



Abbott

DIVERSITY, EQUITY,  
AND INCLUSION  
REPORT 2023







CONNECT • INSP

ON THE COVER

Leaders of our employee networks and members of the Diversity and Inclusion team take a walk outside at company headquarters.

Vildan Kehr, Women Leaders of Abbott member, speaks aside a colleague, Damian Halloran, at an International Women’s Day event in Lake County, Illinois.

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





Interns connect at company headquarters. Our high school and college STEM internship programs give young people an opportunity to do meaningful work across our locations with people from all over the world.

# Welcome

**SEE YOURSELF:**

BRING YOUR TRUE SELF EVERY DAY

Welcome to our 2023 Diversity, Equity, and Inclusion Report. Join us as we explore the power of being seen and the value of community in the workplace.





“We recognize that diversity gives us more options and opportunities, greater insight and broader perspective, and great resilience thanks to the varied array of strengths it brings. We know that diversity makes us better and stronger. That’s why our commitment to “Life. To the Fullest.” begins here, in our own workplace, with our own colleagues.”

## A LETTER FROM ROBERT FORD, CHAIRMAN AND CEO

At Abbott, our fundamental purpose is to help people live their fullest possible lives. For the people we serve, we do that with innovative products and services. And for our colleagues around the world, we do so by providing opportunities to thrive, both personally and professionally.

Abbott is one of the most broadly diversified companies in healthcare, both in our portfolio and in the markets we serve. This has been our foundational business strategy for decades. Today, we have business, and colleagues, in more than 160 countries, and 60 percent of our sales come from outside the United States. Diversity — and a deep understanding of the benefits it brings — is in our DNA.

We have an ambitious goal to help one in three people on the planet by 2030, a goal that implicitly commits us to greater diversity. To achieve that goal, we need to integrate the broad range of perspectives and insights available to us. We need to foster creativity to be able to imagine new solutions. And we need to nurture both individuality, to ensure that each of us can contribute fully, and teamwork, to help us maximize our positive impact.

In short, Abbott needs to continue attracting and embracing diverse perspectives and experiences to better understand the varied needs of the people who are counting on us to help them get healthy and stay that way.

I was born and raised outside the U.S., so I understand implicitly how important it is to help all our colleagues around the world feel integrally connected to our company, to our purpose, and to each other. And we have many resources in place to help do so.

Our Executive Diversity Council regularly brings together senior leadership to drive diversity, equity, and inclusion strategy and implementation. Our employee networks help colleagues find personal and professional connections across the company.

These 10 groups have 18,000 members worldwide and each is sponsored by a corporate officer. And we provide rich training and development resources to help employees grow their skills and careers, and to equip managers to give their teams the support, guidance, and encouragement they need to succeed.

We recognize that diversity gives us more options and opportunities, greater insight and broader perspective, and great resilience thanks to the varied array of strengths it brings. We know that diversity makes us better and stronger. That’s why our commitment to “Life. To the Fullest.” begins here, in our own workplace, with our own colleagues.

Sincerely,

**ROBERT B. FORD**

Chairman of the Board  
and Chief Executive Officer  
June 5, 2024



## EXTERNAL RECOGNITION IN 2023

Our commitment to diversity, equity, and inclusion is often recognized by external organizations. We are proud of these achievements and the individual efforts that make progress possible.



In 2023, Mary Hor-Lao, director, software engineering, Neuromodulation in Texas, was named Technologist of the Year at the Women of Color STEM Awards.

### GLOBAL

#### Extraordinary Internship Program

ChooseMyCompany HappyIndex Trainees  
3 consecutive years

### ASIA PACIFIC

#### Top Employers China

Top Employers Institute  
13 consecutive years

#### Best Companies to Work For

*Business Today*, India  
11 consecutive years

#### 100 Best Companies for Women in India

Avtar, India  
4 consecutive years

#### Best Family-Friendly Managed Company

Korean Ministry of Gender Equality and Family  
14 consecutive years

#### LinkedIn Top Companies

LinkedIn, Singapore  
2 consecutive years

#### Best Places to Work

Anphabe Best Places to Work, Vietnam  
11 consecutive years

### EUROPE, THE MIDDLE EAST, AND AFRICA

#### Top Employer for United Arab Emirates (UAE), Saudi Arabia, and United Kingdom (U.K.)

#### UK's Best Workplaces

Great Place to Work  
2 consecutive years

#### RIPARTO Award, Italy

Presidency of the Council of Ministers, Department for Family Policies

#### Italy Best Employer

German Quality and Financial Institute ITQF survey  
2 consecutive years

### NORTH AMERICA

#### 2023 Top Employers, Canada

Mediacorp Canada Inc.

