abbvie

2024 ESG Action Report

People. Passion. Possibilities.®

Contents

2024 ESG Action Report Disclosure Supplement

This supplement contains our Sustainability Accounting Standards Board (SASB), Task Force on Climate-related Financial Disclosures (TCFD) and United Nations Sustainable Development Goals (SDGs) indices, our key performance indicator (KPI) data and our assurance statement.

2024 ESG Action Report Disclosure Supplement

Disclaimer and Forward-Looking Statements

The information and opinions contained in this report are provided as of the date of this report and are subject to change without notice. AbbVie does not undertake to update or revise any such statements.

Company goals are aspirational and not guarantees or promises that all goals will be met. Certain statistics and metrics relating to environmental, social and governance (ESG) matters are estimates and may be based on assumptions or developing standards. This report may contain or incorporate by reference public information not separately reviewed, approved or endorsed by AbbVie and no representation, warranty or undertaking is made by AbbVie as to the accuracy, reasonableness or completeness of such information. Inclusion of information in this report is not an indication that the subject or information is material to AbbVie's business or operating results. This report is not intended to create legal rights or obligations.

Some statements in this report are, or may be considered, forward-looking statements for purposes of the Private Securities Litigation Reform Act of 1995. The words "believe," "expect," "anticipate," "project" and similar expressions, and uses of future or conditional verbs, generally identify forward-looking statements, which speak only as of the date the statements were made.

AbbVie cautions that these forward-looking statements are subject to risks and uncertainties that may cause actual results to differ materially from those expressed or implied in the forward-looking statements. Where, in any forward-looking statement, an expectation or belief as to future results or events is expressed or implied, such expectation or belief is based on the current plans and expectations of AbbVie management and expressed in good faith and believed to have a reasonable basis, but there can be no assurance that the expectation or belief will result or be achieved or accomplished. Such risks and uncertainties include, but are not limited to, challenges to intellectual property, competition from other products, difficulties inherent in the research and development process, adverse litigation or government action and changes to laws and regulations applicable to our industry. Additional information about the economic, competitive, governmental, technological and other factors that may affect AbbVie's operations is set forth in Item 1A, "Risk Factors," of AbbVie's 2024 Annual Report on Form 10-K, which has been filed with the Securities and Exchange Commission, as updated by its subsequent Quarterly Reports on Form 10-Q. AbbVie undertakes no obligation, and specifically declines, to release publicly any revisions to forward-looking statements as a result of subsequent events or developments, except as required by law.

A Message from Our CEO

At AbbVie, we are resilient and relentless in our pursuit of medicines that have the potential to transform patient care. Through our commitment to innovation, patients, communities and top-tier business performance, approximately 55,000 AbbVie employees are taking that mission further than ever before. AbbVie's 2024 Environmental, Social & Governance (ESG) Action Report demonstrates our approach to ESG that creates value today and maintains a strong business so that we can sustain our positive impact well into the future.

Robert A. Michael
Chief Executive Officer

Throughout 2024, our five key growth areas, immunology, neuroscience, oncology, aesthetics and eye care, continued to drive our success, enabling us to invest in our business and fuel future innovation through our research and development (R&D) efforts. We elevated the standard of care for patients with nine product or indication approvals in 2024 and increased our adjusted R&D investment to $10.8 billion,[1] while also advancing our pipeline of approximately 90 active clinical and device programs.[2] By investing in innovative approaches that will transform the future of patient care, we added depth to our pipeline through approximately 20 collaborations, licensing agreements or other asset acquisitions.

AbbVie's commitment to patients goes beyond our focus on discovering and developing innovative medicines. Our patient assistance programs help patients in need access our medicines so they can focus on what matters most – their health and well-being. Last year, our U.S. patient assistance program, myAbbVie Assist, provided medicines at no cost to more than 235,000 patients.

We also believe that supporting our communities is foundational to who we are at AbbVie and is one of the many ways we lead with purpose. The AbbVie Foundation has continued to enhance its programming to further drive transformative changes in communities worldwide. The impact we made in 2024 is impressive, with more than 20,000 employees participating in our volunteer programs and raising approximately $25 million for nonprofits around the world through employee donations matched by the Foundation.

