

abbvie

Disclosure Supplement

2025 ESG Action Report

People. Passion. Possibilities.®

Contents

This supplement to the 2025 ESG Action Report contains AbbVie’s compiled disclosures against select environmental, social and governance (ESG) indices and frameworks. In particular, it contains AbbVie’s update to the Sustainability Accounting Standards Board’s (SASB) Biotechnology & Pharmaceuticals standard, our progress toward the United Nations Sustainable Development Goals (UN SDGs), our current Climate-related Risk Report, our 2025 ESG Key Performance Indicators (KPIs), our International Organization for Standardization (ISO) certifications and our Assurance Statement from Ernst & Young LLP.

3	Sustainability Accounting Standards Board’s (SASB) Index – Biotechnology & Pharmaceuticals standard
7	UN Sustainable Development Goals (SDGs)
9	Climate-related Risk Report
10	2025 ESG Key Performance Indicators (KPIs)
16	AbbVie International Organization for Standardization (ISO) Certifications 2025
17	Assurance Statement from Ernst & Young, LLP

Sustainability Accounting Standards Board (SASB) Index – Biotechnology & Pharmaceuticals standard

Safety of Clinical Trial Participants

HC-BP-210a.1	Discussion, by region, of management process for ensuring quality and patient safety during clinical trials	<p>We require all our clinical studies to be conducted in a manner consistent with the ethical principles outlined in the World Medical Association’s Declaration of Helsinki and to adhere to applicable standards set by the International Council for Harmonisation of Technical Requirements for Pharmaceuticals for Human Use. This includes adherence to Good Clinical Practice, Good Laboratory Practice and Good Manufacturing Practice standards, which provide for the protection of rights, safety and well-being and for the ethical treatment of trial participants. Additional information is provided in the Conducting Clinical Trials section of our 2025 ESG Action Report as well as within the following:</p> <ul style="list-style-type: none"> • AbbVie’s Clinical Trial Protocol • Clinical Trials • Our Commitment to Bioethics
HC-BP-210a.2	Number of inspections related to clinical trial management and pharmacovigilance that resulted in (1) entity voluntary remediation or (2) regulatory or administrative actions taken against the entity	U.S. Food and Drug Administration (FDA) inspection classification database
HC-BP-210a.3	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	If there were material legal proceedings associated with clinical trials in developing countries and public disclosure criteria were met, details would be included in AbbVie’s 2025 Annual Report on Form 10-K and our Quarterly Reports on Form 10-Q.

Access to Medicines

HC-BP-240a.1	Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index	<p>In geographies where commercial launch is not feasible, we evaluate and, where appropriate, undertake alternative models to help address unmet needs. These include product donations, voluntary licensing agreements and partnerships with governments and supranational organizations. To assess implications for access in different geographies throughout trial development, we run a global touchpoint process with international affiliates to evaluate evidence needs across regulators and health systems, planning evidence generation and periodically refreshing our analysis throughout development with the aim of meeting regulator and payer evidentiary requirements.</p> <p>Additional details can be found in the Patient Access and Affordability section of our 2025 ESG Action Report and in the following:</p> <ul style="list-style-type: none"> • Pricing and Access of Our Innovative Medicines • AbbVie Medicines Patent Pool (MPP) hepatitis C agreement • AbbVie MPP human immunodeficiency virus (HIV) agreement
HP-BP-240a.2	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	Please see the World Health Organization Prequalification of Medical Products for this list.

Affordability & Pricing

HC-BP-240b.2	Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous reporting period	Not reported
HC-BP-240b.3	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous reporting period	Not reported

Drug Safety

HC-BP-250a.1	Products listed in the public medical product safety or adverse event alert databases	FDA Med Watch Safety Information and Adverse Event Reporting Program
HC-BP-250a.2	Number of fatalities associated with products	FDA Adverse Event Monitoring System (AEMS) Public Dashboard
HC-BP-250a.3	(1) Number of recalls issued, (2) total units recalled	2025 FDA Class I Product Recalls: 0 2025 FDA Class II Product Recalls: 0 Learn about our system of standards, policies and procedures for product quality and safety in the Product Quality and Safety section of the 2025 ESG Action Report.
HC-BP-250a.4	Total amount of product accepted for take-back, reuse, or disposal	AbbVie participates with the Pharmaceutical Product Stewardship Work Group and its designated stewardship organization, MED-Project, to adhere to state and local laws requiring pharmaceutical manufacturing companies to establish take-back programs for the collection and disposal of unwanted medicines and sharps from households.
HC-BP-250a.5	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	Not reported