#### HappyIndex Trainees 2023

ChooseMyCompany, Mexico

#### Top 50 Companies for Diversity, U.S.

Fair360  
20 consecutive years

#### Seramount, U.S.

- 23-time 100 Best Company and Hall of Fame member
- 16-time Top Company for Executive Women and Hall of Fame member
- 4-time Inclusion Index Company
- 5-time Best Company for Multicultural Women

#### Vault Rankings, U.S.

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





“We are focused on our purpose, which can change people’s lives for the better. Through our 2023 Diversity, Equity, and Inclusion Report, we share examples of how we see and recognize the talents all our employees bring to our collective success.”

## A LETTER FROM MARY MORELAND, EXECUTIVE VICE PRESIDENT OF HUMAN RESOURCES

We work to maintain an environment where every employee is seen for who they are and that they feel welcomed and appreciated. An environment where their ideas, experiences, and talents are valued and respected. A place where they can freely share their point of view and know that their voices will be heard. This is the type of environment that brings people together to do incredible things and make life better for others.

That is why we are committed to diversity, equity, and inclusion. We see our efforts as fundamental to Abbott and our long-term success. We serve people around the world, and we rely on the diversity of thought and experience that all 114,000 of us bring to our jobs every day. That is important to us because our commitment to diversity and how we foster inclusion is essential to serving our purpose: helping more people live healthier, fuller lives through our life-changing technologies and products.

Over the years, we’ve made progress supporting diversity and expanding representation within Abbott, including developing and advancing women, expanding participation in our employee networks, and increasing the number of people from underrepresented groups in our development, mentoring, and training programs. We encourage hiring managers to create and foster diverse

teams and promote professional development and mentorship opportunities for all our employees to help them have their best careers at Abbott.

Additionally, we conduct pay equity reviews that consider the market, gender, race, ethnicity, job grade, and position levels where applicable. We assess these reviews and make pay adjustments when necessary to make sure our employees are compensated equitably for their contributions. And we offer all our employees the health, wellness, and financial benefits that help provide security for them and their families.

We are focused on our purpose, which can change people’s lives for the better. Through our 2023 Diversity, Equity, and Inclusion Report, we share examples of how we see and recognize the talents all our employees bring to our collective success. When we feel that we can be our true selves at work, we bring our best every day. That’s not just an *inclusive* environment, it’s an *empowering* one.

Sincerely,

**MARY K. MORELAND**

Executive Vice President, Human Resources

June 5, 2024





Participants in Abbott's Professional Development Programs (PDPs) pose for a selfie during the Asia Pacific PDP Summit. The two-to-three-year rotational programs give early-career professionals opportunities to explore their chosen field of study and develop leadership skills at Abbott locations around the world.

# Culture

## SEE POTENTIAL:

CHAMPIONING DIVERSITY, EQUITY, AND INCLUSION

At Abbott, we don't just believe in diversity; it's the foundation of our business and our organization. We are 114,000 employees strong and do business in more than 160 countries. Our goal is to help 3 billion people — one of every three people on the planet — each year by 2030.

To achieve this ambitious goal, we need diversity — diversity of perspective, knowledge, and ability. This is why we are committed to maintaining an inclusive culture where our colleagues can bring their true selves to work, be valued for their contributions, and develop meaningful connections with others around the world to reach their full potential.



Diversity is inherent to our business, from our leadership and benefits to our employee networks and programs inspiring next-generation innovators. Here's a look at the role each of these factors plays in nurturing our inclusive culture.

## LEADERSHIP

Abbott's Executive Diversity Council consists of the corporate officers who sponsor each of our 10 employee networks and the employee leaders of each network. This group meets throughout the year to establish our diversity and inclusion priorities and ensure our strategies are integrated into the business.

## BENEFITS

When we launched our student loan benefit program in 2018, we were the first company to take this step. The program, named *Freedom 2 Save*, helps U.S.-based employees pay down their student loans while saving for retirement.