Additionally, to support our efforts to reduce our environmental impact, we continue to make meaningful progress toward our science-based targets. As of 2024, we have reduced our Scope 1 and 2 greenhouse gas emissions by more than 32% compared to 2021 and increased our active sourcing of renewable electricity to more than 60%. In 2024, we also completed a double materiality assessment which will inform future disclosures and guide our ESG strategy moving forward, supporting the long-term growth and resilience of our business.

We have a firm commitment to our sustainable business practices through our ESG efforts and I look forward to further advancing this work in the coming years. Our future is bright and I am proud of the remarkable impact AbbVie continues to make for our patients.

Sincerely,

Robert A. Michael

1 Adjusted R&D investment is a non-GAAP measure, which is reconciled in our 2025 Proxy Statement. All financial figures included in this report are listed in U.S. dollars.
2 Compounds, devices or indications in development individually or under collaboration or license agreements.

About AbbVie

AbbVie's mission is to discover and deliver innovative medicines and solutions that solve serious health issues today and address the medical challenges of tomorrow.

Our commitment is measured by the impact we make – to patients, to our communities and to the world. Our approximately 55,000 employees strive to make a remarkable impact that lasts, driven by our compassion for people, commitment to innovation and inclusion, service to the community and uncompromising integrity.

Today, our products help millions of patients living in approximately 175 countries, and we are making significant advancements with a robust pipeline of potential new medicines as we look to find the treatments of tomorrow.

Key specialty areas:

- Immunology
- Neuroscience
- Oncology
- Aesthetics
- Eye Care

Key Facts

$73B+
invested in adjusted R&D since 2013[1]

12
blockbuster products with 2024 net revenues greater than $1 billion

$56.3B
in total net revenue in 2024

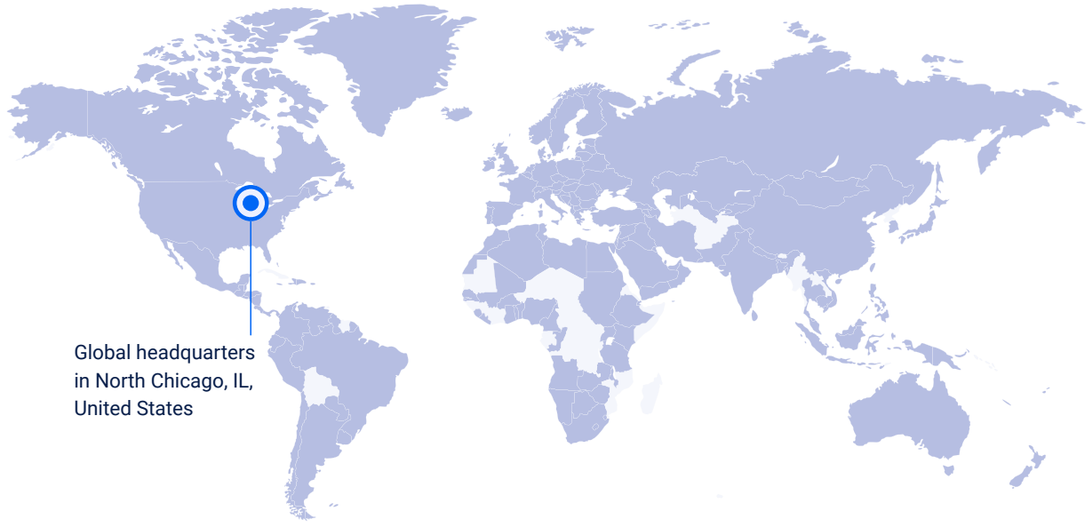
~175
countries where AbbVie products help patients

75+
conditions treated

~90
active clinical and device programs[2]

~55,000
employees working in more than 70 countries

Countries where our products help people and patients



Our Principles

Transforming Lives
We inspire hope and transform lives every day. We make decisions based on our deep caring and compassion for people, delivering a lasting impact to our patients, their families, our employees and the community.

Acting with Integrity
We strive to always do the right thing. With uncompromising integrity at the heart of everything we do, we pursue the highest standards in quality, compliance, safety and performance.

Driving Innovation
We innovate relentlessly in everything we do to tackle unmet needs. We invest in the discovery and development of new medicines and health care approaches for a healthier world.

Embracing Diversity and Inclusion
We treat everyone equally, with dignity and respect. Around the world, our employees embrace diverse backgrounds and perspectives, which allows us all to achieve our best.

Serving the Community
We are proud to serve and support the community and do our part to protect the environment. We make a remarkable impact that is felt within health care and beyond.