Counterfeit Drugs

HC-BP-260a.1	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	Our transportation and warehousing security programs are designed to mitigate risks by collaborating with our logistics partners to implement robust and resilient processes to ensure uninterrupted supply to our patients. Our Global Product Protection team is responsible for identifying and mitigating risks related to all AbbVie products. They coordinate proactive strategies for preventing counterfeiting and diversion of our products and conduct routine monitoring to identify signals of possible counterfeiting or diversion. We use security features on product packaging and labels, and we have improved our employee training and have piloted an anti-counterfeit scanning tool to confirm product authenticity. For more information, see the Product Quality and Safety section of our 2025 ESG Action Report, as well as the AbbVie Supplier Code of Conduct .
HC-BP-260a.2	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	AbbVie has established and maintains systems for global reporting of events and deviations, including counterfeit products. Any possible events will be submitted accurately and in a timely manner to the relevant authorities by our Product Security Alert Board. See the AbbVie Supplier Code of Conduct for more information.
HC-BP-260a.3	Number of actions that led to raids, seizure, arrests and/or filing of criminal charges related to counterfeit products	Not reported

Ethical Marketing

HC-BP-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	If there were material legal proceedings associated with false marketing claims and public disclosure criteria were met, monetary losses as a result of legal proceedings would be included in AbbVie's 2025 Annual Report on Form 10-K .
HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	AbbVie promotes our products only for uses that have been approved or authorized by appropriate government or regulatory agencies. AbbVie product claims are grounded in scientific evidence, accepted medical practice and government-approved labeling rules in all countries where we operate. See the AbbVie Code of Business Conduct for more information

Employee Recruitment, Development & Retention

HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientists and research and development staff	Our ambition is to attract and recruit top talent who will have a remarkable impact on our business and the patients we serve around the world. The strong organizational culture we have built and continue to amplify ensures a sustainable talent pipeline. We continue to plan for the workforce needs of the future by attracting talent, gathering insights on our employees' experiences, developing our people and managing performance. See the Employee Recruitment, Development and Performance Management section of our 2025 ESG Action Report for more details.
HC-BP-330a.2	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) mid-level managers, (c) professionals, and (d) all others	Overall turnover rate in 2025: 8% Voluntary turnover rate in 2025: 6% Additional data is provided in the Employee Recruitment and Development KPI table in this document.

Supply Chain Management

HC-BP-430a.1	Percentage of (1) entity's facilities and (2) Tier 1 suppliers' facilities participating in the Rx360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third-party audit programs for integrity of supply chain and ingredients	To prioritize our supplier management activities, AbbVie identifies its critical suppliers. This classification is based on multiple criteria and the potential impact of a supplier on product quality, safety, efficacy, availability or patient experience is paramount. Critical suppliers undergo an audit at least once every three years to ensure that our standards are met and if any suppliers are assessed to be at a higher risk, we conduct more frequent audits and provide improvement plans to those suppliers. More details are provided in the Sustainable Supply Chain Management section of our 2025 ESG Action Report.
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Business Ethics

HC-BP-510a.1	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	If there are material legal proceedings associated with corruption and bribery and public disclosure criteria are met, monetary losses would be included in AbbVie's 2025 Annual Report Form 10-K .
HC-BP-510a.2	Description of code of ethics governing interactions with health care professionals	AbbVie is fair and open in our interactions with health care professionals. AbbVie does not offer or give gifts or other items or services of value to earn favor for our products or to sway medical judgment. AbbVie relies on product quality and health care outcomes to influence purchasing and prescribing practices. More details are provided in the Business Conduct section of our 2025 ESG Action Report and in the AbbVie Code of Business Conduct .




