586,137	29,961,437	31,285,900
Employing Circularity Principles	1,405,218	1,668,739	2,234,526
Optimizing Material Efficiency	28,180,919	28,292,698	29,051,374

Totals and percentage changes may differ from listed metrics due to rounding. To ensure data accuracy, the most accurate number has been used. Refer to [Page 65](#) for metrics endnotes.



EHS FINES, NOTICES, AND INSPECTIONS | TRANSPORTATION

EHS FINES, NOTICES OF VIOLATION, AND GOVERNMENT AGENCY INSPECTIONS

EHS FINES			
U.S. Dollars			
	2022	2023	2024
Environmental Fines	\$3,904	\$625	\$0
Health and Safety Fines	\$1,435	0	\$18,462
Total EHS Fines	\$5,339	\$625	\$18,462

EHS NOTICES OF VIOLATION			
	2022	2023	2024
Total EHS Notices of Violation	17	5	5

EHS GOVERNMENT AGENCY INSPECTIONS			
	2022	2023	2024
Total EHS Inspections	527	524	560

TRANSPORTATION MODES (%OF GLOBAL SPEND)			
	2022	2023	2024
Air	44%	30%	28%
Road	27%	30%	30%
Parcel	19%	22%	23%
Multimodal and Rail	3%	9%	12%
Ocean	7%	9%	7%
Total Global Spend in Scope	100%	100%	100%

Totals and percentage changes may differ from listed metrics due to rounding. To ensure data accuracy, the most accurate number has been used. Refer to [Page 65](#) for metrics endnotes.

## METRICS ENDNOTES

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

- (a) Global CPI is calculated using the total headline CPI for each country, weighted by Abbott's geographic revenue exposure. CPI values are gathered from S&P Global, as of April 2, 2025, which sources data from each country's respective statistical agency or reporting institution. Revenue data for weighting is consistent with the net sales price change as reported in Abbott's annual 10-K filing.
- (b) Abbott Fund, citizenship, business contributions, and product donations.
- (c) Abides by the World Health Organization guidelines for product donation.
- (d) Supplier diversity KPIs are calculated using the U.S. government fiscal year (October 1–September 30). Spend data represents global suppliers with global spend for 2024 reporting. International spend data has been applied retroactively for 2020–2023 data.
- (e) Individual classification data is subject to overlap.
- (f) This is the baseline year.
- (g) Veteran Owned includes Veteran Owned and Service-Disabled Veteran Owned.
- (h) Women Owned includes Women Owned Large and Women Owned Small spend classifications.
- (i) Spend metrics are based off validated Black-owned suppliers' spend.
- (j) These percentages are as of December 31, 2024. Percentages represent a count of U.S. employees, excluding Domesco Medical Import-Export Joint-Stock Corporation.

- (k) Per our environmental, health, and safety metrics reporting protocols, metrics data published in previous years were adjusted in this report to reflect minor corrections, method adjustments, etc.
- (l) Occupational Illness Frequency Rate increased due to internal data validation that reclassified cumulative trauma-related injuries as illnesses.
- (m) Annual incident rates are calculated per 100 employees, assuming the average employee works 40 hours per week and 50 weeks per year. This is equivalent to 200,000 hours worked.
- (n) This change represents 2024 progress toward our 2030 goal of 30% reduction from 2018.
- (o) This is the percentage change from 2023 to 2024.
- (p) Progress toward our 2030 carbon goal is reported using the GHGP Scope 2 market based methodology.
- (q) Scope 2 emissions are calculated using the GHGP market-based methodology. Per the GHGP, where market-based information is not available, location-based results have been used as proxy.
- (r) Reported Purchased Fuels Scope 1 sources consist of fuel consumed by manufacturing, R&D, and warehouse facilities under Abbott's control; sales fleet; and other Abbott vehicles.
- (s) Per the GHGP, Scope 1 refrigerant CO<sub>2</sub>e emissions include only those covered in the Kyoto Protocol.
- (t) Reported Scope 2 sources consist of energy directly purchased by Abbott, such as electricity, steam, and heated or chilled water, as well as emissions from leased locations. Unless specified otherwise, emissions are calculated according to the GHGP Scope 2 market-based method.
- (u) Abbott's non-energy consumption GHG emissions, such as refrigerant releases and process air emissions, are omitted. The total CO<sub>2</sub> equivalents from non-energy sources are noted in the Total Emissions (Scope 1 and 2) table.
- (v) 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 activities. 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. Energy consumed in buildings and vehicles that are leased to Abbott (leased assets) is included in Scope 1 and 2. Abbott pays for the majority of transportation of products to retailers and customers and therefore includes these emissions under Upstream Transportation and Distribution. Abbott's estimated Scope 3 footprint excludes known sources in Purchased Goods and Services, Downstream Transportation, Processing of Sold Products, and Investments categories. Collectively, these omissions are estimated to be approximately 4% of our total Scope 3 footprint.

- (w) This reflects emissions from fuel combusted by manufacturing, R&D, and warehouse facilities under Abbott's control.
- (x) Water withdrawal is equivalent to water intake.
- (y) Water-stressed locations have been determined using the World Resource Institute (WRI) Aqueduct global water risk mapping tool. Sites rated as having high or extremely high baseline water stress in the tool are classified as being water-stressed.
- (z) Abbott's diversion rate is calculated as follows: (total waste + beneficial use - landfill and incineration without energy recovery)/(total waste + beneficial use). Waste with an unknown disposal fate is included with landfill fate. Waste noted as "other, diverted" reflects waste diverted from landfill and incineration without energy recovery.
- (A) Common rounding convention applied throughout the report. However, metric values may be reported with different significant figures than in other sections.
- (B) Waste generation data does not include materials that are reused beneficially.
- (C) Abbott defines beneficial use activities as sending material, that otherwise would have been wasted, off-site to be used as an effective substitute for a commercial product or commodity. Beneficial use material is used as is or in substantially the same form as it was generated.
- (D) Savings based on annualized calculations.

## DISCLOSURES: ACCESS AND AFFORDABILITY

### PRICING

In addition to building access and affordability into new products and services, we continually work to increase access to our existing products. Over the last 10 years, we prioritized our business growth, expanding access over price increases. Volume grew at an average rate of 7.3% per year. Prices remained flat over the same period.\*

As part of our 2030 Sustainability Plan, we have an intentional focus on designing sustainable access and affordability into our life-changing technologies so that we can make them widely available at affordable prices to people who need them. Pricing, however, is only one of the factors that determines affordability. Abbott also is advocating for systems and approaches that broaden access while minimizing additional costs for consumers and payers. In 2024, Abbott's product pricing reflected the company's approach, with an annual global net sales price change of 3.5%, which compares to a global consumer price index (CPI)\*\* of 4.8% for 2024. This metric is modified from the metric provided by the SASB by substituting a global CPI for the U.S. CPI.

Sales outside the United States in 2024 comprised approximately 61% of Abbott's revenue. Abbott believes that disclosing product pricing relative to the global CPI is an appropriate way for investors and other stakeholders to best understand pricing for products across our diversified, global businesses.

The global CPI is the total headline CPI for each country weighted by Abbott's geographic revenue exposure. For more on Abbott pricing, see [Abbott's 10-K filing for 2024](#).

### DISCLOSURE OF PRICING INFORMATION

Abbott Laboratories sells diagnostics, medical devices, nutritional products, and medicines.

Given the breadth of our product offerings, each Abbott division sells products using a variety of contracting methodologies. Divisions use a variety of price concessions in their sales contracting, including point-of-sale discounts, rebates, and wholesaler chargebacks. These price concessions can be for single- or multi-product sales and may include products from multiple business units or divisions (such as all medical device business units or rapid and molecular diagnostics). Price concessions may be based upon factors such as volume, market share, and purchase commitments or result from competitive bidding processes and are generally documented in executed contracts, purchase orders, and term sheets. Point-of-sale discounts are reflected in invoices that show the discounted prices, and rebates are documented in written agreements, with rebate calculations provided at the time rebate payments are made.

Our customers span the globe and include federal, state, and local governments, hospitals, group purchasing organizations, wholesalers, individual HCPs, and consumers. We maintain pricing flexibility to meet the needs of our diverse customers, large and small, and to help ensure that our essential healthcare products are available and affordable across the globe wherever we do business.

### ANTIMICROBIAL RESISTANCE

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

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

\*\*Global CPI is calculated using the total headline CPI for each country weighted by Abbott's geographic revenue exposure. CPI values are gathered from the S&P Global, which sources data from each country's respective statistical agency or reporting institution. Revenue data for weighting is consistent with the net sales price change as reported in Abbott's annual 10-K filing.



## DISCLOSURES: DATA | WORKFORCE

### DATA PRIVACY AND SECURITY GOVERNANCE

Our centralized cybersecurity and privacy governance model enables the organization to 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. The IT function of Internal Audit includes IT infrastructure and systems in its scope of review, and our Board of Directors receives regular updates on program progress.

### PRIVACY AND CYBERSECURITY OVERSIGHT COMMITTEES

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

The Cybersecurity Privacy Executive Committee oversees Abbott's cybersecurity and privacy program. The committee brings together corporate officers from Legal, Ethics and Compliance, Finance, Human Resources, Quality, and Information Technology to advise and oversee the cybersecurity and privacy programs.

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

### Cybersecurity Management

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

## DISCLOSURES: WORKFORCE

### Employee Recruitment, Development, and Retention

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

To support our future employee pipeline, we recruit and partner with more than 30 different universities. For example, we maintain a presence at the University of Illinois Urbana-Champaign Research Park. We also maintain partnerships with Prairie View A&M University, Howard University, North Carolina Agricultural and Technical State University, the University of Texas at Arlington, and the University of Puerto Rico Mayaguez University Campus. We regularly visit these schools, giving us access to a competitive pool of talented students to consider for internship opportunities. Our career site employs AI to enhance the application process, streamlining user experiences with tailored content, and a personalized chatbot to help identify roles.

As well as supporting those who already work for Abbott, we want to give the next generation opportunities to get a foot on the industry ladder. Through our STEM internship program, we offer high school students an opportunity to kick-start a career in healthcare. We also engage organizations such as AMIE and the Society of Women Engineers.

### Learning and Progression Opportunities

In 2024, Abbott filled 46.4% of open positions with internal candidates. We also hired more than 16,300 new external employees. Our open positions include those filled by external hires, internal hires, and promotions. Last year, we provided more than 520,000 job and development opportunities. Additionally, we hosted a Global Development Week in 2024, where more than 23,000 unique employees participated for more than 61,100 hours.

### 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.

## DISCLOSURES: WORKFORCE

### Developing Our Future Leaders

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

- **New Leader Program:** Designed to support new managers in making a successful transition to managerial roles while honing leadership potential. Instruction is delivered over 12–14 weeks, with five virtual, instructor-led sessions, as well as various self-paced modules and on-the-job activities.
- **GM (General Manager) Acceleration Program:** Designed to accelerate the readiness for GM or commercial leadership roles. The program includes business and strategic development, including an opportunity to identify and defend business strategy.
- **Global Citizen Development Program:** Brings together early-career employees to prepare them to be next-generation leaders. Cohorts of approximately 35 employees — from different divisions, functions, and geographies — complete blended learning sessions to develop leadership skills, build business acumen, and develop a strong network. The program spans six months, and includes critical business challenges where participants apply the things they’ve learned.

**Emerging Leaders Program:** A global development program that identifies and develops cross-division talent for future leadership roles. The program spans five months and includes a virtual workshop to build broad leadership and communication skills, as well as coaching and motivating skills. The program also includes private coaching, periodic cohort meetings, and a final group webinar to reflect on learnings and refine goals for progress.

### Speak to the World

Employees have the opportunity to learn a new language, get better at one they already know, and gain a deeper understanding of global cultures. Employees can learn more than 16 languages, improve skills through practical online exercises, receive personalized learning recommendations, and join virtual trainer-led conversation classes. The cultural awareness tool fosters connections among colleagues and prepares them for global ambitions. The program includes personalized cultural profiles with cultural comparison tools, and self-paced digital content to enhance intercultural awareness.

