



Abbott

**GLOBAL
SUSTAINABILITY
REPORT 2024**

SUMMARY REPORT



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. Our detailed annual sustainability performance can be found in our [Global Sustainability Report](#).

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.

TABLE OF CONTENTS

ABOUT	04	PROTECT A HEALTHY ENVIRONMENT	28
OUR 2030 SUSTAINABILITY PLAN	05	A Unified Approach to Environmental Programs	29
Progress Against Our 2030 Sustainability Plan	07	Energy and Greenhouse Gas Emissions	30
INNOVATE FOR ACCESS AND AFFORDABILITY	15	Water Stewardship	32
Make Access and Affordability Core to New Product Innovation	16	Waste Management	33
Transform Care for Chronic Diseases, Malnutrition, and Infectious Diseases	17	Packaging	34
Advance Health Access Through Partnerships	18	QUALITY MANAGEMENT	36
RESPONSIBLY CONNECT DATA, TECHNOLOGY, AND CARE	20	Our Pledge to Customers	37
Security and Privacy by Design	21	Our Performance	38
The Principles of Data Use	21	STRONG, RESILIENT GLOBAL SUPPLIER NETWORK	39
AI Data Principles	22	A Multifaceted Supply Chain	40
BUILD THE WORKFORCE OF TOMORROW	23	Supply Chain Resilience	40
Employee Development	25	Strategic Supply Chain Initiatives	40
Supporting Employees’ Well-Being	26	ETHICS AND GOVERNANCE	43
Human Rights	27	Ethics and Integrity	44
		Board Oversight	45
		Risk Management	45
		Sustainability Governance	46

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

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 initiatives¹
[\(Page 39\)](#)

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 rate² achieved and ~960 metric tons total waste² 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

Make access and affordability core to new product innovation

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

- Gained FDA approval for *Esprit BTK*, 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.
- Launched *Liberta RC*, 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.
- Introduced *AssertIQ*, an insertable cardiac monitor (ICM), in Europe, expanding access to the transformative benefits of long-term monitoring for people with abnormal heartbeats.
- Launched *TriClip*, 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.

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

Advance health access through partnership

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.

PROGRESS AND NOTES

- 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.
- 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.
- 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.
- 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.
- 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.
- 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.

INNOVATE FOR ACCESS AND AFFORDABILITY (continued)

2030 GOAL

Advance health access through partnership (continued)

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

PROGRESS AND NOTES

- Through our licensing partnership with the Real Madrid Foundation, more than 31,000 hours of our *Future Well Kids* 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.
- 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.
- 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.

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">• 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.
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">• 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.
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">• 89% of employees completed the Your Voice Counts survey that asks questions to measure employee satisfaction.• 43.1% of global management positions filled by women.• 45.2% female representation in STEM roles.
Anticipate Abbott’s future workforce needs and achieve talent readiness.	<ul style="list-style-type: none">• Approximately 96% of our people leaders have participated in the Leading with Impact training program, which helps develop stronger managers.• 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.
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">• All Abbott corporate officers, including our Chairman and CEO, carry a human capital goal.• 93.6% of leadership roles filled based on succession plan.

*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">• 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.
Fill 50% of targeted new jobs with internal talent by upskilling, cross-skilling, and creating learning opportunities.	<ul style="list-style-type: none">• 54.2%³ of targeted new jobs filled internally.
Continue to provide industry-leading programs that help people achieve their personal health and well-being.	<ul style="list-style-type: none">• Expanded Abbott’s mental health offerings to employees to enhance awareness, increase benefits, and support various cultural perspectives.
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">• Developed AI principles designed to guide Abbott’s use of AI across our businesses.• 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.• Achieved a more than 90% increase in the number of healthcare delivery organizations using Abbott’s cybersecurity portal.• Implemented governance, training, and awareness programs for all technology users to engage them in protecting the Abbott environment.• Embedded security and “privacy by design” into our corporate and division product quality systems.• Over 30,000 courses completed on product security with more than 1,000 Abbott learners since program launch.

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">• 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.
Ensure ethical sourcing from all suppliers with high-risk sustainability factors through 100% auditing.	<ul style="list-style-type: none">• More than 90% of direct material suppliers by spend screened for sustainability risk in 2024.• More than 500 suppliers engaged through due diligence activities to evaluate sustainability risks and opportunities in 2024.
Increase small business spend to support supply chain strength and resilience.*	<ul style="list-style-type: none">• 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.
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">• 9% absolute reduction in Scope 1 and 2 emissions in 2024 (versus 2018 baseline).• 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.
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">• Approximately 40% of our suppliers by emissions covering purchased goods and services and upstream transportation and distribution have science-based targets.⁴• 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.

*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 rate² 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.

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. For additional details on our privacy and cybersecurity governance see our [2024 Global Sustainability Report](#).