Activity Metrics





HC-BP-000.A	Number of patients treated	Approximately 74 million patients reached in 2025
HC-BP-000.B	Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	<p>(1) More than 75 conditions treated</p> <p>(2) Approximately 90 clinical and device programs in development</p> <p>AbbVie medicines and devices treat more than 75 conditions.</p> <p>AbbVie’s pipeline currently includes approximately 90 compounds, devices or indications in development individually or under collaboration or license agreements, and is focused on such important specialties as immunology, neuroscience, oncology and aesthetics. Of these programs, approximately 60 are in mid- and late-stage development.</p> <p>More details about AbbVie’s products and pipeline can be found on our website.</p>

UN Sustainable Development Goals (SDGs)

AbbVie’s long-term strategy and our approach to ESG are well aligned with the United Nations’ SDGs. We consistently evaluate how AbbVie’s operations and long-term outlook contribute to the international sustainable development agenda. These goals were created to help solve the world’s toughest challenges, such as poverty, inequality and climate change by the year 2030.

Our activities are creating positive synergies and conditions that can address several developmental challenges, such as taking action on climate change, ensuring healthy lives and promoting well-being for all.

SDG	Relevant Target & Indicator	2025 Highlights
	3.4.1 Mortality rate attributed to cardiovascular disease, cancer, diabetes or chronic respiratory disease	Our robust portfolio targeting blood cancers and solid tumors comprises first-of-their kind treatments and an advancing pipeline of more than 20 investigational assets that are designed to tackle some of the most difficult-to-treat cancers in the world. Learn more in the Product Innovation section of our 2025 ESG Action Report.
	5.1.1 Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex	As defined in our Code of Business Conduct , we do not discriminate on the basis of race, color, religion, national origin, age, sex, physical or mental disability, medical condition (including pregnancy), genetic information, gender identity or expression, sexual orientation, marital status, protected veteran status or any other characteristics protected by law. More details can be found in the Human Rights of Our Workforce section of our 2025 ESG Action Report.
	5.5.2 Proportion of women in managerial positions	45% of women in VP roles 52% of women in Director roles 55% of women in Manager roles More details can be found in the Our People and Culture section of our 2025 ESG Action Report.
	6.4.1 Change in water-use efficiency over time	7.29% increase in net water intake since 2023. More details can be found in the Resources and Nature section of our 2025 ESG Action Report.
	6.4.2 Level of water stress: freshwater withdrawal as a proportion of available freshwater resources	3.9% of Water Withdrawal from Water-Stressed Areas.* *Manufacturing and R&D sites are screened annually for water stress using the World Resources Institute Aqueduct Water Risk Atlas

SDG	Relevant Target & Indicator	2025 Highlights
	7.2.1 Renewable energy share in the total final energy consumption	19.39% of total energy generated from renewable sources.
	9.4.1 CO ₂ emissions per unit of value added	6.23 Scope 1 and 2 (market-based) GHG intensity in metric tons CO ₂ e/\$ million revenue, a 26% decrease since 2023. More details can be found in the Environmental Sustainability and Climate Change section of our 2025 ESG Action Report.
	9.5.1 Research and development expenditure as a proportion of GDP	\$13.8B Adjusted Investment in research and development (R&D).*
	9.5.2 Researchers (in full-time equivalent) per million inhabitants	*Adjusted R&D investment is a non-Generally Accepted Accounting Principles (GAAP) measure, which is reconciled in our 2026 Proxy Statement . ~15,000 employees in R&D positions.
	11.6.1 Proportion of municipal solid waste collected and managed in controlled facilities out of total municipal waste generated, by cities	36,160 metric tons in absolute total hazardous and non-hazardous waste generated vs. 2015 base year. More details can be found in the Resources and Nature section of our 2025 ESG Action Report.
	12.4.2 Hazardous waste generated per capita; and (b) proportion of hazardous waste treated, by type of treatment	5,132 metric tons of treated hazardous waste in 2025.
	12.5.1 National recycling rate, tons of material recycled	33.5% recycling rate for hazardous and non-hazardous waste (excluding construction and demolition waste). More details can be found in the Resources and Nature section of our 2025 ESG Action Report.
	12.6.1 Number of companies publishing sustainability reports	ESG Action Report published annually. AbbVie's current and previous ESG Action Reports can be found on our website here .
	13.2.2 Total greenhouse gas emissions per year	380,850 metric tons CO ₂ e total Scope 1 and 2 (market-based) GHG emissions, a 10% decrease compared to 2024. More details can be found in the Environmental Sustainability and Climate Change section of our 2025 ESG Action Report.