### Talent Management Reviews

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

### “Real Talk. Real Impact.”

“Real Talk. Real Impact.” is Abbott’s approach to effective and agile conversations between managers and employees. In addition to our formal, annual goal-setting and performance assessment process, we also encourage an ongoing dialogue, asking managers and employees to have regular conversations throughout each quarter about how the organization is doing, how the employee is performing, and how they can make a bigger impact.

The dialogue can be initiated by either employee or manager and can follow different formats or scenarios. During these conversations, managers also seek to identify barriers and determine how they can better support the employee and their career aspirations.

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

### Leading With Impact

Frontline managers play a vital role in building a supportive, inclusive, and rewarding work environment. Our Leading With Impact program, a two-time Brandon Hall Group Excellence Awards winner, reinforces these behaviors through topical peer pods, an interactive coaching workbook, leader podcasts, and more. As a result, we have seen scores on many components of manager effectiveness increase. More than 3,200 managers participated in the program in 2024, and approximately 96% of all of our leaders have participated in the program since it first rolled out in 2021.

### Continuing to Learn and Grow

On average, Abbott full-time employees receive 21 hours of training and development per year. In 2024, to prepare our employees for the future of healthcare, we provided training around the use of generative AI and Microsoft Copilot to build efficiencies in everyday work, strategic thinking, emotional intelligence and financial acumen.

## DISCLOSURES: WORKFORCE | HEALTH AND SAFETY

### FAMILY SUPPORT

In 2024, we improved our family care support services for U.S. employees through our partnership with Care.com. This includes a complimentary premium membership to help find and manage care for children, seniors, pets, and the home. Additionally, employees have 24/7 access to free care specialists for personalized support. The service also offers resources for parents of neurodiverse children, educational support such as college advisory services, and elder care assistance, including patient advocacy, care coordination, and caregiving support.

Parental leave is available to eligible birth and adoptive parents in the U.S., providing up to eight workweeks (i.e., up to 320 work hours or an equivalent part-time workweek) of paid time off following the birth or legal adoption of a child. Parental leave may be used in one-week increments, up to one year from the date of birth or adoption of a new child. In 2024, 1,646 employees took parental leave: 47% female (about 780), and 53% male (about 865). Outside the U.S., we comply with all laws regarding parental leave, which may require more expansive benefits.\*

### FLEXIBLE WORK OPTIONS

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

### FINANCIAL AND RETIREMENT BENEFITS

In 2024, approximately 15,000 employees across 74 countries were eligible to participate in Abbott's long-term incentive program. Abbott offered our employee stock purchase plan in 60 countries, with upwards of 41% of eligible employees participating.

### EMPLOYEE GIVING AND VOLUNTEERING

Abbott offers a comprehensive Employee Giving Program in the United States and Puerto Rico, through which the company:

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

The program includes an annual donation drive as part of Abbott's long-standing Employee Giving Campaign. During the 2024 campaign, about 80% of employees pledged \$14.4 million\*\* to about 11,300 charitable organizations in a single month.

We provide U.S. employees eight hours per year of paid time off to volunteer in their local communities.

### DISCLOSURES: HEALTH AND SAFETY

Abbott's EHS organization reports to the Chief Operations and Procurement Officer, who reports to our Chief Financial Officer. EHS professionals and safety teams at each Abbott site work to implement internal EHS programs.

The Divisional Vice President of EHS chairs our EHS Leadership Council, which is made up of business and global EHS leaders who develop and drive our EHS programs, including those related to employee health and safety.

### OCCUPATIONAL HEALTH SERVICES

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

Today, more than 140 occupational health professionals support employee health and well-being, and treat illnesses and injuries. They also conduct regular screenings and health education programs. Site and divisional leaders track implementation of occupational health and well-being initiatives using a Global Health Scorecard.

\*Abbott does not track return and retention rates by leave usage.

\*\*This figure includes employee donations and Abbott Fund donation matches. It also reflects payroll deduction pledges that are deducted during the 2024 calendar year and may be subject to change based on individual employee decisions.



## DISCLOSURES: HEALTH AND SAFETY | ENVIRONMENT

### FOSTERING A CULTURE OF HEALTH AND SAFETY

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

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

Our EHS management and technical standards are detailed online.

### ENGAGING EMPLOYEES

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

Our Excellence Awards recognize individuals or teams that improve our health and safety performance, improve our carbon footprint, reduce waste, and drive efficiency. In 2024, we awarded 16 EHS Excellence Awards in Air and Energy, Water, Waste, Health and Safety, and Product Stewardship categories.

### APPLYING HEALTH AND SAFETY PRACTICES AT OUR SITES

Our Abbott Nutrition field sales team launched a self-coaching application to help drivers identify and adjust driving habits before a crash occurs. The adoption of this tool by the organization has resulted in about a 37% decrease in the frequency of preventable crashes as well as a decrease in the severity of the preventable crashes, and about a 50% reduction in vehicular-related injuries.

Our Donegal, Ireland, site undertook an effort to reduce noise levels in one of the manufacturing areas. By upgrading room surfaces and equipment throughout the area, they were able to achieve an average of a 50% reduction in sound levels. In reducing the noise, they improved operator comfort and eliminated the mandatory requirement for hearing protection equipment.

### OUR 2024 HEALTH AND SAFETY PERFORMANCE

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

At the end of 2024, 27 Abbott sites were certified to International Organization for Standardization (ISO) 45001:2018. Seventeen of those sites are manufacturing, and 10 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.

Abbott's overall recordable injury or illness rate\* in 2024 for contractors and employees was 0.31 cases per 100 workers. The recordable rate for contractors was 0.17 cases per 100 workers, and for employees it was 0.33 cases per 100 workers. As part of Abbott's EHS programs, there are procedures to investigate work-related injuries, ill health, diseases and incidents. The EHS Event Reporting and Management Procedure details how work-related injuries and illnesses are reported, recorded, and managed.

## DISCLOSURES: ENVIRONMENT

### EHS GOVERNANCE

Abbott's global EHS organization is managed and monitored by a single function.

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

\*Abbott reports case rates per 100 workers, equivalent to 200,000 hours worked. Our recordable case rate incidents include any work-related injuries resulting in death, days away from work, restricted work, transfer to another job, medical treatment beyond first aid, loss of consciousness, and significant illness or injury diagnosed by a licensed healthcare professional.

DISCLOSURES: ENVIRONMENT

ENVIRONMENTAL POLICIES,  
COMPLIANCE, AND AUDITING

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

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

External Assurance

We engaged Apex Companies, an independent assurance provider, to conduct limited assurance of selected 2024 environmental and safety data. Our website includes a PDF of the [Apex Assurance Statement](#).

Integration and Alignment on EHS Requirements

Abbott develops multiyear integration plans to align acquisitions with our EHS management practices, standards, and policy. Integration progress is monitored and verified by an internal EHS compliance audit. Our EHS Policy requires that EHS liability and compliance evaluations are completed on property and business acquisitions and divestitures. Abbott assesses EHS liability and compliance risk prior to making decisions on mergers and acquisitions. Compliance with our EHS Policy is also incorporated into all new acquisitions.

EHS MANAGEMENT SYSTEM  
CERTIFICATIONS

We consider Leadership in Energy and Environmental Design (LEED) certification when building new facilities, and have certified 21 projects under LEED standards, including one platinum, five gold, and seven silver certifications. Additionally, we utilize our Energy and Environmental Impact Tool to identify and model energy-efficient and environmentally sustainable concepts for inclusion in the capital project design. We also consider external certifications — such as ISO — where they add business value. By the end of 2024, about 54% of manufacturing sites had been certified under ISO 14001:2015 (Environmental Management Systems) and/or ISO 50001:2018 (Energy Management Systems) standards, meaning about 69% of our square footage for sites with manufacturing are covered by these ISO certifications.

UTILIZING EXTERNAL STANDARDS

2024 ENVIRONMENTAL CERTIFICATIONS	
Total Sites Certified to ISO 50001:2018 and/or ISO 14001:2015	78
Total ISO 14001:2015 Certifications	62
Manufacturing Sites Certified	42
Non-Manufacturing Sites Certified	20
Total ISO 50001:2018 Certifications	33
Manufacturing Sites Certified	18
Non-Manufacturing Sites Certified	15

Assessing Our Climate Risk

Our Global EHS team — along with key Abbott functions such as Legal, Regulatory, Supply Chain, Sustainability, Risk Management, Business Continuity, and Finance — monitors emerging climate- and sustainability-related trends and regulations. This allows us to analyze potential business impacts, understand risk exposure, and develop appropriate mitigation strategies. The TCFD outlines how companies should report on climate-related risks and mitigation strategies. Our TCFD index details our disclosures. We also share information in our latest [CDP Disclosure Response \(2024\)](#).<sup>\*</sup> The environmental metrics we track and report against are available on [Page 55](#).

<sup>\*</sup>2024 CDP Corporate Questionnaire responses reflect 2023 reporting year.

## DISCLOSURES: ENVIRONMENT

### ENERGY MANAGEMENT

Abbott's energy policy, technical standards, and guidelines drive Abbott's energy management program. Elements of the program include the integration of energy efficiency concepts into business operations, goal-setting, and strategic planning. Our progress toward established targets and objectives is routinely monitored through the review of performance metrics. Concepts such as energy awareness are advanced throughout our energy community of practice (CoP). Additionally, our internal standard requires employees receive general awareness training on the impact their actions have on targets. We seek opportunities for improvement by conducting periodic energy audits and through the evaluation of emerging technologies. Our Global Energy Council monitors, evaluates, and reduces total energy consumption; negotiates energy contracts; and promotes financially beneficial conservation and alternative energy projects. Through our CoPs and award programs, we encourage a culture of continuous improvement and share best practices.

### WATER MANAGEMENT

Wherever we use and discharge water, we work to minimize the impact, whether that be quality, quantity, or other concerns for those who rely on this precious natural resource.

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

- Implementing management plans and targets for mitigating risks
- Engaging key local stakeholders to fully understand water-related risks

- Identifying opportunities to reduce quantity and quality water-related impacts

Our water communities of practice are cross-divisional, collaborative networks focused on increasing employee awareness on water sustainability measures through training, enhancing organizational knowledge around water systems, and transferring knowledge, lessons learned, and best practices.

#### Managing Water Risks

We use a context-based approach to water management, annually assessing for resilience using the World Resources Institute (WRI) Aqueduct, a global water-risk mapping tool. This tool helps us to analyze local water stress and evaluate against our internal water-use intensity. In line with water stewardship principles, this mapping process is used to help us understand where we source and discharge water, providing deeper insight into the impact our operations have on local basins. The analysis also allows us to tailor our water management systems accordingly to reduce impacts at sites identified as exposed to water stress risks.

Water management requirements depend on water stress and water use. All of our sites must comply with internal and external requirements regardless of their context. We also apply stronger mitigation measures for sites with higher intensity water-use operating in areas of water stress as detailed below.

- High-Water Use: We evaluate local water risks, identify opportunities to mitigate water-related risk, set and track water targets, and engage local stakeholders
- Medium- to Low-Water Use: We evaluate local water risks, identify opportunities to mitigate water-related risk, and set and track water targets

Total water withdrawn in 2024 was about 13,500 megaliters. Approximately 49% of water was withdrawn from regions with high or extremely high baseline water stress. Total water consumption was about 2,300 megaliters. In 2024, approximately 53% of water was consumed from regions with high or extremely high baseline water stress.

Read more about how we manage water risks in our [2024 CDP Corporate Questionnaire](#).\*

### WASTE MANAGEMENT

Our standards and guidelines include a range of waste management strategies, such as:

- Incorporating preventive maintenance and process design to eliminate waste generation
- Performing opportunity assessments to identify methods to reduce waste streams, reduce waste hazards, and manage materials in accordance with circular economy to minimize environmental impacts
- Providing waste management awareness to employees on waste disposal practices and relevant reduction, reuse, and recycling programs
- Processing waste reduction through diagnosing and fixing problems that would otherwise result in waste generation
- Reducing waste through product design, material input, and purchasing decisions
- Partnering across other value chains to promote beneficial use
- Segregating waste material properly

We also maintain a waste community of practice (CoP) that raises awareness on waste management, shares best practices, reviews performance metrics, and advances waste targets.