This is important because people who delay saving for the future while dealing with student loans will find it hard to catch up. And the burden of student loan debt disproportionately impacts certain groups more than others. For instance, new college graduates, people of color, and women are more likely to struggle financially due to monthly student loan payments.

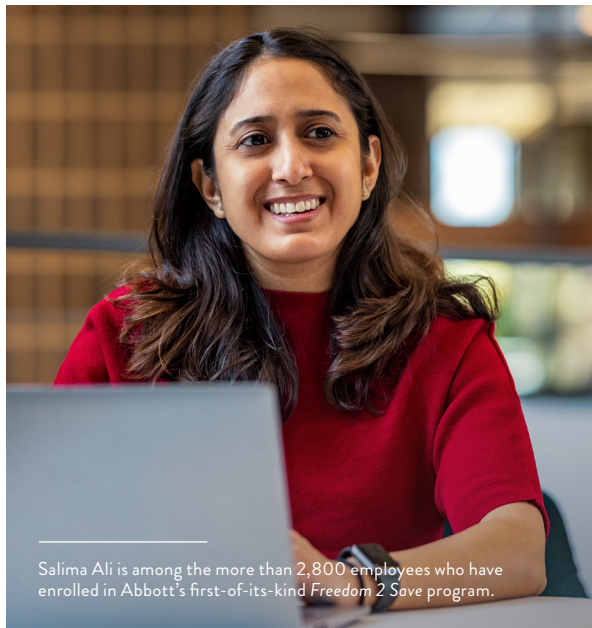
Although Abbott's *Freedom 2 Save* program is making an impact with our employees, we know we can't take on the burden of student loan debt alone. This is why we launched a blueprint in 2023 that helps companies develop and implement a program of their own, which is now easier than ever thanks to federal legislation that was inspired by *Freedom 2 Save*. We were recognized on the "Fortune Change the World" list in 2023 for this groundbreaking program.

Together, we can help employees tackle student debt and save for their future. And this will mean improved finances and wellness for many people today and in the long term.

## EMPLOYEE NETWORKS

Everyone benefits when employees work in an environment that allows them to reach their full potential. Our 10 employee networks, each of which is sponsored by a corporate officer, help make this possible at Abbott. These groups give our colleagues around the world opportunities to connect with one another and advance their professional development while supporting everyone to be their true selves.

Employee networks are not a new concept at Abbott. Our first employee network, Women Leaders of Abbott, was established in 2000. Now, with our networks containing more than 18,000 members globally and experiencing an approximately 14% overall increase in enrollment between 2022 and 2023, more employees than ever benefit from the communities within our employee networks.



Salima Ali is among the more than 2,800 employees who have enrolled in Abbott's first-of-its-kind *Freedom 2 Save* program.



EMPLOYEE NETWORK  
MEMBERSHIP GROWTH\*

35%	<b>Asian Leadership and Cultural Network</b> EST. 2001 2,270 Members	8%	<b>Black Business Network</b> EST. 2001 1,864 Members
96%	<b>disABILITY Network</b> EST. 2021 1,177 Members	13%	<b>Early Career Network</b> EST. 2018 2,878 Members
2%	<b>Flex Network</b> EST. 2001 1,614 Members	13%	<b>LA VOICE Network</b> EST. 2005 1,290 Members
48%	<b>PRIDE Network</b> EST. 2007 3,282 Members	13%	<b>Veterans Network</b> EST. 2017 828 Members
6%	<b>Women in STEM</b> EST. 2016 3,401 Members	4%	<b>Women Leaders of Abbott</b> EST. 2000 11,069 Members

\*Reflects growth between 2022 and 2023.

INSPIRING FUTURE INNOVATORS


Abbott’s high school internship program for science, technology, engineering, and math (STEM) gives students the opportunity to work on our life-changing technologies alongside engineers and scientists who look like them. Our focus is on students at under-resourced schools in the communities where we live and work.

Knowing we will need the most creative minds to solve the world’s complex problems, we’re focused on expanding this internship program across the globe. And in 2023 we did just that, broadening our high school STEM internship program to Johannesburg, South Africa, bringing the total to 29 locations in 10 countries.