Climate-related Risk Report

AbbVie has developed a Climate-related Risk Report that assesses our climate-related risks and opportunities. It is used to inform our stakeholders of how climate-related considerations are integrated throughout our value chain and decision-making. This report is aligned with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) Framework.

Our current Climate-related Risk Report can be found [here](#).

2025 ESG Key Performance Indicators (KPIs)

Key Performance Indicators: Carbon Emissions	2023	2024	2025
Absolute Scope 1 GHG Emissions (Metric Tons CO₂e)^{1,2}	328,259*	300,072*	304,649*
Scope 1 Stationary Combustion GHG Emissions (Metric Tons)	212,851	198,801	210,154
Scope 1 Mobile Combustion GHG Emissions (Metric Tons)	105,566	94,175	87,733
Scope 1 Fugitive GHG Emissions (Metric Tons)	4,840	2,387	3,873
Scope 1 Office Activities GHG Emissions (Metric Tons)	5,002	4,708	2,889
Absolute Scope 2 Location-based GHG Emissions (Metric Tons CO₂e)³	237,714*	241,142*	210,407*
Absolute Scope 2 Market-based GHG Emissions (Metric Tons CO₂e)^{1,3}	131,232*	122,287*	76,201*
Scope 2 Purchased Electricity GHG Emissions (Metric Tons)	85,935	75,539	28,706
Scope 2 Purchased Steam GHG Emissions (Metric Tons)	22,982	23,560	24,032
Scope 2 Purchased Chilled Water GHG Emissions (Metric Tons)	22,315	23,187	23,463
Scope 1 & 2 (Market-based) GHG Intensity (Metric Tons CO₂e/\$ Million Revenue)	8.46	7.50	6.23
Scope 1 Absolute Non-carbon Emissions (Metric Tons)	6,314	3,696	5,154
CH ₄ (Metric Tons) ⁴	458	456	454
N ₂ O (Metric Tons) ⁴	1,016	853	827
HFC (Metric Tons) ⁴	4,648	2,305	3,769
Other (Metric Tons)	192	82	104

¹ The metrics reported here do not sum to the absolute figure due to the applied rounding methodology for certain years.

² Scope 1 emissions include emissions from natural gas, liquefied natural gas (LNG), liquefied petroleum gas (LPG), propane, #2 fuel oil, jet fuel, kerosene, motor fuel (gasoline, diesel, and E85), and fugitive emissions associated with refrigerants. Scope 1 emissions from stationary and mobile combustion and fugitive emissions under AbbVie's operational control are calculated by multiplying fuel consumed by relevant emission factors and refrigerant losses by relevant global warming potentials.

³ Scope 2 location-based GHG emissions capture purchased electricity and purchased utilities (including steam and chilled water) from the global facilities in the reporting boundary. Scope 2 market-based GHG emissions reflect purchased renewable electricity through Energy Attribute Certificates (EACs) including Renewable Energy Certificates, International Renewable Energy Certificates and European Guarantees of Origin at the global facilities within the reporting boundary. EACs are contractual instruments representing consumption of renewable energy. Scope 2 emissions from purchased electricity, steam and chilled water for operations under AbbVie's operational control are calculated using the location-based and market-based methods. Scope 2 location-based emissions, derived from purchased electricity, are calculated by multiplying electricity consumed by the relevant electric grid emission factors. Scope 2 market-based GHG emissions reflect active procurement of renewable electricity by AbbVie and are used to determine progress toward emissions goals.

⁴ Methane (CH₄), nitrous oxide (N₂O) and hydrofluorocarbons (HFCs).

* This KPI value received third-party limited assurance in the year(s) indicated.