\*2024 CDP Corporate Questionnaire responses reflect 2023 reporting year.

## DISCLOSURES: ENVIRONMENT | QUALITY

### MANAGING HAZARDOUS AND CHEMICAL WASTE

We are focused on reducing the proportion of waste classified as hazardous (current profile is around 14% of our 2024 waste footprint). Our waste management standard has requirements for proper management of hazardous waste and for decontaminating biohazardous waste prior to final disposal. It also details training requirements for any Abbott employee or contractor working with waste.

### REGULATED AIR EMISSIONS

Any Abbott facilities using substances containing ozone depleting substances or hazardous/toxic air pollutants, as classified by local environmental protection agencies, adhere to applicable regulations. They also abide by Abbott's technical standards to help ensure protection of human and environmental health. Our Supplier Guidelines establish that the same standards are expected of Abbott suppliers.

### BIODIVERSITY

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

### PRODUCT STEWARDSHIP

Product stewardship focuses on reducing and restricting the use of hazardous substances in products, packaging, and manufacturing processes from design through end of life. For information on our product stewardship program and conflict minerals position statement, see [abbott.com](https://www.abbott.com).

### Products Collected through Takeback

We look for opportunities to reduce waste going to landfills by working to collect our diagnostic products for recycling, refurbishing, and energy recovery when possible. In one of our various takeback programs, we collected and refurbished about 670 instruments and diverted approximately 260 metric tons of product waste from landfill in 2024. Some of Abbott's takeback programs are driven by government regulations, while others are proactive initiatives.

For more information on our chemical, hazardous chemical, and conflict minerals management, see [abbott.com](https://www.abbott.com).

## DISCLOSURES: QUALITY

### QUALITY GOVERNANCE

Our operations cross multiple jurisdictions, with 89 manufacturing sites and oversight from more than 100 quality and regulatory agencies. Our quality framework drives regulatory compliance wherever we operate.

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

### COMMERCIAL QUALITY

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

The "One Abbott" Commercial Affiliate (OCA) initiative establishes common management procedures for:

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

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

### TRAINING AND CERTIFICATION

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

In 2024, we enhanced training on documentation control and documentation practices. We also offered enhanced training of auditor soft skills such as effective communication and negotiation skills. We continuously monitor industry hot topics, recalls, and audit findings to understand where we can augment our training offerings. Additionally in 2024, we provided funding for pursuit of American Society for Quality (ASQ) and Regulatory Affairs Professionals Society (RAPS) qualifications.



## DISCLOSURES: QUALITY

### QUALITY PLANT OF THE YEAR

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

### SUPPLIER QUALITY MONITORING PROGRAM

Abbott maintains a comprehensive, risk-based program to ensure that all suppliers impacting our regulated products and QMS meet our quality standards. Each supplier is required to have a documented and established QMS that is appropriate for the specific products or services they provide to Abbott.

Suppliers are classified based on the potential risk level associated with their products or services. Their performance is actively monitored using specific performance criteria, with reviews conducted quarterly to annually depending on their risk classification. In addition, periodic re-evaluations are conducted to ensure continued compliance and capability.

Audits and evaluations are conducted to verify that suppliers can meet our requirements, maintain adequate QMS elements, and comply with applicable regulations and standards. Abbott selects suppliers with demonstrated operational capabilities and an effective QMS. For high-risk suppliers, on-site audits and quality agreements are implemented to further ensure compliance and performance.

### Safety of Clinical Trial Participants

Abbott follows all applicable regulations in the countries where we conduct clinical studies or register products. We also follow nationally and internationally accepted standards, such as the International Council for Harmonisation of Technical Requirements for Pharmaceuticals for Human Use Guideline for Good Clinical Practice (GCP), the principles of the Declaration of Helsinki, ISO 14155, ISO 20916, and other standards. We train employees and clinical sites on the proper conduct of clinical studies and employ both external and internal oversight of studies.

When planning our clinical studies, Abbott identifies and reduces controllable risks to patients. Either our Institutional Review Board (IRB) or our Independent Ethics Committee reviews any proposed research prior to commencement to assure patient protections. The informed consent procedures and consent form documents for any clinical study must conform to all relevant legal statutes and governmental regulations. During the course of a study, patients can report any concerns to the IRB. We monitor our studies on an ongoing basis to help ensure compliance with Abbott standards and identify any unforeseen risks to patient safety. This includes audits of contract research organizations that conduct or manage studies on behalf of Abbott. If Abbott becomes aware of study misconduct, we report it to the appropriate authorities. No GCP inspections by regulatory agencies of the company or clinical trial investigators led to trial or investigator termination in 2024.

### Clinical Trial Registrations and Results Disclosure

Abbott registers and discloses the results of all applicable and/or covered clinical trials, regardless of outcome, in a publicly accessible clinical trials registry, such as ClinicalTrials.gov. For branded generic medicines, this means that we register and disclose the results of interventional clinical studies in patients as designated by national laws and regulations. For medical devices and diagnostics, this means we register interventional clinical studies of health outcomes and pediatric post-marketing surveillance studies as designated by national laws and regulations.

Abbott is committed to transparency and sharing important information about the clinical trials we sponsor. We recognize that there are important public health benefits to making clinical trial information available to HCPs, patients, and the public. Our registrations and results disclosures adhere to all applicable national laws and regulations in countries where we operate.

### Clinical Trial Data Sharing

The regulatory environment around sharing clinical trial data for research purposes is evolving. We engage with stakeholders’ different approaches for sharing clinical trial data with scientific and medical researchers to advance medical science while protecting confidential information.

### Marketing and Labeling

For Safety Data Sheets for our formulation products, see Section 13 of our [Safety Data Sheets](#). We also provide dismantling instructions for Abbott’s Diagnostics business, as well as waste handling and disposal instructions, in our international Technical Library, which is available to our customers.

## DISCLOSURES: SUPPLY CHAIN

### SUPPLY CHAIN GOVERNANCE

We maintain a governance structure that provides oversight of supply chain-related activities, including sustainability, reporting up through Abbott's Executive Vice President, Finance and Chief Financial Officer, 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.

### CONTROLS AND IMPLEMENTATION

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

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

### Supplier and Procurement Professional Training

We use a variety of methods to communicate and share our Supplier Guidelines, and expect our suppliers to understand and comply with them. Further, suppliers are expected to train their own employees to meet the expectations detailed in the Guidelines. Likewise, Abbott's procurement professionals are required to complete training on the Supplier Guidelines, our supply chain sustainability due diligence efforts, and initiatives to improve the sustainability of our supply chain.

### Partnering Across the Supply Chain With External Stakeholders

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

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

### Additional Guiding Policies

- **Global EHS Policy:**  
Guides strategic stakeholder, supplier, and contractor engagement to help compliance with EHS regulations and applicable Abbott standards
- **Supplier Diversity Guidelines:**  
Describes Abbott's commitment to providing opportunities for small businesses and those owned or operated by members of underrepresented groups
- **Position Statement on Access to Clean Water:**  
Sets supplier requirements on transparency for water management practices and educating suppliers on the importance of protecting water resources
- **Climate Responsible Energy Policy:**  
Encourages suppliers to reduce emissions and improve energy efficiency
- **Animal Welfare Policy:**  
Guides work with animal-related suppliers and contract laboratories, including expectations that animal use in any testing or process should occur only after alternatives have been fully explored and rejected
- **Green Procurement Guidelines:**  
Helps the Procurement team identify environmentally preferable goods and services and request them from suppliers

## DISCLOSURES: ETHICS AND GOVERNANCE

### RISK MANAGEMENT

Our Office of Ethics and Compliance (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 includes corruption risks in enterprise-wide risk assessments conducted by our corporate internal audit group.

### RISK MANAGEMENT FRAMEWORK

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

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

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

### COMPLIANCE

#### Governing Ethical Processes

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

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

## DISCLOSURES: ETHICS AND GOVERNANCE

### Ethics and Compliance Week

Each year, Abbott holds an Ethics and Compliance Week to drive employee awareness on anti-bribery and anti-corruption, as well as other business conduct-related topics. In 2024, we continued our focus on “Leading With Integrity, Every One, Every Day” and added a spotlight on our Global Privacy Program. We kicked off with more than 76,000 employees across the company interacting with Ethics and Compliance Week emails from our CECO highlighting our commitment to compliance with a video from Global Compliance leaders about the importance of engaging with our business partners. In addition, employees received compliance-related messages from their divisional leaders to highlight compliance initiatives and activities available during Ethics and Compliance Week. Other interactive regional and local engagement activities, including training and knowledge checks, resulted in an estimated 23,800 engagements with employees. We hosted a Global Privacy panel event, “Building Trust Every Day with Privacy” broadcast to approximately 900 participants worldwide. The panel included leaders from Global Privacy, Cybersecurity, Business Technology Services, and Legal Regulatory Compliance. They shared perspectives on why being transparent, responsible, and intentional in Abbott’s collection and use of personal data are critical to our collective success.

### CODE OF BUSINESS CONDUCT

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

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

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

### Code of Business Conduct Training

Upholding the highest ethical standards is the responsibility of everyone at Abbott. Our online LERN training, offered in 91 countries and available in 32 languages, educates employees on our Code. The LERN program also shares practical guidance on recognizing and responding to legal and ethical issues. The LERN curriculum includes annual certifications on the Code, conflicts of interest, and other training and education courses. A key focus of the curriculum is interactions with healthcare professionals.

Employees are assigned LERN courses based on their role and responsibilities.\* In 2024, course topics included overviews of our Code, conflicts of interest, fraud and anti-corruption, adverse event reporting, compliant business communications, Global Business Standards, interactions with competitors, and understanding trade compliance. The 2024 LERN curriculum included seven new or fully revised courses with incorporated interactive features and knowledge checks interspersed through the content. In 2024, more than 99.7% of active employees completed the annually assigned Code training course and certification.

### Interacting With Healthcare Professionals

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

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



## DISCLOSURES: ETHICS AND GOVERNANCE

### REPORTING CONCERNS

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

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

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

### Auditing and Monitoring

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

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

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

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

## DISCLOSURES: ETHICS AND GOVERNANCE

### Investigations

All reports of potential Code violations — including those related to discrimination and harassment — by employees and third parties who perform certain services on our behalf are thoroughly investigated. Any employee violating our Code of Business Conduct, policies, or procedures is subject to appropriate disciplinary action, which may include termination. Employees refusing to cooperate in investigations — or knowingly reporting false concerns or ones intended to threaten, intimidate, or retaliate — may also be subject to disciplinary action. Disciplinary actions can range from coaching and retraining to verbal or written warnings, financial penalties, or termination. Managers are made aware of disciplinary actions associated with investigations and may take this into account when conducting performance assessments. In addition, Abbott's recoupment policy allows the company to seek recoupment of incentive compensation and/or existing awards or reduce future awards if it is determined that a senior executive engaged in significant misconduct or failed in a supervisory capacity.

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

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

### THIRD-PARTY COMPLIANCE

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

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

We also provide third parties with training on these Third-Party Guidelines and on anti-corruption issues, using OEC training materials designed to guide country-specific training, particularly with suppliers that promote products to HCPs on our behalf. An e-learning platform provides and tracks online training for third parties undergoing due diligence. Our training video is available in 19 languages and must be viewed and acknowledged by third parties before they can successfully complete Abbott's due diligence screening process. In 2024, approximately 3,800 third-party screenings were completed, which included completion of this training requirement.

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

### CORRUPTION AND ANTI-BRIBERY

#### Protecting Our Right to Operate

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

## DISCLOSURES: ETHICS AND GOVERNANCE

### Raising employee awareness

On International Anti-Corruption Day, our Chief Ethics and Compliance Officer sent a company-wide communication reaching over 70,000 employees, available in 23 languages to raise awareness of and highlight Abbott's commitment to combat and prevent bribery and corruption. The communication includes links to important compliance resources such as our Global Anti-Corruption Policy, LERN training system, Abbott's Third-Party Due Diligence process and our SpeakUp portal to raise concerns. Additionally, over 30 countries sent local anti-corruption emails amplifying available resources.