Laura Ogletree (left) and Zachary Hanson (right), college interns, use lab equipment at our facilities in Lake County, Illinois.





Employees attend a panel hosted by the Early Career Network at company headquarters. The event was a celebration of the network's fifth anniversary.

# Workplace

## SEE GROWTH:

SUPPORTING OUR PEOPLE THROUGH EMPLOYEE NETWORKS

Our employee networks not only encourage an inclusive culture at Abbott, but they make this welcoming environment possible. From promoting understanding of different cultures to supporting employees with LGBTQ+ children to helping colleagues with disabilities feel seen, our employee networks are attuned to their members' needs.

Read on for a closer look at the impact our employee networks are making in communities across the globe.





Aimee Valeroso (left) leads a panel during the Asian Leadership and Cultural Network's 20th anniversary event at company headquarters.

## Instilling pride in and understanding of Asian culture.

In the 20 years since the start of our **Asian Leadership and Cultural Network (ALCN)**, the group has grown to nearly 2,300 members and allies in 13 chapters across the U.S. In 2023, the network launched its first chapter outside the U.S. in Longford, Ireland.

The goal of ALCN hasn't wavered in its two decades of existence: broaden the understanding of Asian culture for all employees across the company and make sure employees of Asian descent are seen and have opportunities for professional growth and career development.

"This community instills a sense of pride in sharing who we are and not feeling like we have to hide our

heritage to fit in," said Aimee Valeroso, integrated business planning and business excellence manager, Diagnostics, and ALCN member.

"When you feel free to be who you are, you have the confidence to perform at your very best, which ultimately makes you feel proud to be part of Abbott."

**AIMEE VALEROSO**  
ALCN member

Confidence can be a challenge for early-career employees, which is one of the reasons our Early Career Network (ECN) exists.

Established in 2018, the **ECN** empowers Abbott's early-career employees to have their best careers at Abbott by providing and promoting development opportunities, highlighting internal resources and tools that support skill development and career growth, and fostering community through events and projects that advance the goals of ECN.

In just five years, this network has experienced significant growth with now more than 2,800 members across eight U.S. chapters and one chapter for our Benelux region, which includes Belgium, Luxembourg, and the Netherlands.

"I joined Abbott when I was 23 and was hungry for resources to help me navigate my career at a large, global company," said Paige Jones, ECN co-chair and public affairs manager, Rapid and Molecular Diagnostics. "I wanted to learn how to grow as an individual employee and contribute to the company in a meaningful way. ECN creates opportunities for people to take ownership of their career development while also helping them connect with peers who are at a similar stage in their careers."





Our PRIDE Network launched PROUD Parents in 2023, which has grown to more than 100 members in the U.S., Brazil, and the U.K.

Finding others with a shared experience is essential to knowing you're not alone. That's why our newest PRIDE community, PROUD Parents, is such an important group.

Raising children can be challenging in any environment. To make sure Abbott parents of LGBTQ+ children have the support they need, our PRIDE Network launched **PROUD Parents** in 2023, and the group has since grown to more than 100 members in the U.S., Brazil, and the U.K.

PROUD Parents provides parents of LGBTQ+ children a community to be vulnerable, ask difficult questions, and share experiences. Having a community that can educate around LGBTQ+ identities, provide resources, and support one another gives parents the space to be able to focus on the joys of raising their children.

"It's a unique community that does not currently exist in any of our other networks," said Cieleste Koenig, senior scientist, product R&D, Nutrition, and co-chair of the PRIDE Network. "As parents, we are all trying to do the best we can for our children. Together, we can help raise a generation of LGBTQ+ people who feel empowered to be their true selves every day throughout all aspects of their lives."

Marcus Palmer participates in a PRIDE Network lunch at company headquarters.





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Empowerment is the key to our disABILITY Network, which is focused on maintaining a culture where everyone is included.

This employee network launched in August 2021 in the U.S. to help promote an environment where our colleagues are comfortable discussing and exploring questions about accessibility, equality, and inclusion for people with disabilities. Since then, the group has expanded to nearly 1,200 members in 30 countries.

Take a look at the powerful impact this network is making at our sites around the world.

### Supporting employees in Brazil who are hard of hearing.

In Belo Horizonte, a city in southeastern Brazil, our employees are committed to supporting their colleagues who are hard of hearing.