Key Performance Indicators: Energy

	2023	2024	2025
Absolute Total Energy Consumption (MWh)	2,317,472*	2,213,805*	2,218,056*
Absolute Total Non-renewable Energy Consumption (MWh)¹	2,018,707	1,887,381*	1,788,071*
Natural Gas (MWh)	778,406	740,271	769,258
LNG, LPG & Propane (MWh) ²	346,542	305,298	328,248
#2 Fuel Oil (MWh)	17,849	23,835	21,270
Jet Kerosene (MWh)	32,906	30,080	27,712
Motor Fuel Gasoline/Diesel (MWh)	393,070	357,393	334,163
Purchased Electricity and Utilities (Steam and Chilled Water) from Non-renewable Sources (MWh)	449,934	430,504	307,421
Absolute Total Renewable Energy Consumption (MWh)	298,765	326,424*	429,985*
Purchased Renewable Electricity (MWh)	297,349	324,649	427,268
Self-generated Renewable Electricity (MWh)	1,416	1,775	2,717

¹ The metrics reported here do not sum to the absolute figure due to the applied rounding methodology for certain years.

² Liquefied natural gas (LNG) and liquid petroleum gas (LPG).

* This KPI value received third-party limited assurance in the year(s) indicated.

Key Performance Indicators: Water

	2023	2024	2025
Absolute Water Withdrawal (Million Cubic Meters)	28.98*	28.85*	27.86*
Withdrawal: Fresh Surface Water (Million Cubic Meters)	24.18	24.09	23.20
Withdrawal: Groundwater (Million Cubic Meters)	1.74	1.71	1.68
Withdrawal: Third Party (Million Cubic Meters) ¹	3.05	3.05	2.98
Net Water Intake (Million Cubic Meters)²	4.8*	4.8*	5.15*
Percentage of Water Withdrawal from Water-Stressed Areas^{3, 4}	—	—	3.9%

¹ The "Withdrawal: Third Party" metric has been renamed from "Withdrawal: Municipal" to better clarify the water withdrawal source and to align with internal categorizations.

² The "Net Water Intake" metric has been renamed from "Absolute Total Water Consumption" to more accurately reflect AbbVie's calculation methodology for this metric.

³ Data sourced from the WRI Aqueduct Water Risk Atlas tool using locations with "high" and "extremely high" water stress as of August 2025 to align with AbbVie's CDP submission.

⁴ Represents a new KPI in the 2025 ESG Action Report.

* This KPI value received third-party limited assurance in the year(s) indicated.

Key Performance Indicators: Waste

	2023	2024	2025
Combined Recycling Rate for Hazardous and Non-hazardous Waste (Excluding Construction and Demolition)	0.40	0.37	0.33
Absolute Total Hazardous and Non-hazardous Waste Generated (Excluding Construction and Demolition Waste) (Thousand Metric Tons)¹	30.20*	33.20*	38.08*
Absolute Total Hazardous Waste (Thousand Metric Tons)¹	13.35*	16.42	19.46
Recycled Hazardous Waste (Thousand Metric Tons)	3.61	3.83	4.30
Landfilled Hazardous Waste (Thousand Metric Tons)	0.005	0.003	0.010
Treated Hazardous Waste (Thousand Metric Tons)	1.47	1.82	5.13
Incinerated Hazardous Waste with Energy Recovery (Thousand Metric Tons)	6.78	9.07	8.04
Incinerated Hazardous Waste without Energy Recovery (Thousand Metric Tons)	1.49	1.69	1.97
Absolute Total Non-hazardous Waste (Thousand Metric Tons)¹	16.81*	16.79	18.63
Recycled Non-hazardous Waste (Thousand Metric Tons)	8.37	8.40	8.08
Composted Non-hazardous Waste (Thousand Metric Tons)	0.36	0.36	0.38
Landfilled Non-hazardous Waste (Thousand Metric Tons)	3.34	2.83	4.50
Treated Non-hazardous Waste (Thousand Metric Tons)	0.69	0.68	1.17
Incinerated Non-hazardous Waste with Energy Recovery (Thousand Metric Tons)	3.75	4.27	4.05
Incinerated Non-hazardous Waste without Energy Recovery (Thousand Metric Tons)	0.30	0.25	0.44

¹ The metrics reported here do not sum to the absolute figure due to the applied rounding methodology.

