A Decade of Impact.
Endless Possibilities.

10-Year Impact Report
Since our launch in 2013, we have led with purpose to make a remarkable impact that lasts. And now, we reflect on how we’ve advanced our mission to discover and deliver innovative medicines and solutions that enhance people’s lives. We foster a culture of curiosity that enables our people to find the answers that make life better for our patients and our world.

Over the past ten years, we have grown from 21,000 to more than 50,000 employees in 70 countries.

We’ve taken on the toughest health challenges to deliver life-changing solutions, and that’s only the beginning. This report looks at how far we’ve come and the needs that still exist so we can continue to raise the standard of treatment for all.

**Therapeutic areas of focus:**
- Immunology
- Oncology
- Neuroscience
- Eye Care

Allergan Aesthetics
an AbbVie company

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**1st day as a company**

![1st day as a company](image)

**January 2, 2013**

**Approximately 21K employees in 2013**

**50K+ employees at AbbVie today**

**20 conditions in 2013**

**75+ conditions treated**

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**Invested over $55B* to research, develop and discover new medicines since AbbVie was founded leading to 25 major product or indication approvals since 2013**

**Nearly $650M in philanthropic donations to strengthen communities around the world**

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*Adjusted R&D investment, cumulative since inception
Our Principles

Our Principles are at the heart of our company. It's what we believe in. What we stand for. What guides us. It's foundational to who we are and how we operate.

Transforming lives
Acting with integrity
Driving innovation
Embracing diversity & inclusion
Serving the community

[link to principles page]

Our focus at AbbVie, on people and culture, serving our communities and operating with integrity, continues to be recognized by others.

Workplace & Diversity

2022 DiversityInc "Top 50 Companies for Diversity"
FORTUNE 100 Best Companies to Work For®
Great Place to Work's World's Best Workplaces™
Human Rights Campaign Corporate Equality Index
Seramount "100 Best Companies" – #1 in 2022
Disability:IN Best Places to Work for Disability Inclusion

Environment, Social and Governance

Dow Jones Sustainability World and North America Indices
Top 1% S&P Global ESG Score; Top Biotech Industry score for S&P Global ESG Yearbook Rankings
EcoVadis Corporate Social Responsibility Assessment Gold Medal
FTSE4Good Index
AbbVie ranked on the 2022 Purpose Power Index
3BL Media "100 Best Corporate Citizens"

Business Performance

FORTUNE 100
FORTUNE World’s Most Admired Companies
Patients

We create positive change for people — not only through the medicines we create but through the paths we take to create them.

AbbVie has always taken on the toughest health challenges, creating high-quality therapeutic solutions for complex conditions while ensuring product safety, efficacy and accessibility for patients.

At inception, AbbVie products served more than 1 million patients, and today we reach more than 50 million people in 175 countries.

In 2013, our products treated 1 million patients around the globe and just ten years later, we now improve the lives of 50 million people including more than 16 million in the United States.

From treating twenty conditions across all stages of life in 2013 to more than 75 conditions ten years later.

175+ countries where our products help people and patients

25 major product or indication approvals over the past 10 years*
including 4 major product or indication approvals in 2022

*In development individually or under collaboration or license agreements.
Supporting Patients

We discover and deliver life-changing medicines, but we know this only matters if they are accessible to people who need them, when they need them. That’s why we keep patients at the center of our work, and why every solution starts with the patient’s perspective.

We have been committed to providing patient support from our very beginning. This includes programs that offset the cost, or provide free medicines and therapies as well as other support for patients. We also fund patient education. This is an important area in which we continue to have great impact for patients and communities worldwide.

In 2013, AbbVie had 180 patient support programs globally, and now we have 530+ patient support programs. 1M+ patients helped each year in the United States through our commercial patient support programs. 1/2M+ U.S. patients have received free medicines from AbbVie’s patient assistance program over the past 10 years. This program provided 198K+ patients in the United States with free medicine in 2022. The program helps 99% of uninsured patients who seek assistance.