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.

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.



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-Being⁵

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.

Read more about Abbott's health and safety programs in the [2024 Global Sustainability Report](#).

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.

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.

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.

Find more about our approach to discrimination and harassment prevention topics, supplier expectations, and workforce policies in the [2024 Global Sustainability Report](#).

PROTECT A HEALTHY ENVIRONMENT

ENVIRONMENT

We rely on natural resources to manufacture and supply products that help people around the world live healthier, fuller lives. We are committed to using them responsibly 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. Read more on our EHS governance, management system certifications, and environmental metrics reporting in the [2024 Global Sustainability Report](#).



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.

Science-Based Emission Targets⁶

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 goals⁷

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

Scope 3 emissions are estimated annually using the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard, referring to the categories⁴ 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 CO₂e 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

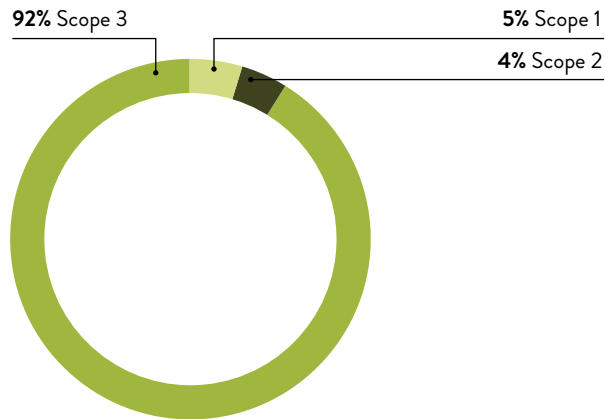
Our ongoing renewable energy procurement initiative drives efforts to increase the use of renewables. In 2024, we purchased about 300 million kWh of low-carbon and renewable energy, resulting in savings of about 79,000 metric tons of CO₂e. These savings were complemented by the roughly 4.7 million kWh generated from solar installations at 16 of our sites.

Electrifying Our Fleet

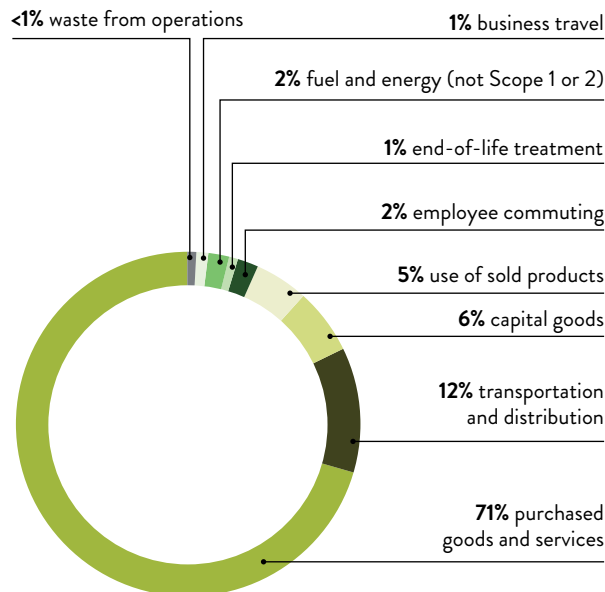
We have replaced about 62% of the United Kingdom fleet with electric vehicles, with a plan to transition the remainder of the U.K. fleet by the end of 2026.

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^{4*}



Scope 3 Breakdown^{4*}



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 CO₂e 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 CO₂e 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 CO₂e.
- 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 CO₂e.

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 CO₂e 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 CO₂e.
- 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 CO₂e.

*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.

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.

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 use⁸ 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 rate² in our operations. Progress on targets and program objectives are actively monitored.

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:**

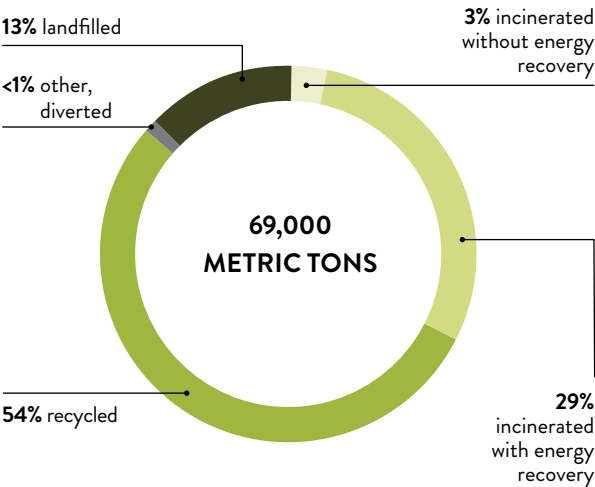
Introduced soft plastics recycling, resulting in annual recycling of more than 20 metric tons of soft plastics that were previously incinerated with energy recovery.