* This KPI value received third-party limited assurance in the year(s) indicated.

Key Performance Indicators: Product Innovation

	2023	2024	2025
Adjusted Investment in R&D (\$ Billion) ¹	7.8	10.8	13.8
New Product or Indication Approvals Including Indication Expansions (Globally)	7	9	6
Programs Granted a Designation by at Least One Major Regulatory Authority to Expedite Development or Review	4	5	6
FDA Breakthrough Therapy Designations Granted by Year	1	1	1
Percentage of Compounds in Late-stage Clinical Development with Novel Mechanism of Action	80%	56%	50%
Employees in R&D Positions ²	>13,000	~14,000*	~15,000

¹ Adjusted R&D investment is a non-GAAP measure, which is reconciled in our [2026 Proxy Statement](#).

² These values have been rounded for consistency purposes.

* This KPI value received third-party limited assurance in the year(s) indicated.

Key Performance Indicators: Product Quality and Safety

	2023	2024	2025
FDA Class I Product Recalls	—	—	—
FDA Class II Product Recalls	—	2 ¹	—
External Regulatory Inspections of AbbVie Commercial Manufacturing Facilities	55	60	55
FDA Regulatory Inspections of AbbVie Commercial Manufacturing Facilities	6	7	5
FDA Regulatory Inspections with Observations	3	5	4
FDA Warning Letters	—	—	—
FDA Import Alerts	—	—	—
Rate of Expedited Adverse Event Reporting (European Medicines Agency)	95%	97%	98%

¹ Details regarding the two Class II product recalls in 2024 are as follows: 1) The KELLER FUNNEL™2 is intended to assist with the delivery of silicone gel breast implants by providing a shell-tissue interface with less friction during insertion of the implant. Complaints were received for lack of lubricity, which makes it difficult to pass the breast device through the funnel. The defect was a result of a supplier error when coating the film used in the manufacture of the funnels. The supplier implemented corrective actions and the Class II recall removed the impacted product. 2) Refresh Lacri-Lube 3.5 g and Refresh P.M. 3.5 g Lubricant Eye Ointments are used for the temporary relief of burning, irritation and discomfort due to dryness of the eye or exposure to wind or sun. The ointment tubes (container-closure) have the potential to contain a partial seal at the bottom of the tube due to an abnormality in a tool which is used in the manufacturing process to enable the seal. This partial seal was observed for a single tube during an in-process inspection. The AbbVie packaging process was corrected and the Class II recall removed the impacted product.

Key Performance Indicators: Patient Access and Affordability

	2023	2024	2025
U.S. Patients Provided Medicine at No Cost Through Patient Assistance Programs	218,407	238,749	210,351
Low- to Middle-income Countries that have Received Product Donations ^{1,2}	76	63	71

¹ As defined by the World Bank, including low-income, lower-middle-income and upper-middle-income countries.

² The specific countries in which AbbVie’s products are donated are solely determined by our partners, who receive and distribute those donated products; their decisions are driven by identified needs, such as natural disasters or armed conflicts.

Key Performance Indicators: Employee Recruitment and Development

	2023	2024	2025
Overall Turnover Rate	9%*	8%*	8%
Voluntary Turnover Rate	6%*	6%*	6%
New Hires ^{1,2,3}	6,100*	6,500	6,400
Open Positions Filled by Internal Candidates	31%*	34%*	32%
Employee Engagement Rate ⁴	81%	–	84%
Employees Who Indicate That AbbVie Equips Them Well to Perform in Their Role ³	77%	–	79%

¹ These values have been rounded for consistency purposes.

² The number of New Hires excludes temporary and fixed-term employees.

³ The 2024 New Hires value has been corrected in the 2025 ESG Action Report. The correction has resulted in consistency throughout all comparative periods.

⁴ Sources: AbbVie Employee Survey, 2023. The AbbVie Employee Survey is conducted every two years. The survey was not conducted in 2022 or 2024.

* This KPI value received third-party limited assurance in the year(s) indicated.