Supply Chain Sustainability

We are unwavering in assuring supply of innovative medicines to patients and life-enhancing products to customers.

AbbVie's supply chain is consistently ranked as a global supply chain leader, and in 2022, was ranked #20 in the Gartner Supply Chain Top 25.
Science

We create medicines and solutions that change people’s lives. For the last decade, our R&D teams have been chasing bold goals. The therapies and solutions that no one else has achieved or even attempted, including multiple medicines that have changed the standard of care. Our goal is to be first, faster and always for patients.

Since our launch in 2013, we have invested more than $55 billion in R&D, demonstrating our ongoing commitment to solving patients’ most challenging health issues. From drug discovery to clinical trials to regulatory approval, our scientific work is inspired by curiosity and collaboration.

From our very beginning, we have also sought to address the greatest unmet needs, which directs our efforts toward oncology, immunology, neuroscience, eye care, and medical aesthetics. Today, R&D has more than 12,000 employees.

From $3 billion invested in R&D in 2013 to $7.1 billion invested in R&D in 2022 with more than $55B invested collectively throughout the decade

12K+ R&D employees

Nearly 2K papers published by AbbVie scientists allowing others in the medical research community to build on scientific knowledge we developed

Our commitment continues with 110+ new study starts planned for 2023

75% of the medicines in our pipeline are considered first-in-kind with ~50 new molecular entities

From 20 mid to late stage clinical programs in 2013 to 80+ clinical programs in 2022
Clinical trials are a critical component to developing and delivering life-saving medicines for patients. We believe clinical trials should reflect the populations we serve as we aim to help patients live healthier, longer lives.

AbbVie is committed to being an industry leader in improving clinical research diversity. We rely on real-world data and evidence to guide our diversity and inclusion strategies to ensure that participation in AbbVie-sponsored clinical trials appropriately represents patients living with the diseases we are studying. We continue to analyze our clinical trials to ensure they reflect diversity in race, ethnicity, age and gender. [abbv.ie/clinicaltrialdiversity](http://abbv.ie/clinicaltrialdiversity)

### Innovation Takes All of Us

At AbbVie, external scientific partnerships have always been essential to creating medicines and solutions that put impact first — for patients, communities, and our world. We have more than 250 partnerships, made up of leading biotechs, universities, nonprofits and government organizations to advance science.

### Areas of Innovation

We invest in key areas that will drive innovation within our pipeline for years to come. We do this in an effort to bring about better therapies that are more targeted and effective. [abbv.ie/innovationareas](http://abbv.ie/innovationareas)

**Data convergence**
Convergence is the next step in the digital health revolution. We’re leading the way with a data infrastructure that enables more efficient knowledge sharing and understanding across the entire organization — the ultimate goal: a platform that creates new connections and opportunities to better treat disease.

**Therapeutic modalities**
We use a mix of traditional and cutting-edge modalities — to create the best compound for that specific target including:
- Monoclonal and multispecific antibodies
- Antibody-drug conjugates
- Targeted protein degradation
- Gene therapy
- Cell therapy
- Small molecules

**Precision medicine**
Our ~200 dedicated researchers are pushing the boundaries of personalized treatment to transform how we treat disease.

**Advanced technologies**
We leverage technology to accelerate science.
Key capabilities:
- Artificial intelligence
- Green chemistry
- DNA-encoded library platform
- B-cell discovery platform
- Specialized Research in Chaotic Systems (SPaRCS) team

**Patient-focused drug development**
Patients fuel our passion to create new approaches that help advance the standards of care for diseases with high unmet needs.