“Our colleagues who are hard of hearing play important roles in production and quality at our manufacturing facility in Belo Horizonte, ranging from operational work, like valve assembly to more technical work, like quality documentation,” said Eduardo Marques, director, Human Resources in São Paulo.

“Knowing that we’re committed to creating an environment where our colleagues can succeed has had an incredible impact,” he said.

The work done to ensure inclusion at the plant has evolved over the years, and the team established some important principles that guide their actions, including:

- Implementing Libras (Brazilian Sign Language) courses for employees who work in departments with colleagues who are hard of hearing.

- Enhancing general Libras literacy for all the plant’s employees through a video teaching the most frequently used signs.
- Involving employees in Abbott’s Disability Week, which focuses on the importance of inclusion and how to achieve it.
- Ensuring professional interpreters attend employee meetings, trainings, and other events, making the site’s routine activities increasingly accessible and inclusive.
- Building greater awareness in the local community by volunteering and participating with organizations that help people with disabilities.

“Through these efforts, the Belo Horizonte team has created an environment of inclusion and trust for its employees where they can feel welcomed. Employees consider themselves more than a team. It’s like being part of a family,” said Warley Lima Correia, a production assistant at the site who is hard of hearing.

“I joined Abbott in November 2023, and I was impressed with what I found — the accessibility with Libras and the care everyone had for people like me. At Abbott, I can develop myself and feel valued for my skills and competencies. There’s no doubt in my mind that here at Abbott is where I want to work until I retire.”







Marijke Dekkers helps package products at our distribution center in Breda, Netherlands.

## Employing people with disabilities in Netherlands.

At our distribution center in Breda, Netherlands, our colleagues partner with a government organization to hire people with disabilities. The objective is to make sure people with disabilities remain active in the labor market, and our distribution center in Breda employs about 20 employees through the government partnership at any given time.

“These employees are good at what they do, incredibly motivated, and really enjoy their work,” said Peter van den Aarsen, director, regional warehouse operations, Nutrition in Breda.

In fact, these employees were recognized in 2023 for consistently exceeding their department goals. Ulises Carrillo, divisional vice president, freight and distribution, Nutrition, visited the Breda facility to present awards of recognition to the employees.

“We have an amazing group of people performing in such an amazing way in our Breda distribution center that we’re now looking to expand their work from the packaging area to other parts of the facility.”

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### ULISES CARRILLO

divisional vice president, freight and distribution, Nutrition



Critical to maintaining our culture are allies, our colleagues who support those around us to grow and succeed.

Allies help our employee networks achieve their goals and support an inclusive workplace at Abbott. That's why our networks regularly acknowledge and recognize their allies. Our Women Leaders of Abbott (WLA) Network, however, has taken this focus on allies to the next level with its Allies in Action Program.

"Allyship to women in the workplace is so integral to promoting and advancing an inclusive environment," said Jenna Daugherty, divisional vice president, Corporate and Civic Relations, and WLA co-chair.

WLA established Allies in Action in 2023 to recognize the dedicated group of employees who are focused on advancing allyship to women in the global workplace. Through the program, WLA members nominated colleagues they felt had exhibited allyship behaviors by asking them to join Allies in Action. The network's goal was to receive at least 50 nominations from members. It received more than 500.

WLA also created an Allies in Action Toolkit to help members and allies continue supporting the advancement of women at Abbott, leading up to International Women's Day in March. The toolkit includes training and resources on topics like allyship, how to challenge bias, and how to get involved with local WLA chapters.



Shehla Zafar speaks to colleagues during an International Women's Day leadership panel at company headquarters.

"An ally can be anyone, not just senior leaders. We rely on everyone, at all levels in the organization, to be allies."

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**JENNA DAUGHERTY**

divisional vice president, Corporate and Civic Relations, and WLA co-chair





Maria Orleni Arboleda, a community health worker in Minneapolis, walks near a mural in the city.

# Community

## SEE EQUITY:

FOCUSING ON INCLUSION

Our commitment to diversity, equity, and inclusion extends beyond our walls to the communities where we live and work. Here are two key Abbott initiatives helping improve health around the world by ensuring everyone is seen and included.



## Ensuring our research is as diverse as the people we serve.

Clinical trials play a pivotal role in health.