1 Adjusted R&D investment is a non-GAAP measure, which is reconciled in our 2025 Proxy Statement.
2 Compounds, devices or indications in development individually or under collaboration or license agreements.

Our Approach to ESG

We are committed to making a real difference in people's lives – through the breakthroughs we achieve and the paths we take to achieve them. That is why we are intentional in our approach to environmental, social and governance (ESG) – supporting the sustainable growth of our company and creating a positive impact for our people, communities and the planet.

We evaluate our efforts against a range of external ESG frameworks, global initiatives, ratings and indices. These include the Sustainability Accounting Standards Board (SASB), the Task Force on Climate-related Financial Disclosures (TCFD) and the United Nations Sustainability Development Goals (UN SDGs), which can be found in our 2024 ESG Action Report Disclosure Supplement.

ESG Oversight

AbbVie's board of directors has oversight responsibility for the company and administers this responsibility both directly and with assistance from its committees. Together, our directors have backgrounds that provide a portfolio of experience and knowledge that serve AbbVie's governance and strategic needs.

To ensure their experience and ability is relevant to the board's oversight role, director nominees are considered against a range of criteria, including broad-based business knowledge and relationships, prominence and reputation, as well as a global business perspective and commitment to good corporate citizenship.

Each of the board committees, as well as the full board itself, oversees specific aspects of AbbVie's ESG Framework and approach. The board of directors, through its committees, prioritizes and reviews ESG material drivers and enterprise risks and discusses them with our senior management on a regular basis. The board committees that have additional oversight of ESG topics include the Public Policy and Sustainability, Nominations and Governance, Audit and Compensation Committees.

Our ESG Council

Our ESG goals and initiatives are guided and overseen by our ESG Council, which is chaired by our Senior Vice President, Corporate Affairs, and composed of senior cross-functional leaders. The Council's purpose is to champion business sustainability and mitigate business risks by monitoring, reviewing and recommending actions to advance strategic, enterprise-aligned delivery on AbbVie's ESG Framework and approach. The ESG Council meets regularly and maintains sub-committees aligned to AbbVie's material topics.

Our ESG team, which reports to the Vice President, Corporate Responsibility and Global Philanthropy, is charged with advancing AbbVie's ESG approach and supporting the ESG Council. Through this governance, we are well positioned to recognize ESG opportunities and achieve our ESG objectives.

ESG Oversight

Board of Directors

Chief Executive Officer

ESG Council

- Senior Vice President, Corporate Affairs **(ESG Council Chair)**
- Senior Vice President, AbbVie and President, Specialty and U.S. Therapeutic Operations
- Senior Vice President, Quality Assurance and Environment, Health and Safety
- Senior Vice President, Tax and Financial Services
- Vice President, Chief Equity Officer
- Vice President, Chief Ethics and Compliance Officer
- Vice President, Chief Procurement Officer
- Vice President, Clinical Development Operations
- Vice President, Corporate Legal, Governance, and Assistant Secretary
- Vice President, Corporate Responsibility and Global Philanthropy
- Vice President, Financial Reporting and Accounting
- Vice President, International Market Access and Pricing
- Vice President, Internal Audit
- Vice President, Value and Evidence

Our ESG Framework

Our ESG Framework is built around three foundational pillars that align with our enterprise goals and principles, reflecting our material ESG topics of most relevance to our company and our stakeholders.

We engage in regular dialogue with our key stakeholders and partners – including patients, patient advocacy groups, employees, investors, regulators and government, payers and providers, suppliers and community partners. These engagements inform our ESG Framework, deepening our understanding of critical issues and the areas in which we can make a meaningful impact.

Our ESG Pillars

Patient-first Innovation

We discover and deliver innovative medicines and solutions that solve serious health issues and enhance people's lives by pushing the boundaries of innovation, putting people and patients first, creating high-quality therapeutic solutions and ensuring their safety, efficacy and accessibility.

Human-focused Progress

We unlock the full potential of our global teams and partners to deliver today and into the future. We do this by attracting and retaining the best talent, embracing diversity of thought, background and experience and through collaboration. We know that when we unlock the full potential of our people and our partners, we accelerate innovation, enhance people's lives and meet our business objectives.

Maintaining a Resilient Business

We innovate with integrity and intention to advance long-term patient health and business resiliency. We prepare for the future by operating a sustainable, agile business model and governance structure that anticipates and evolves in a dynamic industry and environment. We are unwavering in assuring supply of innovative medicines to patients and life-enhancing products to customers.