- **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.

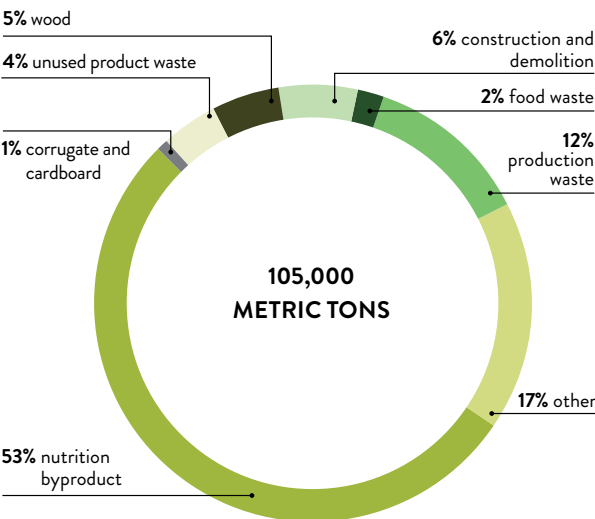
OUR OPERATIONAL WASTE FOOTPRINT*

Waste Generated in 2024



Beneficial Use in 2024⁸

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.⁹

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, including¹⁰ 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 ¹¹	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

For more information on our quality governance and quality training and certifications, see the [2024 Global Sustainability Report](#).

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.

For information on our supply chain governance see the [2024 Global Sustainability Report](#).

Supply Chain Emissions Management⁴

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.

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 opportunities¹, 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):

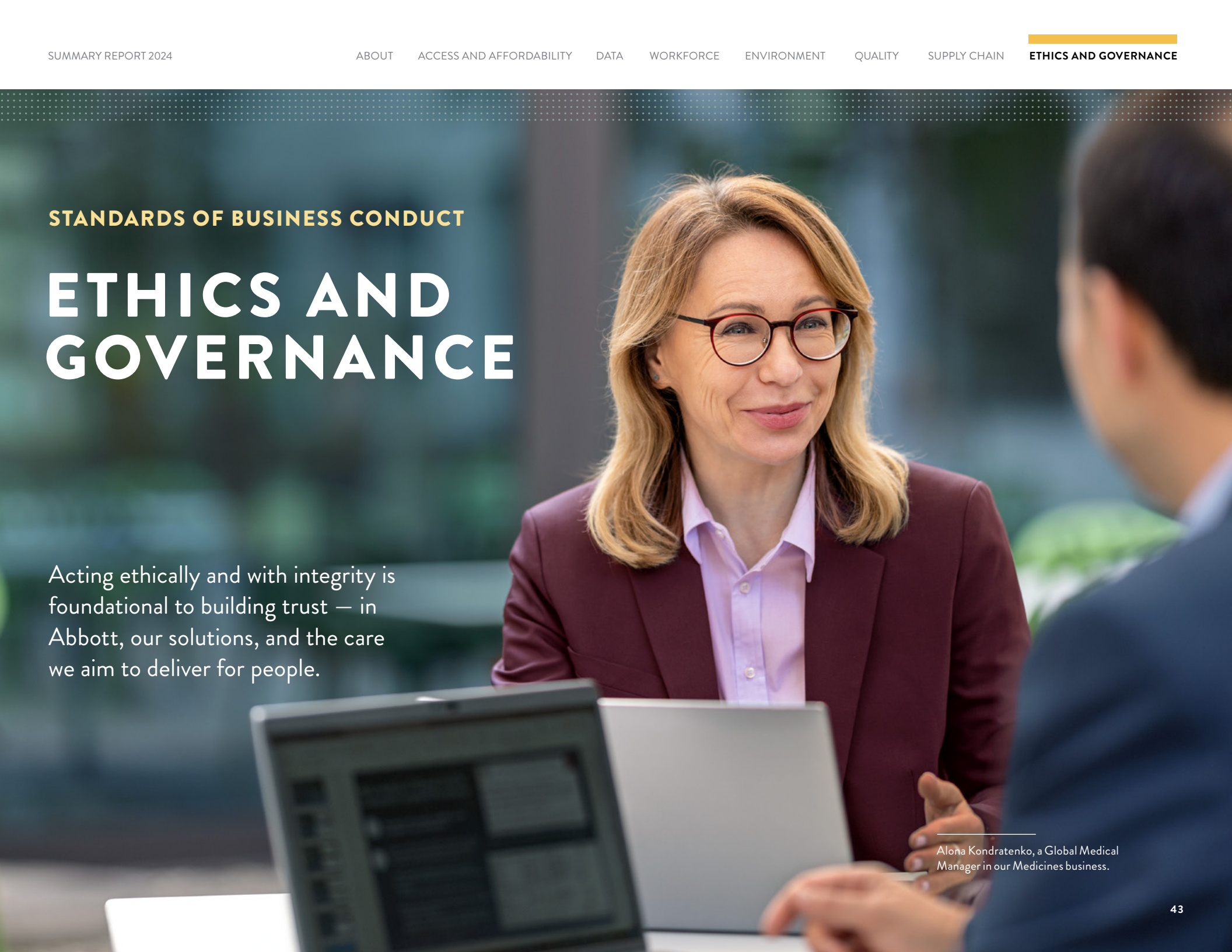
- 59% of suppliers assessed have measures to reduce water consumption
- 74% of suppliers assessed have actions on energy consumption and GHGs
- 59% of suppliers assessed attained ISO 14001 certification in at least one site