This research is the foundation of modern medicine and the ultimate test of safety and effectiveness before healthcare products, medicines, and medical devices are approved for use. Clinical research also helps drive greater understanding of how innovations and breakthrough therapies could impact broad populations.

But too often women and people of diverse ethnic and cultural backgrounds are underrepresented in the clinical trial process. This is why Abbott launched an initiative in 2021 to create a more inclusive clinical trial system.

In 2023, we took that work to the next level with a Diversity in Research Office. The office is responsible for making sure our research efforts include diversity

plans and key performance goals and fosters collaboration across Abbott, the industry, and regulatory bodies.

This new office builds on our earlier work in the area, including establishing a Diversity in Clinical Trials Medical Advisory Board, all with the goal of enhancing health equity, expanding access and affordability, and removing barriers to life-improving health technologies.

“Ensuring that clinical trials are as diverse as the people a product intends to serve is critically important in providing the best healthcare, so we’re developing programs to address as many barriers as possible,” said Jennifer Jones-McMeans, divisional vice president, global clinical affairs, Vascular. Jennifer leads the Diversity in Research Office, along with Aparna Ahuja, M.D., divisional vice president, medical, clinical, and scientific affairs, Rapid Diagnostics.

“We’re implementing programs that will help increase the diversity of clinical trials, including our own trials, to make sure people from underserved and underrepresented populations are part of clinical research,” Jennifer said.

Eunice Givens (left), who participated in one of our many clinical trials, speaks with Katherine Kane, M.D., in Fort Worth, Texas. As part of our 2030 Sustainability Plan, we are working to make our clinical trials more diverse and representative of populations who need them most.





## Investing in Historically Black Colleges and Universities (HBCUs).

To be champions of equitable healthcare, we must invest in a diverse workforce. That starts with addressing the skills gap in the science, technology, engineering, and math (STEM) fields.

In the U.S., Black people represent 14% of the population, and HBCUs represent 3% of the country's universities. However, HBCUs graduate more than 40% of Black engineers. Recognizing that HBCUs are uniquely positioned to nurture and grow a diverse talent pipeline, Abbott helped establish Advancing Minorities' Interest in Engineering (AMIE) more than 30 years ago. With this opportunity to partner with HBCUs and invest in diverse talent, Abbott is stepping up in various ways.

“Abbott is making an important investment in HBCUs, including helping implement new cybersecurity curricula through AMIE, providing internship opportunities, and hiring students for full-time roles. All of these efforts speak to Abbott's intentionality in helping HBCUs and their communities succeed,” said Shola Akinmeji, director, supply chain and logistics, toxicology, Diagnostics, and North Carolina A&T State University recruiting team captain and campus engagement lead. Shola graduated from Morgan State University, an HBCU in Baltimore.

As part of our broader efforts to invest in diversity and address the STEM skills gap, we're creating opportunities for more than 200,000 young people, including 50% from underrepresented groups, to participate in Abbott's STEM programs by 2030.



Shola Akinmeji (left) speaks with a colleague. Shola helps recruit early-career employees from HBCUs and is one of many employees working to address the STEM skills gap in underrepresented communities.

“Supporting HBCUs takes a collective effort. That is why I work with colleagues across the company to help build relationships with engineering deans in HBCUs and spend time mentoring interns and early-career professionals considering roles at Abbott. This is my way of fostering curiosity and excitement for growing STEM fields.”

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**SHOLA AKINMEJI**

director, supply chain and logistics, toxicology, Diagnostics





Sridevi Kurella (center) collaborates with college interns Grace Jenks (left) and Maya Stewart (right) in one of our laboratories in Lake County, Illinois.

# Future

## SEE INNOVATION:

DEVELOPING NEXT-GENERATION LEADERS AND HEALTHCARE

The world needs our brightest and most passionate STEM minds to solve major challenges. This is one reason why we invest in our high school and college internships and professional development program for recent college graduates.

Here's a look at one such program that is helping Abbott develop a new generation of leaders from around the world.



## DEVELOPING THE LEADERS OF TOMORROW

Our Professional Development Program (PDP) offers two- to three-year rotational assignments in Finance, IT, and Operations to give early-career employees opportunities to explore all aspects of their chosen field of study. The PDP also provides exposure to multiple geographic regions and areas of our businesses, and an immersion into Abbott's culture and purpose.