Our ESG Material Drivers

In 2024, AbbVie conducted a double materiality assessment (DMA) to inform our ESG strategy and to align with upcoming mandatory ESG disclosure requirements. A DMA evaluates both the financial impact of sustainability issues on a company and the company's impact on society and the environment. This approach ensures a more comprehensive understanding of risks and opportunities, aligns with regulatory expectations, enhances transparency and supports informed decision making to drive long-term value and positive societal impact.

Our comprehensive, enterprise-wide process took both internal and external perspectives into account, including sustainability topics derived from peer benchmarking, our own ESG reporting, global voluntary ESG standards and relevant industry and government reports.

We engaged subject matter experts and senior leaders across the company, with oversight and endorsement by our ESG Council. AbbVie's Executive Leadership Team (ELT) provided final approval and endorsement of the results.

Seven ESG topics were ultimately identified as material and will inform our ESG strategy going forward:

- Product Innovation
- Patient Access and Affordability
- Product Quality and Safety
- Privacy and Cybersecurity
- Business Conduct
- Our People and Culture
- Climate Change

Looking ahead, our next steps will be to finalize our new ESG strategy based on our material issues and ensure compliance with new mandatory disclosure requirements globally.

More details regarding our double materiality process and subsequent outcomes will be reported in future ESG disclosures.

Snapshot of Our FY24 Progress

In 2024, we took meaningful actions to deliver sustainable solutions that improve the health of our business and society, in alignment with our ESG Framework.

$10.8B
in adjusted R&D investment in 2024[1]

9
new product and/or indication approvals globally

235,000+
U.S. patients gained access to medicine at no cost through our patient assistance programs

32.4%
reduction in absolute Scope 1 and 2 greenhouse gas (GHG) emissions compared to 2021 baseline

21.7%
reduction in total hazardous and non-hazardous waste generation compared to 2015 baseline, surpassing our target of 20%

60.4%
active sourcing of renewable electricity[2]

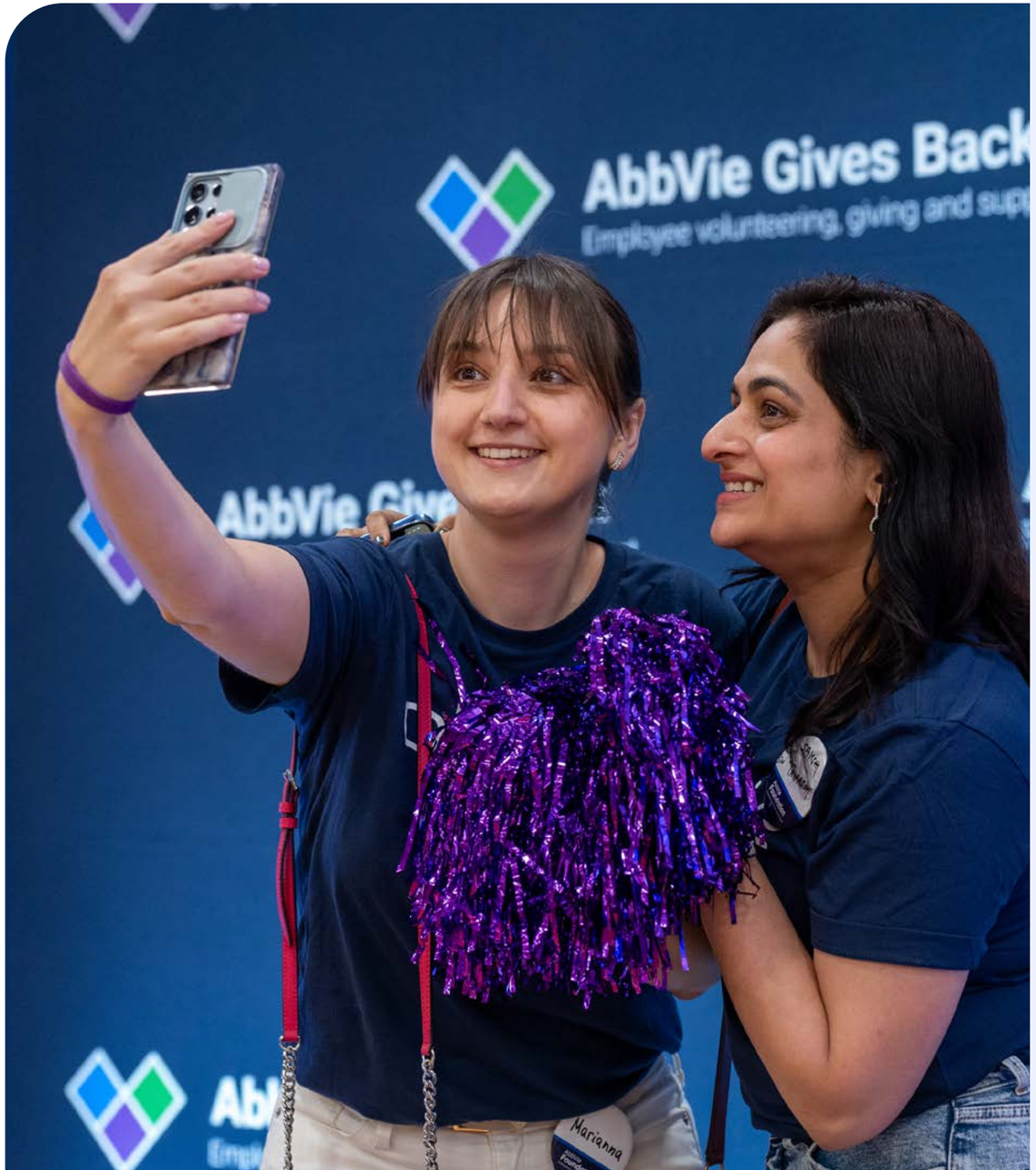
3
new board directors added in the past two years