### Internal Controls for Bribery and Anti-Corruption

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

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

### PREVENTING ANTI-COMPETITIVE PRACTICES

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

### ETHICAL MARKETING

One of the key universal principles related to product promotion is that we may not promote or presell a product that has not yet been approved or cleared by the relevant regulatory body for the location or usage in question. If a healthcare professional asks about uses for Abbott products that are beyond the scope of approved labeling (sometimes referred to as "off-label" uses), the inquiry should be directed to the designated function for such inquiries in each Abbott division, which normally resides in Medical Affairs.

\*Laws that prohibit agreements and practices that eliminate or discourage competition.

## DISCLOSURES: ETHICS AND GOVERNANCE

### BUSINESS ETHICS

We respect the expertise of healthcare professionals who provide guidance about healthcare treatment options and healthy living. Healthcare professionals, such as physicians, pharmacists, nurses, researchers, or laboratory staff, must use their independent judgment to decide the best course of care for their patients based on their training and expertise. We are committed to working with healthcare professionals to provide them with timely and accurate information to assist them in making decisions and providing advice to their patients. We can achieve our mission of supporting health only through a truly collaborative approach.

We want to build a culture of integrity and compliance, engaging every employee in upholding ethical behaviors. Our global online LERN training program is run in 91 countries and available in 32 languages. It informs employees of all aspects of our Code, with practical guidance on recognizing and responding to legal and ethical issues, with a key focus on interactions with healthcare professionals.

### Product, Supply Chain, and Employee Security

Our team of experienced security professionals and subject matter experts executes a variety of programs focused on employee and product safety. For more information on our programs for safeguarding employee security, protecting product authenticity and intellectual property, crisis management, as well as securing our supply chain and managing business continuity, see [abbott.com](https://www.abbott.com).

### POLITICAL ACTIVITY PARTICIPATION

The Abbott Employee Political Action Committee contributes to U.S. federal, state, and local candidates and political organizations. We support those that we believe understand how government actions impact medical access and will promote continued medical progress. In 2024, Abbott reported more than \$4.4 million in U.S. federal lobbying. Additionally, Abbott remains in the first tier on the Center for Political Accountability Zicklin Index of Corporate Political Disclosure and Accountability.

For additional information on our corporate political participation, public policy engagement principles, and trade association memberships, see the [Corporate Political Participation](#) page of our website.



## GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

Abbott has reported the information cited in this GRI content index for the period January 1 - December 31, 2024 with reference to the GRI Standards (2021). All references are to pages within this Global Sustainability Report 2024 unless stated otherwise.

### GRI 1: Foundation 2021

GRI STANDARD	GRI DISCLOSURE	LOCATION
<b>General Disclosures</b>		
GRI 2: General Disclosures 2021	2-1 Organizational details	<a href="#">Contacting Abbott</a> <a href="#">Global Locations and Contacts</a> <a href="#">Form 10-K</a>
	2-2 Entities included in the organization's sustainability reporting	<a href="#">Scope of this Report, Page 48</a>
	2-3 Reporting period, frequency, and contact point	<a href="#">January 1–December 31, 2024, published annually</a> <a href="mailto:responsibility@abbott.com">responsibility@abbott.com</a>
	2-4 Restatements of information	<a href="#">Metrics Endnotes, Page 65</a>
	2-5 External assurance	<a href="#">Independent Assurance Statement</a> <a href="#">External Assurance, Page 71</a>
	2-6 Activities, value chain, and other business relationships	<a href="#">Global Locations and Contacts</a> <a href="#">About Abbott, Page 04</a> <a href="#">Form 10-K, Page 77</a>
	2-7 Employees	<a href="#">Employees, Page 53</a> <a href="#">Our People and Culture</a> <a href="#">Employee Recruitment, Development, and Retention, Page 67</a>
	2-9 Governance structure and composition	<a href="#">Sustainability Governance, Page 46</a> <a href="#">Board of Directors and Committees</a> <a href="#">2025 Proxy Statement, The Board of Directors and its Committees, Pages 15–26</a>
	2-10 Nomination and selection of the highest governance body	<a href="#">Board of Directors and Committees</a> <a href="#">2025 Proxy Statement, The Board of Directors and its Committees, Pages 15–26</a>
	2-11 Chair of the highest governance body	<a href="#">Board of Directors and Committees</a> <a href="#">2025 Proxy Statement, The Board of Directors and its Committees, Pages 15–26</a> <a href="#">2023 Global Sustainability Report, Page 50</a>

GRI STANDARD	GRI DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	<a href="#">Stakeholder Engagement, Page 49</a> <a href="#">Sustainability Governance, Page 46</a> <a href="#">2023 Global Sustainability Report, Page 50</a> <a href="#">2025 Proxy Statement, The Board of Directors and its Committees, Pages 15–26</a> <a href="#">2024 CDP Corporate Questionnaire: 4.3.1*</a>
	2-13 Delegation of responsibility for managing impacts	<a href="#">Sustainability Governance, Page 46</a> <a href="#">2025 Proxy Statement, The Board of Directors and its Committees, Pages 15–26</a>
	2-14 Role of the highest governance body in sustainability reporting	<a href="#">Sustainability Governance, Page 46</a>
	2-15 Conflicts of interest	<a href="#">Governance Guidelines Webpage, Director Responsibilities and Code of Business Conduct</a>
	2-16 Communication of critical concerns	<a href="#">2025 Proxy Statement, Audit Committee, Page 21</a> <a href="#">Processes for Investigations and Corrective Actions, Page 44</a> <a href="#">Compliance, Page 76</a> <a href="#">Reporting Concerns, Page 78</a> <a href="#">Auditing and Monitoring, Page 78</a> Due to confidentiality constraints, Abbott does not report the total number and nature of critical concerns.
	2-17 Collective knowledge of the highest governance body	<a href="#">Governance Guidelines Webpage, Director Orientation and Continuing Education</a>
	2-18 Evaluation of the performance of the highest governance body	<a href="#">2025 Proxy Statement, Board Evaluation Process, Page 23</a> <a href="#">2025 Proxy Statement, Compensation Link to Sustainability, Pages 35–37</a>
	2-19 Remuneration policies	<a href="#">2025 Proxy Statement, Executive Compensation, Pages 27–75</a> <a href="#">Financial and Retirement Benefits, Page 69</a> <a href="#">Financial Well-Being, Page 26</a> <a href="#">2024 CDP Corporate Questionnaire: 4.5.1*</a>
	2-20 Process to determine remuneration	<a href="#">2025 Proxy Statement, Executive Compensation, Pages 27–75</a>
	2-21 Annual total compensation ratio	<a href="#">2025 Proxy Statement, Executive Compensation, Page 69</a>
	2-22 Statement on sustainable development strategy	<a href="#">Chairman and CEO Letter, Page 03</a>

\*2024 CDP Corporate Questionnaire responses reflect 2023 reporting year.

## GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

GRI STANDARD	GRI DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-23 Policy commitments	Human Rights, <a href="#">Page 27</a> Supply Chain Governance, <a href="#">Page 75</a> Risk Management, <a href="#">Page 76</a> <a href="#">Abbott Policies</a> <a href="#">Code of Business Conduct</a> <a href="#">Supplier Guidelines</a>
	2-24 Embedding policy commitments	Sustainability Governance, <a href="#">Page 46</a> Risk Management, <a href="#">Page 76</a> <a href="#">Code of Business Conduct</a>
	2-25 Processes to remediate negative impacts	<a href="#">Supply Chain Due Diligence Disclosures</a> Ethics and Governance, <a href="#">Pages 76-81</a> <a href="#">Code of Business Conduct</a>
	2-26 Mechanisms for seeking advice and raising concerns	Human Rights, <a href="#">Page 27</a> Reporting Concerns, <a href="#">Pages 44, 78</a> <a href="#">Code of Business Conduct</a> <a href="#">Supply Chain Due Diligence Disclosures</a> <a href="#">SpeakUp Tool</a>
	2-27 Compliance with laws and regulations	Occupational Health Services, <a href="#">Pages 69-70</a> Environmental Policies, Compliance, and Auditing, <a href="#">Page 71</a> Compliance, <a href="#">Page 76</a> <a href="#">Form 10-K, Pages 04, 06, 11</a> When public disclosure criteria are met, the total amount of monetary losses as a result of legal proceedings is included in our <a href="#">2024 Annual Report</a> . <a href="#">SpeakUp Tool</a>
	2-28 Membership associations	Stakeholder Engagement, <a href="#">Page 49</a>
	2-29 Approach to stakeholder engagement	Stakeholder Engagement, <a href="#">Page 49</a> <a href="#">2023 Global Sustainability Report, Page 50</a>

GRI STANDARD	GRI DISCLOSURE	LOCATION
Material Topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Stakeholder Engagement, <a href="#">Page 49</a> <a href="#">2023 Global Sustainability Report, Page 50</a>
	3-2 List of material topics	<a href="#">2023 Global Sustainability Report, Page 50</a>
Economic		
Economic Performance		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">2023 Global Sustainability Report, Page 50</a> Sustainability Governance, <a href="#">Page 46</a> <a href="#">2024 Annual Report, Financial Report, Pages 36-82</a> <a href="#">2025 Proxy Statement, Board Oversight, Pages 20-23</a>
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	<a href="#">2024 Annual Report, Financial, Pages 36-82</a>
	201-2 Financial implications and other risks and opportunities due to climate change	<a href="#">2024 CDP Corporate Questionnaire: 2.2.2*</a> Task Force on Climate-related Financial Disclosures Index: <a href="#">Pages 93-95</a>
	201-3 Defined benefit plan obligations and other retirement plans	<a href="#">2024 Annual Report: Post-Employment Benefits, Pages 54-57</a> <a href="#">2025 Proxy Statement, Pension Benefits, Pages 62-65</a>
Indirect Economic Impacts		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">2023 Global Sustainability Report, Page 50</a> Advance health access through partnership, <a href="#">Pages 09-10</a> Make Access and Affordability Core to New Product Innovation, <a href="#">Page 16</a> Access and Affordability, <a href="#">Page 66</a>
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Advance health access through partnership, <a href="#">Pages 09-10</a> 25 Years in Tanzania, <a href="#">Page 19</a> Sustainable Development Goals (SDG) Index, <a href="#">Pages 96-97</a>
	203-2 Significant indirect economic impacts	Transform care for chronic disease, malnutrition, and infectious diseases, <a href="#">Page 08</a> Advance health access through partnership, <a href="#">Pages 09-10</a> Innovate, <a href="#">Pages 16-19</a> Supply Chain, <a href="#">Page 40</a> Access and Affordability, <a href="#">Page 66</a> <a href="#">Form 10-K: Item 1A Risk Factors, Pages 09-15</a> Sustainable Development Goals (SDG) Index, <a href="#">Pages 96-97</a>
Procurement Practices		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">2023 Global Sustainability Report, Page 50</a> Supply Chain, <a href="#">Pages 40-42</a> Controls and Implementation, <a href="#">Pages 75</a> <a href="#">Supply Chain Due Diligence Disclosures</a>

\*2024 CDP Corporate Questionnaire responses reflect 2023 reporting year.

# GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

GRI STANDARD	GRI DISCLOSURE	LOCATION
<b>Anti-Corruption</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">2023 Global Sustainability Report, Page 50</a> <a href="#">Ethics and Integrity, Pages 44–46</a> <a href="#">Compliance, Page 76</a> <a href="#">Corruption and Anti-Bribery, Pages 79–80</a> <a href="#">Abbott Anti-Corruption Overview</a>
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	<a href="#">Risk Management, Page 45</a> <a href="#">Corruption and Anti-Bribery, Pages 79–80</a>
	205-2 Communication and training about anti-corruption policies and procedures	<a href="#">Ethics and Integrity, Page 44</a> <a href="#">Corruption and Anti-Bribery, Pages 79–80</a>
<b>Anti-Competitive Behavior</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">2023 Global Sustainability Report, Page 50</a> <a href="#">Ethics and Integrity, Pages 44–46</a> <a href="#">Compliance, Page 76</a> <a href="#">Corruption and Anti-Bribery, Pages 79–80</a> <a href="#">Abbott Anti-Corruption Overview</a> <a href="#">2025 Proxy Statement, The Board of Directors and its Committees, Pages 15–26</a>
GRI 206: Anti-Competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	When public disclosure criteria are met, monetary losses as a result of legal proceedings are included in our <a href="#">2024 Annual Report</a>

GRI STANDARD	GRI DISCLOSURE	LOCATION
<b>Environmental</b>		
<b>Materials</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">2023 Global Sustainability Report, Page 50</a> <a href="#">A Unified Approach to Environmental Programs, Page 29</a> <a href="#">Environment, Pages 29–35</a> <a href="#">A Multifaceted Supply Chain, Page 40</a> <a href="#">Waste Management, Page 72</a> <a href="#">Controls and Implementation, Page 75</a> <a href="#">Environment, Health, and Safety Policies</a> <a href="#">2025 Proxy Statement, Our Commitment to Sustainability, Page 7</a>
GRI 301: Materials 2016	301-1 Materials used by weight or volume	<a href="#">Packaging, Pages 34–35</a>
	301-2 Recycled input materials used	<a href="#">Packaging, Pages 34–35</a>
	301-3 Reclaimed products and their packaging materials	<a href="#">Packaging, Pages 34–35</a>
<b>Energy</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">2023 Global Sustainability Report, Page 50</a> <a href="#">Protect a Healthy Environment, Pages 13–14</a> <a href="#">A Unified Approach to Environmental Programs, Page 29</a> <a href="#">Energy Management, Page 72</a> <a href="#">Energy and Greenhouse Gas Emissions, Pages 30–31</a> <a href="#">Environment, Health, and Safety Policies</a> <a href="#">Independent Assurance Statement</a> <a href="#">Energy and Emissions Global Performance, Pages 55 – 58</a> <a href="#">2025 Proxy Statement, Our Commitment to Sustainability, Page 7</a>

## GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

GRI STANDARD	GRI DISCLOSURE	LOCATION
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy and Emissions Global Performance, <a href="#">Page 58</a>
	302-2 Energy consumption outside of the organization	Energy and Greenhouse Gas Emissions, <a href="#">Pages 30-31</a> Abbott estimates emissions associated with upstream and downstream energy consumption in Scope 3. See <a href="#">2024 CDP Corporate Questionnaire: 7.8*</a>
	302-3 Energy intensity	Energy and Emissions Global Performance, <a href="#">Page 58</a>
	302-4 Reduction of energy consumption	A Unified Approach to Environmental Programs, <a href="#">Page 29</a> Energy and Greenhouse Gas Emissions, <a href="#">Pages 30-31</a> Energy and Emissions Global Performance, <a href="#">Page 58</a>
<b>Water</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">2023 Global Sustainability Report, Page 50</a> Protect a healthy environment, <a href="#">Pages 13-14</a> A Unified Approach to Environmental Programs, <a href="#">Pages 29</a> Water Stewardship, <a href="#">Page 32</a> Water Management, <a href="#">Page 72</a> <a href="#">Environmental, Health, and Safety Policies</a> <a href="#">2025 Proxy Statement, Our Commitment to Sustainability, Page 7</a> <a href="#">Independent Assurance Statement</a>
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Stewardship, <a href="#">Page 32</a> Water Management, <a href="#">Page 72</a> Position Statement on Access to Clean Water, <a href="#">Page 75</a> <a href="#">2024 CDP Corporate Questionnaire, 2.2.2, 3.1, 9.15.2*</a>
	303-2 Management of water discharge-related impacts	Protect a healthy environment, <a href="#">Page 14</a> A Unified Approach to Environmental Programs, <a href="#">Page 29</a> Water Stewardship, <a href="#">Page 32</a> Water Management, <a href="#">Page 72</a> <a href="#">Environmental Antimicrobial Resistance Disclosure</a> <a href="#">2024 CDP Corporate Questionnaire, 4.3, 7.5, 4.3*</a>
	303-3 Water withdrawal	Water Stewardship, <a href="#">Page 32</a> Water Management, <a href="#">Page 72</a> <a href="#">2024 CDP Corporate Questionnaire, 9.2.2, 9.2.7*</a> Water Global Performance, <a href="#">Pages 59-60</a>
	303-4 Water discharge	Water Stewardship, <a href="#">Page 32</a> Water Management, <a href="#">Page 72</a> <a href="#">2024 CDP Corporate Questionnaire, 9.2.2, 9.2.8*</a> Water Global Performance, <a href="#">Page 60</a>

GRI STANDARD	GRI DISCLOSURE	LOCATION
	303-5 Water consumption	Water Stewardship, <a href="#">Page 32</a> Water Management, <a href="#">Page 72</a> <a href="#">2024 CDP Corporate Questionnaire, 9.2.2*</a> Water Global Performance, <a href="#">Page 59</a>
<b>Emissions</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Protect a healthy environment, <a href="#">Page 14</a> A Unified Approach to Environmental Programs, <a href="#">Page 29</a> Regulated Air Emissions, <a href="#">Page 73</a> Energy and Greenhouse Gas Emissions, <a href="#">Pages 30-31</a> <a href="#">Environmental, Health, and Safety Policies</a> <a href="#">2025 Proxy Statement, Our Commitment to Sustainability, Page 7</a> <a href="#">Independent Assurance Statement</a>
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Our 2024 Energy and Greenhouse Gas Reduction Performance, <a href="#">Page 30</a> Our 2024 Performance, <a href="#">Page 31</a> Energy and Emissions Global Performance, <a href="#">Pages 55-57</a> <a href="#">2024 CDP Corporate Questionnaire: 7.6*</a>
	305-2 Energy indirect (Scope 2) GHG emissions	Our 2024 Energy and Greenhouse Gas Reduction Performance, <a href="#">Page 30</a> Our 2024 Performance, <a href="#">Page 31</a> Energy and Emissions Global Performance, <a href="#">Pages 55-57</a> <a href="#">2024 CDP Corporate Questionnaire: 7.7*</a>
	305-3 Other indirect (Scope 3) GHG emissions	Our 2024 Energy and Greenhouse Gas Reduction Performance, <a href="#">Page 30</a> Our 2024 Performance, <a href="#">Page 31</a> Energy and Emissions Global Performance, <a href="#">Pages 55-57</a> <a href="#">2024 CDP Corporate Questionnaire: 7.8*</a>
	305-4 GHG emissions intensity	Energy and Emissions Global Performance, <a href="#">Page 55</a> <a href="#">2024 CDP Corporate Questionnaire, 7.45*</a>
	305-5 Reduction of GHG emissions	Environment, <a href="#">Pages 30-31, 72</a> Energy and Emissions Global Performance, <a href="#">Page 55</a> <a href="#">2024 CDP Corporate Questionnaire, 7.10.1*</a>

\*2024 CDP Corporate Questionnaire responses reflect 2023 reporting year.



## GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

GRI STANDARD	GRI DISCLOSURE	LOCATION
GRI 305: Emissions 2016	305-6 Emissions of ozone-depleting substances	Energy and Emissions Global Performance, <a href="#">Page 57</a> <a href="#">2024 CDP Corporate Questionnaire, 7.15.1*</a> Regulated Air Emissions, <a href="#">Page 73</a>
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Energy and Emissions Global Performance, <a href="#">Page 57</a> Regulated Air Emissions, <a href="#">Page 73</a> <a href="#">2024 CDP Corporate Questionnaire, 7.15.1*</a>
<b>Effluents and Waste</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">2023 Global Sustainability Report, Page 50</a> <a href="#">A Unified Approach to Environmental Programs, Page 29</a> <a href="#">Waste Management, Pages 33-34, 72</a> <a href="#">Environment, Health, and Safety Policies</a> <a href="#">2025 Proxy Statement, Our Commitment to Sustainability, Page 7</a> <a href="#">Independent Assurance Statement</a>
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management, <a href="#">Pages 33-34</a>
	306-2 Management of significant waste-related impacts	Waste Management, <a href="#">Pages 33-34, 72</a> Reuse and Responsible Waste Management, <a href="#">Page 41</a> <a href="#">Product Stewardship Disclosures</a>
	306-3 Waste generated	Waste Global Performance, <a href="#">Page 61</a>
	306-4 Waste diverted from disposal	Waste Global Performance, <a href="#">Pages 61-62</a>
	306-5 Waste directed to disposal	Waste Global Performance, <a href="#">Pages 61-62</a>
<b>Supplier Environmental Assessment</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">2023 Global Sustainability Report, Page 50</a> <a href="#">Supply Chain, Pages 40-42</a> <a href="#">Controls and Implementation, Page 75</a> <a href="#">Supply Chain Due Diligence Disclosures</a> <a href="#">Environment, Health, and Safety Policies</a> <a href="#">2025 Proxy Statement, Our Commitment to Sustainability, Page 7</a>

GRI STANDARD	GRI DISCLOSURE	LOCATION
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Controls and Implementation, <a href="#">Page 75</a> <a href="#">Supply Chain Due Diligence Disclosures</a> Third-Party Compliance, <a href="#">Page 79</a>
	308-2 Negative environmental impacts in the supply chain and actions taken	Supply Chain, <a href="#">Pages 40-42</a>
<b>Social</b>		
<b>Employment</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">2023 Global Sustainability Report, Page 50</a> Build the diverse, innovative workforce of tomorrow, <a href="#">Pages 11-12</a> People, <a href="#">Pages 23-27</a> Workforce, <a href="#">Pages 67-69</a> <a href="#">Code of Business Conduct</a> <a href="#">2025 Proxy Statement, Our Commitment to Sustainability, Page 7</a>
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Employee Turnover Rate (Global), <a href="#">Page 53</a>
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	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. <a href="#">Abbott Benefits: Supporting Your Well-Being</a>
	401-3 Parental leave	Family Support, <a href="#">Page 69</a> <a href="#">Abbott Benefits: Supporting Your Well-Being</a>

\*2024 CDP Corporate Questionnaire responses reflect 2023 reporting year.

## GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

GRI STANDARD	GRI DISCLOSURE	LOCATION
<b>Labor/Management Relations</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">2023 Global Sustainability Report, Page 50</a> <a href="#">People, Pages 23–27</a> <a href="#">Workforce, Pages 67–69</a> <a href="#">Code of Business Conduct</a> <a href="#">2025 Proxy Statement, Our Commitment to Sustainability, Page 7</a>
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	We treat all individuals with respect and communicate openly and with as much notice as practical given varying circumstances. We follow all locally required notice periods.
<b>Occupational Health and Safety</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">2023 Global Sustainability Report, Page 50</a> <a href="#">Employee Well-Being, Page 25</a> <a href="#">Health and Safety, Pages 69–70</a> <a href="#">Human Rights, Page 27</a> <a href="#">Environment, Health, and Safety Policies</a> <a href="#">2025 Proxy Statement, Our Commitment to Sustainability, Page 7</a>
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	<a href="#">EHS Governance, Page 70</a> <a href="#">Health and Safety, Pages 69–70</a>
	403-2 Hazard identification, risk assessment, and incident investigation	<a href="#">Environmental Policies, Compliance, and Auditing, Page 71</a>
	403-3 Occupational health services	<a href="#">Health and Safety, Pages 69–70</a>
	403-4 Worker participation, consultation, and communication on occupational health and safety	<a href="#">Health and Safety, Pages 69–70</a>
	403-5 Worker training on occupational health and safety	<a href="#">Health and Safety, Pages 69–70</a>
	403-6 Promotion of worker health	<a href="#">Employee Well-Being, Page 25</a> <a href="#">Abbott Benefits: Supporting Your Well-Being</a>
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">Managing Supplier Risk, Page 40</a>
	403-8 Workers covered by an occupational health and safety management system	<a href="#">Global Environment, Health, and Safety Policy</a> <a href="#">Abbott Global Environment, Health, and Safety Standards</a> 100% of employees and contractors are covered by this management system. Our data has been audited internally by the governance group and verified by an external auditor.
	403-9 Work-related injuries	<a href="#">Lost-Time Case Rate, Page 54</a> <a href="#">Health and Safety, Pages 69–70</a>

GRI STANDARD	GRI DISCLOSURE	LOCATION
	403-10 Work-related ill health	<a href="#">Employee Well-Being, Page 25</a> <a href="#">Health and Safety, Pages 69–70</a>
<b>Training and Education</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">Build the diverse, innovative workforce of tomorrow, Page 11</a> <a href="#">Employee Development, Page 25</a> <a href="#">Anti-Harassment Training, Page 27</a> <a href="#">Training and Communications, Page 44</a> <a href="#">Code of Business Conduct Training, Page 77</a> <a href="#">Enterprise Cybersecurity, Page 22</a> <a href="#">Continuing to Learn and Grow, Page 68</a> <a href="#">Fostering a Culture of Health and Safety, Page 70</a> <a href="#">Training and Certification, Page 73</a> <a href="#">Supplier and Procurement Professional Training, Page 75</a> <a href="#">Employee Training Disclosures</a>
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	<a href="#">Continuing to Learn and Grow, Page 68</a>
	404-2 Programs for upgrading employee skills and transition assistance programs	<a href="#">Employee Development, Page 25</a> <a href="#">Anti-Harassment Training, Page 27</a> <a href="#">Training and Communications, Page 44</a> <a href="#">Code of Business Conduct Training, Page 77</a> <a href="#">Enterprise Cybersecurity, Page 22</a> <a href="#">Continuing to Learn and Grow, Page 68</a> <a href="#">Fostering a Culture of Health and Safety, Page 70</a> <a href="#">Training and Certification, Page 73</a> <a href="#">Supplier and Procurement Professional Training, Page 75</a> <a href="#">Employee Training Disclosures</a>

## GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

GRI STANDARD	GRI DISCLOSURE	LOCATION
<b>Diversity and Equal Opportunity</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">2023 Global Sustainability Report, Page 50</a> <a href="#">Build the diverse, innovative workforce of tomorrow, Page 11</a> <a href="#">Valuing Every Employee, Page 25</a> <a href="#">Supply Chain Diversity and Resilience</a> <a href="#">2025 Proxy Statement, Board Oversight, Pages 19-22</a>
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	<a href="#">2025 Proxy Statement, The Board of Directors and its Committees, Pages 15-26</a> <a href="#">Valuing Every Employee, Page 25</a> <a href="#">2025 Proxy Statement, Board Oversight, Pages 19-22</a>
	405-2 Ratio of basic salary and remuneration of women to men	Abbott does not currently report this data on a global basis. Information is reported in select countries where public disclosure is required.
<b>Child Labor</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">2023 Global Sustainability Report, Page 50</a> <a href="#">Ensure a resilient, diverse, and responsible supply chain, Page 13</a> <a href="#">Supplier Guidelines</a> <a href="#">Human Rights, Page 27</a> <a href="#">2025 Proxy Statement, Board Oversight, Pages 19-22</a>
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	<a href="#">Managing Supplier Risk, Page 40</a> <a href="#">Strategic Supply Chain Initiatives, Page 40</a> <a href="#">Human Rights, Page 27</a> <a href="#">Supply Chain Due Diligence Disclosures</a> <a href="#">Directive on the Supply Chain Due Diligence Act</a> <a href="#">The Annual Report on Due Diligence and Transparency in Relation to Child Labour</a> <a href="#">Norwegian Transparency Act Statements</a> <a href="#">Fighting Against Forced Labour and Child Labour in Supply Chains Act Statements</a>
<b>Forced or Compulsory Labor</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">2023 Global Sustainability Report, Page 50</a> <a href="#">Sustainability in Everything We Do, Page 13</a> <a href="#">Supplier Guidelines</a> <a href="#">Human Rights, Page 27</a> <a href="#">2025 Proxy Statement, Board Oversight, Pages 19-22</a>

GRI STANDARD	GRI DISCLOSURE	LOCATION
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	<a href="#">Managing Supplier Risk, Page 40</a> <a href="#">Strategic Supply Chain Initiatives, Page 40</a> <a href="#">Supply Chain Due Diligence Disclosures</a> <a href="#">Directive on the Supply Chain Due Diligence Act</a> <a href="#">Norwegian Transparency Act Statements</a> <a href="#">Fighting Against Forced Labour and Child Labour in Supply Chains Act Statements</a>
<b>Local Communities</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">2023 Global Sustainability Report, Page 50</a> <a href="#">Innovate for Access and Affordability, Pages 9-10</a> <a href="#">Advance Health Access Through Partnerships, Pages 18-19</a> <a href="#">2025 Proxy Statement, Board Oversight, Pages 19-22</a>
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	<a href="#">Advance Health Access Through Partnerships, Pages 18-19</a> <a href="#">Access and Affordability, Page 66</a> <a href="#">Supply Chain, Page 75</a>
	413-2 Operations with significant actual and potential negative impacts on local communities	<a href="#">Advance Health Access Through Partnerships, Pages 18-19</a> <a href="#">Access and Affordability, Page 66</a>

## GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

GRI STANDARD	GRI DISCLOSURE	LOCATION
<b>Supplier Social Assessment</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">2023 Global Sustainability Report, Page 50</a> <a href="#">Sustainability in Everything We Do, Page 13</a> <a href="#">Managing Supplier Risk, Page 40</a> <a href="#">Supplier and Procurement Professional Training, Page 75</a> <a href="#">Supply Chain Diversity and Resilience</a> <a href="#">2025 Proxy Statement, Board Oversight, Pages 19-22</a>
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	<a href="#">Managing Supplier Risk, Page 40</a> <a href="#">Our 2024 Performance, Page 42</a>
	414-2 Negative social impacts in the supply chain and actions taken	<a href="#">Sustainability in Everything We Do, Page 13</a> <a href="#">Managing Supplier Risk, Page 40</a> <a href="#">Strategic Supply Chain Initiatives, Page 40</a> <a href="#">Supply Chain Due Diligence Disclosure</a>
<b>Public Policy</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">2023 Global Sustainability Report, Page 50</a> <a href="#">Political Activity Participation, Page 81</a> <a href="#">Corporate Political Participation</a> <a href="#">2025 Proxy Statement, Board Oversight, Pages 19-22</a>
GRI 415: Public Policy 2016	415-1 Political contributions	<a href="#">Corporate Political Participation, Corporate Contributions</a> Abbott's latest federal lobbying disclosure filings can be found on our website. The Public Policy Committee of the Abbott Board of Directors reviews an annual report of our advocacy priorities.

GRI STANDARD	GRI DISCLOSURE	LOCATION
<b>Customer Health and Safety</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">2023 Global Sustainability Report, Page 50</a> <a href="#">Quality, Pages 37, 73-75</a> <a href="#">Compliance, Page 76</a>
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	<a href="#">Quality Management System, Page 37</a>
	416-2 Incidents of noncompliance concerning the health and safety impacts of products and services	<a href="#">Quality Management System, Page 37</a> <a href="#">Product Quality Indicators, Page 38</a>
<b>Marketing and Labeling</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">2023 Global Sustainability Report, Page 50</a> <a href="#">Ethics and Integrity, Page 44</a> <a href="#">Compliance, Page 76</a> <a href="#">Advertising and Marketing Approach</a> <a href="#">Our Global Policy on the Marketing of Infant Formula, Pages 08, 10</a> <a href="#">Code of Business Conduct</a> <a href="#">2025 Proxy Statement, Board Oversight, Pages 19-22</a>
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	<a href="#">Marketing and Labeling, Page 74</a> <a href="#">Ethics and Integrity, Page 44</a> <a href="#">Compliance, Page 76</a> <a href="#">Privacy Policy</a> <a href="#">Advertising and Marketing Approach</a> <a href="#">Our Global Policy on the Marketing of Infant Formula, Pages 08, 10</a>
	417-3 Incidents of noncompliance concerning marketing communications	When public disclosure criteria are met, monetary losses as a result of legal proceedings associated with false marketing claims are included in our <a href="#">2024 Annual Report</a>



SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

Abbott is reporting under the Sustainability Accounting Standards Board (SASB) standards. The following index provides content aligning with disclosures related to the Medical Equipment and Supplies Standard, Biotechnology and Pharmaceuticals Standard, and Processed Foods Standard. Unless otherwise noted, all data disclosed is as of December 31, 2024.

METRIC	2024 DISCLOSURE
Medical Equipment and Supplies Standard	
Affordability and Pricing	
HC-MS-240a.1: Ratio of weighted average rate of net price increases (for all products) to the annual increase in the U.S. Consumer Price Index.	Affordability and Pricing, <a href="#">Page 52</a> Pricing, <a href="#">Page 66</a>
HC-MS-240a.2: Description of how price information for each product is disclosed to customers or to their agents.	Disclosure of Pricing Information, <a href="#">Page 66</a>
Product Safety	
HC-MS-250a.1: Number of recalls issued and total units recalled.	Product Quality Indicators, <a href="#">Page 38</a>
HC-MS-250a.2: List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database.	<a href="#">See the FDA's MedWatch Safety Alerts for Human Medical Products Database</a> <a href="#">Heart Pump Accessory Removal: Abbott Removes HeartMate Mobile Power Unit due to Instances of Sudden Power Loss</a> <a href="#">Continuous Glucose Monitoring (CGM) Sensor Recall: Abbott Diabetes Care Inc Issues Recall for Certain FreeStyle Libre 3 Sensors due to Risk for Inaccurate High Glucose Readings</a> <a href="#">Abbott Issues Voluntary Medical Device Correction for a Small Number of FreeStyle Libre 3 Sensors in the U.S.</a> <a href="#">Left Ventricular Assist System (LVAS) Monitor Correction: Abbott Medical Issues Correction for HeartMate LVAS System Monitor due to Screen Issues that May Cause Unintentional Pump Stop</a> <a href="#">Abbott Recalls HeartMate 3 Left Ventricular Assist System (LVAS) Implant Kit for Risk of Blood Leakage or Air Entering System Between Inflow Cannula and Apical Cuff</a> <a href="#">Abbott/Thoratec Corp. Recalls HeartMate II and HeartMate 3 Left Ventricular Assist System (LVAS) due to Long-term Buildup Causing an Obstruction</a> <a href="#">Abbott Recalls HeartMate Touch Communication System for Unintentional Pump Start and Stop</a>

METRIC	2024 DISCLOSURE
HC-MS-250a.3: Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience database.	<a href="#">FDA's MedWatch Safety Alerts for Human Medical Products Database</a>
HC-MS-250a.4: Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices by type.	Product Quality Indicators, <a href="#">Page 38</a>
Ethical Marketing	
HC-MS-270a.1: Total amount of monetary losses as a result of legal proceedings associated with false marketing claims.	When public disclosure criteria are met, monetary losses as a result of legal proceedings associated with false marketing claims are included in our <a href="#">2024 Annual Report</a> .
HC-MS-270a.2: Description of code of ethics governing promotion of off-label use of products.	Ethical Marketing, <a href="#">Page 80</a>
Product Design and Life-Cycle Management	
HC-MS-410a.1: Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products and meet demand for sustainable products.	<a href="#">Product Stewardship Disclosures</a>
HC-MS-410a.2: Total amount of products accepted for takeback and reused, recycled, or donated, broken down by (1) devices and equipment and (2) supplies.	Products Collected through Takeback, <a href="#">Page 73</a>

## SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

METRIC	2024 DISCLOSURE
<b>Supply Chain Management</b>	
HC-MS-430a.1: Percentage of (1) entity's facilities and (2) Tier 1 suppliers participating in third-party audit programs for manufacturing and product quality.	1. Product Quality Indicators, <a href="#">Page 38</a> 2. Relevant Tier 1 suppliers participate in third-party auditing programs. Suppliers are classified according to risk level of potential impacts; evaluation frequency is determined based on this, ranging from every two years (for high risk) to four years (for low risk). Additional details can be found in the Quality and Supply Chain sections: <a href="#">Pages 37, 39-42</a>
HC-MS-430a.2: Description of efforts to maintain traceability within the distribution chain.	<a href="#">Product, Supply Chain, and Employee Security Disclosures</a>
HC-MS-430a.3: Description of the management of risks associated with the use of critical materials.	<a href="#">Supply Chain Resilience, Page 40</a> <a href="#">Designing for Supply, Page 40</a> <a href="#">Product Stewardship Disclosures</a> <a href="#">Supply Chain Due Diligence Disclosure</a>
<b>Business Ethics</b>	
HC-MS-510a.1: Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption.	When public disclosure criteria are met, the total amount of monetary losses as a result of legal proceedings associated with bribery or corruption is included in our <a href="#">2024 Annual Report</a> .
HC-MS-510a.2: Description of code of ethics governing interactions with healthcare professionals.	<a href="#">Business Ethics, Page 81</a>
<b>Activity Metric</b>	
HC-MS-000.A: Number of units sold by product category.	Not disclosed.
<b>Biotechnology and Pharmaceuticals Standard</b>	
<b>Safety of Clinical Trial Participants</b>	
HC-BP-210a.1: Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials.	<a href="#">Safety of Clinical Trial Participants, Page 74</a> <a href="#">Animal Welfare Policy, Page 75</a>

METRIC	2024 DISCLOSURE
HC-BP-210a.2: Number of FDA sponsor inspections related to clinical trial management and pharmacovigilance that resulted in (1) voluntary action indicated and (2) official action indicated.	Not disclosed.
HC-BP-21a.3: Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries.	When public disclosure criteria are met, monetary losses as a result of legal proceedings associated with clinical trials are included in our <a href="#">2024 Annual Report</a> .
<b>Access to Medicines</b>	
HC-BP-240a.1: Description of actions and initiatives to promote access to healthcare products for priority diseases and in priority countries as defined by the Access to Medicine Index.	Equitable access to healthcare is a priority for Abbott. We work globally across more than 160 countries, many of which are priority countries, to promote access to healthcare. This includes some priority diseases. <a href="#">Innovate for Access and Affordability, Pages 7-10</a>
<b>Ethical Marketing</b>	
HC-BP-270a.1: Total amount of monetary losses as a result of legal proceedings associated with false marketing claims.	See <a href="#">HC-MS-270a.1</a> .
HC-BP-270a.2: Description of code of ethics governing promotion of off-label use of products.	See <a href="#">HC-MS-270a.2</a> .

## SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

METRIC	2024 DISCLOSURE
<b>Employee Recruitment, Development, and Retention</b>	
HC-BP-330a.1: Discussion of talent recruitment and retention efforts for scientists and R&D personnel.	Employee Recruitment, Development, and Retention, <a href="#">Page 67</a> <a href="#">2025 Proxy Statement, Pages 7, 36-37</a>
HC-BP-330a.2: (1) Voluntary and (2) involuntary turnover rate for (a) executives/senior managers, (b) midlevel managers, (c) professionals, and (d) all others.	Employee Turnover Rate (Global), <a href="#">Page 53</a>
<b>Processed Foods Standard</b>	
<b>Energy Management</b>	
FB-PF-130a.1: (1) Total energy consumed, (2) percentage grid electricity, and (3) percentage renewable.	Our 2024 Energy and Greenhouse Gas Reduction Performance, <a href="#">Page 30</a>
<b>Water Management</b>	
FB-PF-140a.1: Percentage of (1) total water withdrawn and (2) total water consumed in regions with high or extremely high baseline water stress.	Managing Water Risks, <a href="#">Page 72</a>

METRIC	2024 DISCLOSURE
FB-PF-140a.2: Number of incidents of noncompliance associated with water quantity and/or quality permits, standards, and regulations.	In 2024, two of five Notices of Violation Abbott received were related to wastewater discharges, neither resulting in a monetary fine or penalty.
FB-PF-140a.3: Description of water management risks and discussion of strategies and practices to mitigate those risks.	No inherent water-related risks with the potential to have a substantive strategic impact on the business have been identified. To address water-related risks and help ensure our businesses' resilience, Abbott's Business Continuity and Crisis Management, EHS, Engineering, and Supply Chain organizations work to implement measures that allow us to help ensure business continuity and minimize the impacts from physical water-related risks. Likewise, a core part of Abbott's business strategy includes reducing our water footprint in our operations and engaging our value chain in strategic sourcing categories.  Water Management Principles, <a href="#">Page 32</a> Managing Water Risks, <a href="#">Page 72</a>
<b>Packaging Life-Cycle Management</b>	
FB-PF-410a.1: (1) Total weight of packaging, (2) percentage made from recycled and/or renewable materials, and (3) percentage that is recyclable, reusable, and/or compostable.	Packaging, <a href="#">Page 34</a>
FB-PF-410a.2: Discussion of strategies to reduce the environmental impact of packaging throughout its life cycle.	Packaging, <a href="#">Page 34</a>

## TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) INDEX

### MANAGING RISKS AND OPPORTUNITIES

We are committed to identifying and reducing climate-related risks that may have the potential to impact our operations, supply chain, and distribution network. We maintain an identification process for opportunities to address emerging climate change-related healthcare needs and increase operating efficiencies by reducing climate-related impacts. We have determined that climate-related risks and opportunities exist for Abbott at the site and regional levels but are limited at a global scale.

### RISKS

We analyze physical and transitional risks resulting from current and emerging regulations, and assess and manage them through our risk management processes, which identify opportunities to build resilience in both our operations and our business processes. We regularly update risk management, standards, and programs to align with global best practices and regulatory requirements and aim to anticipate emerging risks and upcoming regulatory changes.

The EHS team monitors emerging climate-related trends and regulations to analyze potential impacts and risk exposure and develop appropriate management strategies. We use scenario sensitivity risk modeling to understand the implications of climate-related risks. Abbott's Business Continuity and Crisis Management organizations implement measures to help business continuity and attempt to minimize the impacts of physical climate-related risks. These physical risks fall into two categories: acute and chronic.

Acute physical risks associated with climate change include unforeseen extreme weather events. We have developed strategies for mitigating and responding to them across our supply chain. Our Business Continuity and Crisis Management organization works with our EHS, Engineering, and Supply Chain groups to strengthen business resiliency against weather events and other forms of extreme disruption. In 2024, we encountered a wave of severe weather events globally. Our team faced diverse challenges, yet, through planning and rapid response, we maintained the resilience of our supply chain.

Our Engineering and EHS policies and management standards consider chronic physical risks, such as water scarcity, and require sites to conduct regular risk and opportunity evaluations and implement mitigation strategies.

Abbott is a global organization with 89 manufacturing facilities, a diverse geographical supply chain and distribution network, and site-level business continuity planning. These factors lessen the potential for a material business impact from climate-related physical risks, such as effects of severity of weather.

Climate-related risks include transition risks that relate to emerging expectations and regulations around GHG emission management. These include carbon limits and taxes, enhanced reporting obligations, costs to transition to lower-emissions technologies, and increased costs of goods and services. In response to this, our business strategy includes reducing operational energy and carbon footprint and engaging our value chain in strategic sourcing categories.



TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) INDEX

OPPORTUNITIES

As part of our product R&D and climate risk management processes, we consider climate change-related opportunities. These fall into two main categories:

- Increased operating efficiencies through achieving carbon reduction targets
- The opportunity to advance our mission to help people live their best lives by meeting changing healthcare and nutrition needs

Since 2004, Abbott has set public carbon reduction targets to drive our efforts to reduce our climate-related impacts as well as improve our operating efficiencies. Although climate-related opportunities exist and are incorporated into our 2030 Sustainability Plan, they are not anticipated to have a substantive impact on our business.

Our 2030 Sustainability Plan outlines the way in which Abbott is responding to increased humanitarian needs due to severe weather events, new disease threats, and changes in the spread of disease. We will do so in line with our priority of innovating for access and affordability, which characterized our company’s global response to the COVID-19 pandemic. We will continue to respond to humanitarian needs in line with our caring value and primarily through our philanthropic organization and product donations.

We’re also taking action to support people’s health as the world experiences climate change and extreme weather events, focusing in two areas: tracking and finding solutions for emerging health threats, and preparing frontline systems and communities. Across our business and in collaboration with others, we’re working to identify and address emerging health issues, strengthen underlying systems, and help build more resilient communities.

## TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) INDEX

DISCLOSURE	2024 RESPONSE
<b>Governance</b>	
a) Describe the Board's oversight of climate-related risks and opportunities.	Abbott is committed to strong corporate governance that aligns with stakeholder interests. The Board oversees Abbott's sustainability policies and practices through its Public Policy Committee. For more details on its oversight of climate risks and opportunities, see <a href="#">Page 71</a> of the Environment section and Abbott's 2024 CDP Corporate Questionnaire Response <a href="#">CDP 4.1.2</a> .*
b) Describe management's role in assessing/managing climate-related risks and opportunities.	Abbott's commitment to sustainable business starts at the top and is integrated across our organization. The management team leads our sustainability activities. See <a href="#">Page 45</a> of the Governance section and <a href="#">CDP 4.3, 4.3.1, 4.5, and 4.5.1</a> * for more information.
<b>Strategy</b>	
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Abbott is a global organization with 89 manufacturing facilities, a diverse geographical supply chain and distribution network, and site-level business continuity planning. These factors, and our mature business continuity and crisis management programs, lessen the potential for a substantive business impact from climate-related physical risks, such as effects of severity of weather. For more information, see <a href="#">CDP 2.1, 2.2, 2.2.1, 2.2.2, 2.2.7, 2.4, 3.1, 3.6, and 3.6.1</a> .*
b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	We factor climate-related risks and opportunities into our financial planning and business strategy, including in our products and services, supply chain, investments in R&D, and operations. For more information on these impacts, see <a href="#">CDP 2.2.2, 2.4, 5.1, 5.1.1, 5.1.2, and 5.11</a> .*
c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2-degree C or lower scenario.	Abbott's Global EHS team monitors emerging environmental-related trends and regulations to analyze potential impacts and risk exposure and develop appropriate management strategies. We use scenario-sensitivity risk modeling to understand the implications of risks. Our Business Continuity and Crisis Management organization works with our EHS, Engineering, and Supply Chain groups to strengthen business resiliency against weather events and other forms of extreme disruption. Our Engineering and EHS policies and standards consider chronic physical risks, such as water scarcity (from <a href="#">CDP 5.1.2.3</a> *). For more information on these scenarios and the resilience of Abbott's climate strategy, see <a href="#">CDP 2.2.2, 5.1, 5.1.1, 5.1.2, and 5.11</a> .*

DISCLOSURE	2024 RESPONSE
<b>Risk Management</b>	
a) Describe the organization's process for identifying and assessing climate-related risks.	Abbott is committed to reducing climate-related risks that may have the potential to impact our operations, supply chain, and distribution network. These include potential physical risks as well as emerging transition risks. We have various risk management processes, which assess climate-related risks across the organization to help minimize risks to our businesses and operations. For more details on our process for identifying and assessing risks, see <a href="#">CDP 2.1, 2.2.1, 2.2.2, and 2.4</a> .*
b) Describe the organization's processes for managing climate-related risks.	Abbott has a process for managing the potential physical and transition risks identified in our assessment process. We have several tools, committees, and organizations that identify and manage these risks. For more details, see <a href="#">CDP 2.1, 2.2.1, 2.2.2, and 2.4</a> .*
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Climate risks are embedded into our risk assessment and management process and play a critical role in our business and continuity strategies. For more details on how climate is integrated into our overall risk management, see <a href="#">CDP 2.1, 2.2.1, 2.2.2, and 2.4</a> .*
<b>Metrics and Targets</b>	
a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	We track a number of climate-related metrics, in addition to our Scope 1, 2, and 3 emissions for our carbon footprint. For these metrics, see <a href="#">CDP 7.1-7.10, 7.12, 7.15, 7.16, 7.17, 7.20, 7.22, 7.29, 7.30, 7.45, 7.52, 7.53, 7.54, and 7.55</a> *; <a href="#">Pages 30-31</a> of the Energy and Greenhouse Gas Emissions section; and <a href="#">Page 55</a> of the Appendix.
b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions and the related risks.	Under our 2030 Sustainability Plan, we have set targets to reduce our absolute Scope 1 and 2 emissions, and set a scope 3 supplier engagement target. To track these, we disclose our carbon footprint for all three scopes annually. For these metrics and related risks, see <a href="#">7.1-7.10, 7.12, 7.15, 7.16, 7.17, 7.20, 7.22, 7.29, 7.30, 7.45, 7.52, 7.53, 7.54, and 7.55</a> *; <a href="#">Pages 30-31</a> of the Energy and Greenhouse Gas Emissions section; and <a href="#">Page 55</a> of the Appendix.
c) Describe the targets used by the organization to manage climate-related risks and opportunities, and performance against targets.	We assess and manage our risks and opportunities, and under our 2030 Sustainability Plan, we have set targets to reduce our absolute Scope 1 and 2 emissions, and set a scope 3 supplier engagement target. For more information, see <a href="#">CDP 7.52, 7.53, and 7.54</a> .* <a href="#">Pages 30-31</a> of the Energy and Greenhouse Gas Emissions section, and <a href="#">Page 55</a> of the Appendix.