After completing the program, graduates take full-time positions at Abbott in the businesses and functions where their passion has been developed.

Our support for young people is nothing new. During its more than 50-year history, the PDP has generated a positive impact across the full spectrum of our culture. It enables us to develop a new generation of leaders with depth and breadth of experience. As an organization, we gain new ideas, fresh perspectives, and diverse ways of solving the healthcare challenges of the future. And it creates opportunities for managers who mentor the PDP participants to develop into stronger people leaders who are more attuned to the challenges emerging leaders encounter as their careers progress.

With more than half of our global PDP participants being women, we are paving the way to achieving our long-term gender-balance goals.

Maria Grant Tejada, originally from Puerto Rico, fell in love with the manufacturing environment during her first Abbott internship in our Nutrition

business in 2020. Joining the Operations PDP was her top choice, and Maria is in her second year of the program, now in our Vascular business.

“As young professionals, we might not always know what’s out there for us,” Maria said. “The PDP has allowed me to embark on new adventures and go on a journey to grow personally and professionally. The program has definitely helped me see everything that’s possible.”

To ensure our PDP is accessible and feasible for as many of our eligible employees as possible, we offer help with significant aspects of the program, like immigration costs, cultural awareness training, language lessons, and more.

Another aspect of the PDP that makes it so special is the support and coaching that participants receive from seasoned business leaders. When Yoke Jye Law, a PDP participant in Malaysia, was considering applying for the program, what most attracted her were the three one-year rotations that would push her out of her comfort zone. Currently, in her first year, she has found that receiving advice and feedback from experienced leaders is invaluable.

“I am assigned a director-level mentor who guides me and helps me navigate the business. My mentor has introduced me to other leaders, helped me build a network, and is a sounding board when I’m working on a new process and trying to problem solve,” said Yoke Jye.



Eduardo Arias (right) speaks with a student at Instituto Tecnológico de Costa Rica during Abbott Day, which helps students learn about our company.

As part of our 2030 Sustainability Plan, we are working to achieve gender balance across our global management team and in STEM roles by the end of the decade.





“Diversity not only helps us better understand the people we serve and fuels our innovation, but it also makes us a strong company and great place to work.”

## A LETTER FROM SEAN PALACIO, DIVISIONAL VICE PRESIDENT OF DIVERSITY AND INCLUSION

I was nine years old when I moved from Belize City to Los Angeles.

One morning at my new school in the U.S., I was invited to sing a song with my classmates. I sang the way I always did back home, but realized here I was offbeat and off-key compared to everyone else. People were looking at me. The way we sang in Belize was different than the way they sang in the U.S.

I felt like being myself was wrong.

That experience shaped me and fueled my passion for making sure people always feel welcomed. The power of feeling welcomed is knowing you're seen. This means you're valued and not alone.

As a global healthcare company with 114,000 employees serving people in more than 160 countries, it's essential that we have diversity of perspective, knowledge, and ability. Diversity not only helps us better understand the people we serve and fuels our innovation, but it also makes us a strong company and a great place to work.

To unlock the potential this diversity brings, people need to feel seen.

In our 2023 Diversity, Equity, and Inclusion Report, we highlight our commitment to seeing our colleagues, the people we serve, and those in our communities.

Within our company, our 10 employee networks build inclusive communities that support one another and offer our colleagues opportunities to connect and develop professionally, all while being their true selves.

And as you've read in this report, our efforts to nurture inclusion extend beyond our walls to the communities we serve. These efforts span from inspiring next-generation innovators to ensuring our clinical trials are representative of the people who use our products around the world.

As we look ahead, we will continue striving to create a welcoming workplace for all our people and to improve the lives that our company touches.

Best,

A handwritten signature in black ink, appearing to be 'SEAN PALACIO'.

**SEAN PALACIO**

Divisional Vice President,  
Diversity and Inclusion  
June 5, 2024



## 2023 WORKFORCE DATA

We are working to achieve gender balance across our global management team by the end of the decade. Through 2023, 42% of our global management positions have been filled by women.