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.

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.

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.

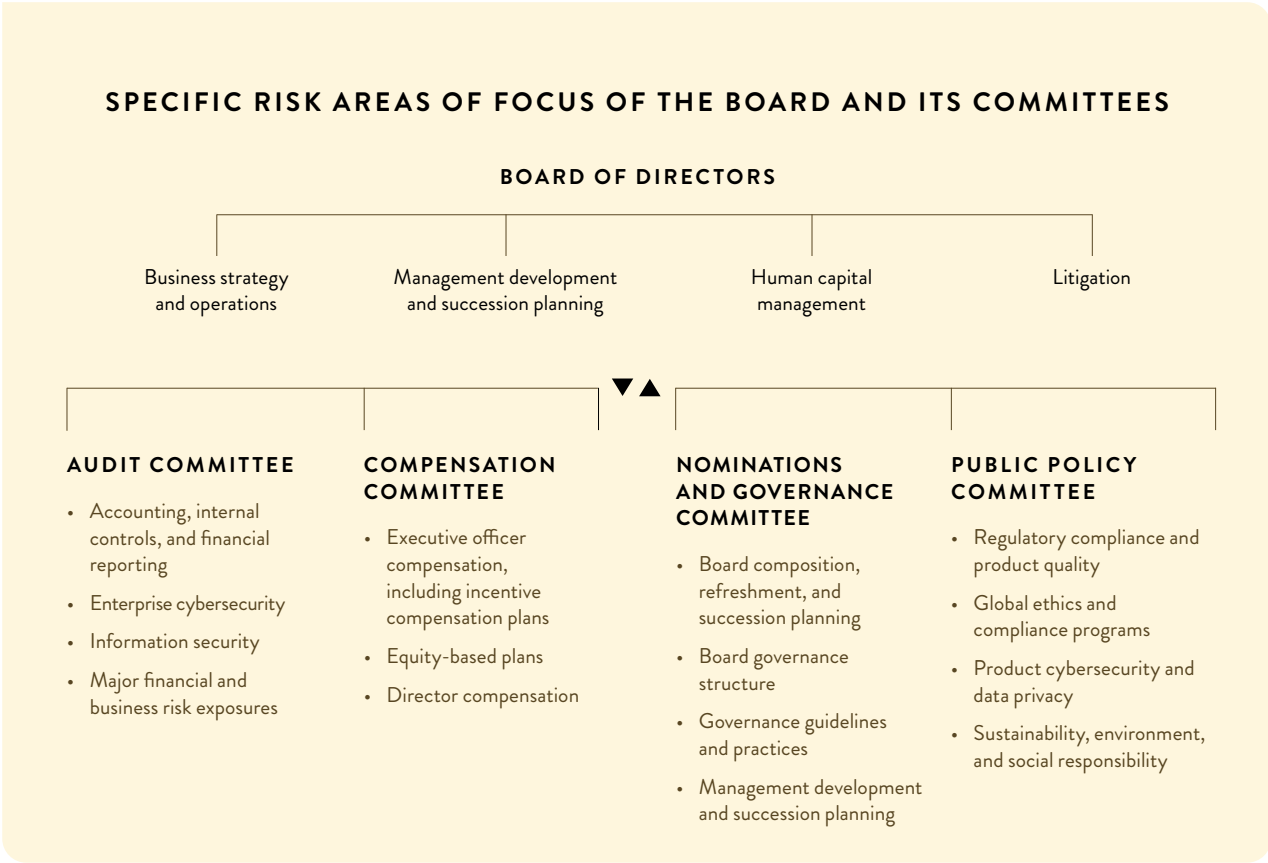
RISK MANAGEMENT

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: (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. 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 CO₂e 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.

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). Our detailed annual sustainability performance can be found in the [2024 Global Sustainability Report](#).



life. to the fullest.®

Abbott

Abbott Sustainability
100 Abbott Park Road
Department 0383
Abbott Park, IL 60064-6048

responsibility@abbott.com

www.abbott.com/sustainability

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.