\*2024 CDP Corporate Questionnaire responses reflect 2023 reporting year.

## SUSTAINABLE DEVELOPMENT GOALS (SDG) INDEX

In a bid to drive global impact, we work to align our priorities, material issues, and actions with the United Nations SDGs.

### GOAL ONE: NO POVERTY

End poverty in all its forms everywhere.



#### Targets:

1.1/1.4/1.5

Building Resilience Against Disasters

- [Going Beyond Disaster Relief to Disaster Resilience](#)
- [2023 Global Sustainability Report, Pages 78, 116](#)

Rebuilding Ukraine's Healthcare Services

- In 2024, Abbott and International Medical Corps completed a \$2 million restoration of three hospitals in Ukraine, helping more than 300,000 people access critical services.
- [2023 Global Sustainability Report, Pages 78, 116](#)

Creating Economic Opportunities in Tanzania

- Abbott Fund Tanzania's dairy cow program in Bantu village provides self-employment for farmers through the creation of an agricultural ecosystem that boosts both farming and livestock economic productivity. In 2024, Bantu farmers produced an average of 207 liters of milk each month, resulting in an average monthly income of \$74 per family.
- [2024 Global Sustainability Report, Page 19](#)
- [2023 Global Sustainability Report, Page 122](#)

### GOAL TWO: ZERO HUNGER

End hunger, achieve food security and improved nutrition, and promote sustainable agriculture.



#### Targets:

2.1/2.2

Delivering Food Is Medicine Program in Stockton, California

- [2024 Global Sustainability Report, Page 17](#)
- [Increasing Access to Healthy Food](#)

Helping Families Access Healthy Food

- We have long partnered with Feeding America, the Global Foodbanking Network and, others to support food security programs in the U.S., Mexico, and Colombia. In 2024, we provided more than 4.6 million nutritious meals to families while helping more than 110 food banks enhance food quality through proven nutrition guidelines.
- [2023 Global Sustainability Report, Pages 78, 117](#)
- [Supporting Local Families](#)

Improving Nutrition of Preschool-age Children in Rural Vietnam

- Since 2006, our partnership with AmeriCares has helped more than 56,000 preschool-age children across three rural provinces in Vietnam benefit from school-based nutrition programs.
- [2023 Global Sustainability Report, Pages 78, 117](#)
- [Addressing Pediatric Malnutrition in Vietnam](#)

### GOAL THREE: GOOD HEALTH AND WELL-BEING

Ensure healthy lives and promote well-being for all at all ages.



#### Targets:

3.1/3.2/  
3.3/3.4/3.8

Advancing Access to Affordable Healthcare

- [2024 Global Sustainability Report, Page 10](#)
- [2023 Global Sustainability Report, Page 10](#)
- [Advancing Access to Affordable Healthcare in India](#)

Catalyzing Progress Towards Achieving Global Elimination of Hepatitis

- [2024 Global Sustainability Report, Page 08](#)
- [2023 Global Sustainability Report, Pages 08, 118, 125](#)

Transforming Care for Malnutrition and Chronic Diseases

- [2024 Global Sustainability Report, Page 08](#)
- [2023 Global Sustainability Report, Pages 09, 118](#)
- [Abbott Center For Malnutrition Solutions](#)
- [Malnutrition and the MUAC Z-Score Tape](#)

Building a Resilient Health Workforce to Advance Maternal and Child Health in Malawi

- [2024 Global Sustainability Report, Page 09](#)

### GOAL FOUR: QUALITY EDUCATION

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.



#### Targets:

4.1/4.2/  
4.3/4.4/4.5

Building and Strengthening Schools in Tanzania

- [2024 Global Sustainability Report, Page 19](#)
- [2023 Global Sustainability Report, Pages 78, 119](#)

Creating New School-Based Models to Improve Kindergarten Readiness

- Our partnership with Easterseals, from 2022 to 2024, helped remove barriers to high-quality education and healthcare for children and families in underinvested communities. The program resulted in about 73% of the children being kindergarten ready by the end of the school year, exceeding the Head Start national average of 63.6%.
- [2023 Global Sustainability Report, Pages 79, 119](#)
- [Abbott Fund and Easterseals Launch Three-Year Partnership](#)

Supporting Abbott's Workforce

- [2023 Global Sustainability Report, Page 119](#)

## SUSTAINABLE DEVELOPMENT GOALS (SDG) INDEX

### GOAL FIVE: GENDER EQUALITY

Achieve gender equality and empower all women and girls.



**Targets:**  
5.1

- |   |   |
|---|---|
| Inspiring Youth in the Field of STEM                        | <ul style="list-style-type: none"> <li>• 2024 Global Sustainability Report, <a href="#">Page 24</a></li> <li>• 2023 Global Sustainability Report, <a href="#">Page 122</a></li> </ul> |
| Creating Economic Opportunities for Female Farmers In India | <ul style="list-style-type: none"> <li>• 2024 Global Sustainability Report, <a href="#">Page 41</a></li> <li>• 2023 Global Sustainability Report, <a href="#">Page 122</a></li> </ul> |

### GOAL SIX: CLEAN WATER AND SANITATION

Ensure availability and sustainable management of water and sanitation for all.



**Targets:**  
6.3/6.4/6.8

- |   |  |
|---|--|
| Water Quality   | <ul style="list-style-type: none"> <li>• 2023 Global Sustainability Report, <a href="#">Page 121</a></li> <li>• <a href="#">Protecting Water in Communities</a></li> </ul>   |
| Water Stewardship Certifications                              | <ul style="list-style-type: none"> <li>• 2024 Global Sustainability Report, <a href="#">Page 32</a></li> <li>• <a href="#">Abbott Environmental Policy</a></li> </ul>  |
| Water Stewardship in Our Manufacturing Operations             | <ul style="list-style-type: none"> <li>• 2024 Global Sustainability Report, <a href="#">Page 32</a></li> </ul>   |
| Reducing risk of Antimicrobial Resistance (AMR) in Wastewater | <ul style="list-style-type: none"> <li>• 2024 Global Sustainability Report, <a href="#">Page 66</a></li> <li>• <a href="#">Environmental Antimicrobial Resistance Disclosures</a></li> <li>• <a href="#">Fighting Antibiotic Resistance</a></li> </ul> |

### GOAL EIGHT: DECENT WORK AND ECONOMIC GROWTH

Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.



**Targets:**  
8.2/8.3

- |   |   |
|---|---|
| Expanding Operations and Creating Jobs in Ireland                       | <ul style="list-style-type: none"> <li>• 2024 Global Sustainability Report, <a href="#">Page 29</a></li> <li>• <a href="#">New Abbott Manufacturing Facility in Kilkenny</a></li> </ul>   |
| Creating Economic Opportunities for Dairy Farmers in India              | <ul style="list-style-type: none"> <li>• 2024 Global Sustainability Report, <a href="#">Page 41</a></li> <li>• 2023 Global Sustainability Report, <a href="#">Page 122</a></li> </ul>   |
| Building a Pipeline of Local Healthcare Workers in Stockton, California | <ul style="list-style-type: none"> <li>• Through our partnership with the University of the Pacific, we built a curriculum in diabetes education to strengthen the pipeline of homegrown healthcare workers in Stockton. To date, 75 students received scholarships through our partnership, 51 of these students have graduated with degrees in Social Work, Nursing, and Clinical Nutrition with a sub-specialty in diabetes management.</li> <li>• 2023 Global Sustainability Report, <a href="#">Pages 18, 125</a></li> <li>• <a href="#">Building Stockton's Healthcare Workforce</a></li> </ul> |

### GOAL TWELVE: RESPONSIBLE CONSUMPTION AND PRODUCTION

Ensure sustainable consumption and production patterns.



**Targets:**  
12.5

- |                                   |   |
|-----------------------------------|---|
| Waste Impact                      | <ul style="list-style-type: none"> <li>• 2024 Global Sustainability Report, <a href="#">Page 33</a></li> </ul>      |
| Packaging Impact                  | <ul style="list-style-type: none"> <li>• 2024 Global Sustainability Report, <a href="#">Pages 34, 35</a></li> </ul> |
| Waste at Manufacturing Operations | <ul style="list-style-type: none"> <li>• 2024 Global Sustainability Report, <a href="#">Pages 33, 34</a></li> </ul> |

### GOAL THIRTEEN: CLIMATE ACTION

Take urgent action to combat climate change and its impacts.



**Targets:**  
13.2

- |   |   |
|---|---|
| Investing In Energy Efficiency Projects           | <ul style="list-style-type: none"> <li>• 2024 Global Sustainability Report, <a href="#">Pages 30, 31</a></li> </ul>     |
| Reduce Absolute Scope 1 and 2 Emissions           | <ul style="list-style-type: none"> <li>• 2024 Global Sustainability Report, <a href="#">Pages 30, 31, 55</a></li> </ul> |
| Investing in Electrification and Renewable Energy | <ul style="list-style-type: none"> <li>• 2024 Global Sustainability Report, <a href="#">Pages 30, 31, 58</a></li> </ul> |

### GOAL SEVENTEEN: PARTNERSHIPS FOR THE GOALS

Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development.



**Targets:**  
17.6/17.16/17.17

- |  |   |
|--|---|
| Strengthening Healthcare and Communities in Tanzania       | <ul style="list-style-type: none"> <li>• 2024 Global Sustainability Report, <a href="#">Pages 09, 19</a></li> <li>• 2023 Global Sustainability Report, <a href="#">Pages 09, 18, 119, 122, 125</a></li> <li>• <a href="#">Abbott's Long-Term Partnership with the Government of Tanzania</a></li> </ul> |
| Tackling Diabetes in Stockton, California                  | <ul style="list-style-type: none"> <li>• 2024 Global Sustainability Report, <a href="#">Pages 08, 17</a></li> <li>• 2023 Global Sustainability Report, <a href="#">Pages 08, 18, 117, 125</a></li> <li>• <a href="#">Advancing Health Access in Stockton</a></li> </ul>                                 |
| Bringing Quality Healthcare to Rural Communities in Rwanda | <ul style="list-style-type: none"> <li>• 2024 Global Sustainability Report, <a href="#">Page 18</a></li> <li>• 2023 Global Sustainability Report, <a href="#">Pages 120, 125</a></li> <li>• <a href="#">Expanding Health Access in Rwanda</a></li> </ul>  |





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Abbott's Christina Newton (left) and Gina Langlois (right) joined colleagues from across the company to pack Abbott Disaster Relief Packs at the Second Harvest Food Bank in New Orleans, Louisiana. These boxes, part of a national program, are filled with Abbott nutritional products and pre-positioned at strategic locations, so they are ready to deploy immediately following a disaster.