Key Performance Indicators: Workplace Safety

	2023	2024	2025
Recordable Incident Rate (Per 200,000 Hours Worked) ¹	0.18*	0.13*	0.11*
Lost Time Injury Frequency Rate (Per 200,000 Hours Worked) ¹	0.07*	0.04*	0.04*
Work-related Employee Fatalities ²	0*	0*	0*
Work-related Contingent Worker Fatalities ^{2,3}	0	0*	0*
Recordable Work-related Accidents ⁴	–	–	88
Days Lost to Work-related Injuries, Fatalities and Ill Health ⁴	–	–	2,245

¹ AbbVie estimates its total hours worked by employees and contingent workers using a standard number of monthly hours per person, taking into account entitlements to paid leaves of absence from work (e.g., paid vacations and AbbVie-recognized holidays) as well as a standard overtime rate.

² Prior to 2024, Employee and Contingent Worker Fatalities were tracked together as a single KPI. Starting in 2024, they were separated and reported as two distinct KPIs.

³ In 2025, AbbVie updated the KPI name from “Work-Related Contractor Fatalities” to “Work-Related Contingent Worker Fatalities.” The update did not impact the KPI figures or underlying calculation methodologies.

⁴ Represents a new KPI in the 2025 ESG Action Report.

* This KPI value received third-party limited assurance in the year(s) indicated.

Key Performance Indicators: Philanthropy and Employee Giving

	2023	2024	2025
Philanthropic Donations (\$ Million) ¹	37.8	54.1	47.5
Total Amount Donated to Disaster Relief Organizations Excluding Product Donations (\$ Million) ²	4.7	2.6	1.9
Funds Raised Through Donations and AbbVie Foundation Matching Contributions (\$ Million) ^{3, 4, 5}	24.7	25.0	25.3
Employee Community Volunteers (Worldwide)	17,197	20,230	20,410

¹ Philanthropic donations are charitable cash donations made by AbbVie Corporate and the AbbVie Foundation and exclude donations to disaster relief organizations.

² This donation amount excludes matching donations from AbbVie Foundation for employee donations made to disaster relief organizations.

³ The "Funds Raised Through Donations and AbbVie Foundation Matching Contributions" metric has been renamed from "Funds Raised During Employee Giving Campaign" to more accurately reflect AbbVie's calculation methodology for this metric.

⁴ These values have been rounded for consistency purposes.

⁵ These values include employee donation and matching contributions from the AbbVie Foundation. The figures represent amounts paid and pledged in the reporting year.

Business Conduct

	2023	2024	2025
Assigned Employees Certifying to the AbbVie Code of Business Conduct Globally¹	99%*	99%*	99%
Completion of Assigned Conflict of Interest Training by Full- and Part-time Employees Globally ¹	99%*	99%*	99%
Completion of Assigned Anti-bribery and Anti-corruption Training by Full- and Part-time Employees Globally ¹	99%*	99%*	99%

¹ Employees who did not complete these trainings include, but are not limited to, those who are on leave of absence or retired and those who otherwise left the company prior to completion date.

* This KPI value received third-party limited assurance in the year(s) indicated.