### WOMEN AT ABBOTT

	2021	2022	2023
<b>Global</b>	<b>45%</b>	<b>45%</b>	<b>46%</b>
<b>United States</b>	<b>47%</b>	<b>47%</b>	<b>47%</b>

### WOMEN IN STEM-RELATED POSITIONS

	2021	2022	2023
<b>Global</b>	<b>45%</b>	<b>45%</b>	<b>45%</b>
<b>United States</b>	<b>43%</b>	<b>44%</b>	<b>44%</b>

### WOMEN IN MANAGEMENT

	2021	2022	2023
<b>Global</b>	<b>40%</b>	<b>41%</b>	<b>42%</b>
Managers	41%	42%	43%
Directors	39%	39%	40%
DVPs* and Officers	32%	33%	34%
<b>United States</b>	<b>43%</b>	<b>43%</b>	<b>44%</b>
Managers	43%	44%	45%
Directors	43%	43%	43%
DVPs* and Officers	38%	38%	38%

\*DVP: divisional vice president

Currently, 35% of our leadership roles in the U.S. are held by people from underrepresented groups. We are continuing to focus on our journey to be representative of those we serve in more than 160 countries.

### RACE AND ETHNICITY REPRESENTATION IN THE UNITED STATES

	2021	2022	2023
<b>U.S. Overall</b>	<b>42%</b>	<b>44%</b>	<b>44%</b>
American Indian or Alaska Native	0.3%	0.3%	0.3%
Asian	19.3%	20.0%	20.2%
Black or African American	9.0%	9.7%	9.2%
Hispanic or Latino	10.9%	11.0%	11.6%
Native Hawaiian or Pacific Islander	0.5%	0.4%	0.5%
Two or more races	2.3%	2.5%	2.5%
<b>U.S. Management</b>	<b>33%</b>	<b>35%</b>	<b>35%</b>
American Indian or Alaska Native	0.3%	0.2%	0.2%
Asian	19.2%	20.5%	20.7%
Black or African American	4.4%	4.7%	4.6%
Hispanic or Latino	7.0%	7.0%	7.2%
Native Hawaiian or Pacific Islander	0.3%	0.3%	0.3%
Two or more races	2.3%	2.2%	2.3%

#### Women at Abbott

**46%** (global)

#### Women in STEM-related positions

**45%** (global)

#### Women in management

**42%** (global)

#### Race and ethnicity representation

**44%** (U.S. overall)

**35%** (U.S. management)



## 2023 CONSOLIDATED EEO-1

The chart on the diversity of Abbott's U.S. workforce reflects data as of December 31, 2023. The use of specific job categories aligns with the U.S. Equal Employment Opportunity Commission (EEOC), which does not reflect how Abbott organizes its workforce.

Although it is impossible to capture the diversity of our organization through a single chart, we publish this information because we strive to be transparent about our diversity. Our Diversity, Equity, and Inclusion Report speaks to our current representation and our plans, policies, practices, principles, and aspirations to support global diversity and inclusion.

JOB CATEGORIES	HISPANIC OR LATINO		NON-HISPANIC OR LATINO												OVERALL TOTALS
	MALE	FEMALE	MALE						FEMALE						
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	
EXECUTIVE/SR. OFFICIALS & MANAGERS	2	1	31	1	0	1	0	3	9	2	0	0	1	0	51
FIRST/MID OFFICIALS & MANAGERS	369	328	2,711	198	13	697	17	97	2,119	201	13	619	12	97	7,491
PROFESSIONALS	812	679	5,166	460	25	1,685	18	224	3,891	458	18	1,561	8	165	15,170
TECHNICIANS	40	43	133	39	1	62	3	11	142	108	1	55	1	17	656
SALES WORKERS	142	97	1,461	96	3	58	8	42	1,392	77	5	68	5	47	3,501
ADMINISTRATIVE SUPPORT	610	895	1,247	823	36	915	21	111	1,218	711	44	1,432	21	65	8,149
CRAFT WORKERS	18	2	46	3	1	16	0	2	2	0	0	2	0	0	92
OPERATIVES	22	15	154	97	4	13	1	10	35	16	0	3	0	2	372
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	2,015	2,060	10,949	1,717	83	3,447	68	500	8,808	1,573	81	3,740	48	393	35,482
PREVIOUS REPORT TOTAL	1,946	1,992	11,140	1,785	84	3,423	63	488	8,868	1,672	89	3,642	49	401	35,642





*life. to the fullest.®*

**Abbott**

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