**Neglected Tropical Diseases (NTDs)**

1B+ people are impacted by NTDs globally

400+ scientists have donated 195K pro bono hours to develop treatments reflecting both scientific excellence and commitment to society [abbv.ie/journeyofsight](http://abbv.ie/journeyofsight)

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**240+ clinical trials in 55+ countries in 2022 with more than 9K study sites**

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~70 partners in 2013 to **250+ partnerships in 2022**
Our People, Jobs and Economies

We are driven by a shared passion to improve lives everywhere. This is as true today, as it was when we first opened our doors. Since day one, we knew that how we worked together would be central to our success. So, together with our employees, we defined our Ways We Work behaviors. These five behaviors set the expectation for how we deliver results and guide how our people work with each other every day. AbbVie’s culture continues to empower individuals, teams and the company to be innovative, collaborative and high performing, delivering results that change lives.

We Are AbbVie

From approximately 21K to 50K+ employees
more than doubling in strength and talent in one decade

From 20 to more than 40 top workplace recognitions across the globe, honoring us as a great place to work

Flexible workplace since inception
In 2022, we launched Where We Work, our hybrid work model, which provides flexibility without sacrificing collaboration

From 5,000 scientists to 12K+ R&D employees

57% of employees in STEM-related positions are women

37%* of employees are from underrepresented populations
*U.S. only statistic

20 countries with manufacturing and/or R&D facilities
Our Supplier Partners Help Us Meet Patient Needs

Because AbbVie delivers critical, lifesaving and impactful medicine to patients, maintaining and assuring a stable supply chain is a core goal. Supporting diverse suppliers, including underrepresented populations, women, military veterans, and the disabled community, is important to AbbVie’s EEDI strategy.

Providing patients with the critical products they need when they need it is essential. In the last two years, while backorders and shortages impacted multiple industries around the world, we were able to make our products available to our patients over 99% of the time.

Communities

We launched AbbVie with a commitment to help communities around the world achieve healthier, more sustainable, more equitable lives. Ten years later, we’re still committed.

In 2018, five years after our launch, we committed $350 million to nine organizations that align with our priorities of strengthening healthcare systems, supporting effective educational programs and building strong communities; our partners include:

- City Year
- Communities in Schools
- Direct Relief
- Family Reach
- Habitat for Humanity
- Neal Math & Science Academy
- Ronald McDonald House Charities
- St. Jude Children’s Research Hospital
- University of Chicago Education Lab

AbbVie and the AbbVie Foundation have worked over the past 10 years to create impact.

Employee Giving Campaign

21K+ employees contributed $21.7M to 12,600 charities in 50+ countries in 2022.

Since 2014, $100M+ has been donated by AbbVie employees and the AbbVie Foundation giving and matching program.

$35M donated in COVID relief

$13.8M+ supporting disaster relief

200K+ service hours by AbbVie volunteers during Week of Possibilities since it began in 2014.

260+ unique philanthropic partners
AbbVie Possibilities Scholarship
Since its inception in 2019, the AbbVie Possibilities Scholarship program has awarded 1,209 scholarships to students of employees in pursuit of higher education goals.

AbbVie Foundation Employee Relief Program
2022 completed our third year administering AbbVie’s employee relief program. In that time, we have awarded over 2,400 applications and over $7.3 million in support.

This includes over $2.2 million provided in financial assistance to employees in 16 countries (including the U.S.) and 14 states in the United States in 2022.

Commitment to Advancing Racial Equity
In 2020, AbbVie pledged $55 million to advance racial equity, including a $50 million five-year commitment to advance health and education equity in Black and other marginalized communities. Learn more about the progress of AbbVie Foundation’s six racial equity partners. abbv.ie/racialequity

Environmental Stewardship
Our SPARK Innovation Accelerator launched in 2019 and serves as an incubator for employee-driven sustainability ideas. In Year 4, the program is supporting 17 winning teams who will pilot action in 2023. In total, 51 winning teams from 11 countries have participated.

SPARK teams (Year 1 + Year 2 + Year 3) have saved or avoided spending $4.2 million by piloting new ideas to reduce AbbVie’s greenhouse gas emissions, energy, waste and water.

Nearly $650M in philanthropic donations driving impacts and making a remarkable difference in communities around the world.