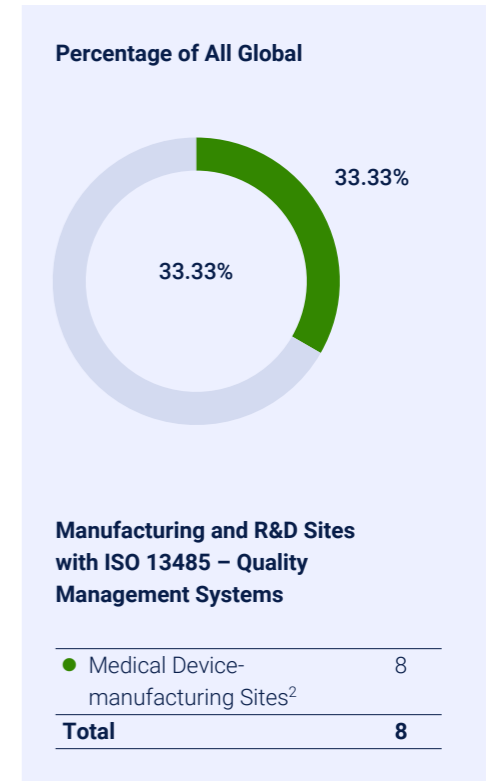
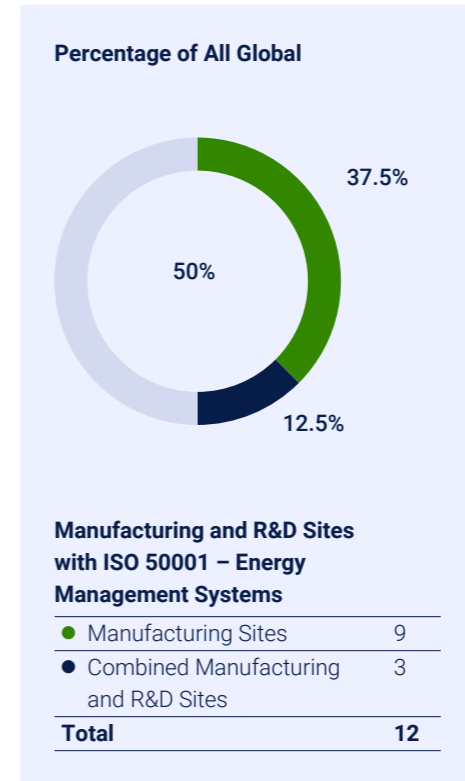
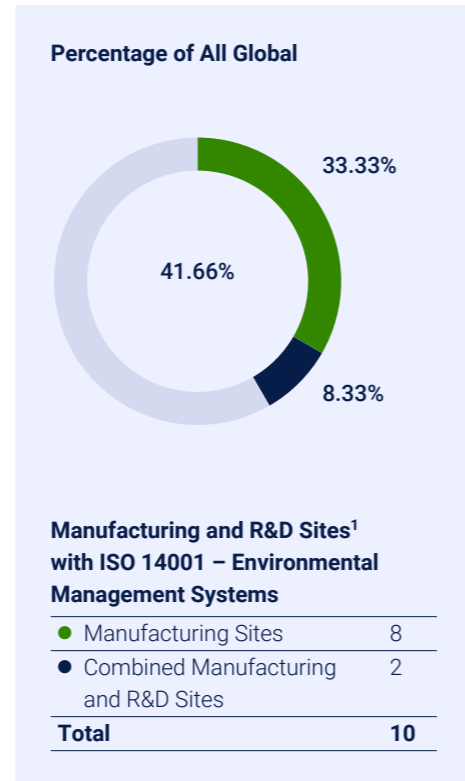
AbbVie International Organization for Standardization (ISO) Certifications 2025

AbbVie’s environmental, health and safety management system (EHSMS) establishes a structured approach to identifying, monitoring and reducing our environmental impacts while maintaining a safe workplace for our employees. It supports regulatory compliance and drives continual improvement across our operations. Our EHSMS is guided by fundamental principles that underscore our commitment to environmental, health and safety responsibility.

In addition, many of our sites actively seek voluntary certification to these standards:

- ISO 14001: Focuses on improving environmental performance through waste reduction and pollution prevention
- ISO 45001: Provides a framework to implement, maintain and continually improve occupational health and safety management systems to prevent work-related injuries and illnesses
- ISO 50001: Aims to enhance energy efficiency and optimize energy use

Outside of our EHSMS, AbbVie sites also pursue an ISO certification to support our Quality System. All AbbVie device manufacturing sites have achieved ISO 13485 certification, which specifies requirements for a quality management system for the design, production and servicing of medical devices, with a focus on product safety, regulatory compliance and risk management.



¹ In mid-2025, a new manufacturing site located in Martillac, France was added, which expanded the base used for the calculation.

² All eight (100%) of AbbVie’s device-manufacturing sites are ISO 13485 certified. AbbVie’s remaining 16 manufacturing sites are not ISO 13485 certified as they do not manufacture devices at those sites.

Assurance Statement from Ernst & Young, LLP

The Assurance Statement from Ernst & Young, LLP used to support AbbVie's 2025 ESG disclosures can be found [here](#).