20,000+
employees participating in our volunteer programs globally in 2024

1 Adjusted R&D investment is a non-GAAP measure, which is reconciled in our 2025 Proxy Statement.
2 As of December 31, 2024.

External Recognition

Our work hasn't gone unnoticed. We are honored to have received some of our industry's most prestigious ratings and recognitions. To date, we have been recognized in more than 40 Great Place to Work and Top Employer rankings globally.



Workplace

Great Place to Work
Ranked #3 in 2024, and included in the top 25 companies since 2017

Seramount
"100 Best Companies" – Included since 2014

FORTUNE 100
Best Companies to Work For® – Included since 2018

Human Rights Campaign Corporate Equality Index
Scored 100% since 2016

Disability:IN
Best Places to Work for Disability Inclusion – Scored 100% since 2021

Newsweek
Most Trustworthy Companies in America 2025 – Ranked #19 in Health Care and Life Sciences

Environmental, Social and Governance

Dow Jones
Sustainability World and North America Indices

EcoVadis
Corporate Social Responsibility Assessment Silver Medal

FTSE4Good
Index

USA Today
Listed on USA Today's America's Climate Leaders list

Energy Star
Partner of the Year

UN Global Compact
Member

For more information, view our Key Facts.

Environmental

Highlights

8.1%
year-over-year reduction in absolute Scope 1 and 2 (market-based) GHG emissions

9.3%
year-over-year increase in renewable energy consumption

0.4%
year-over-year reduction in absolute water withdrawal

In this section

Our Approach

AbbVie's purpose is to make a remarkable impact on people's lives and we are committed to doing so in a sustainable way. To make progress against our environmental targets, we actively manage performance at each of our sites, bringing in new technologies and processes to improve energy efficiency, reduce emissions and use natural resources efficiently.

Our scale, reach and geographic footprint provide us with the unique opportunity to address the challenges that impact the health of the planet, our patients and our communities.

Our efforts to reduce the environmental impact of our operations, our products and our supply chain include taking action on climate change, making progress toward our science-based targets, improving our energy efficiency, reducing water use, managing waste and packaging more sustainably and protecting biodiversity. Our robust environmental management system supports operational integrity and improvements.

AbbVie's board of directors oversees climate-related risks and strategies, supported by its Public Policy and Sustainability Committee. Executive management provides periodic updates to AbbVie's board of directors on environmental strategy, action plans, objectives and progress against sustainability goals. The board, led by the Audit Committee, also oversees the enterprise risk management review of which environmental considerations are a part.

Our Executive Vice President, Chief Operations Officer, is responsible for AbbVie's Operations organization, which includes the global Environmental, Health and Safety (EHS) organization. EHS leads the identification and monitoring of climate-related risks, including potential opportunities for climate-related operational savings, such as efficiency improvements, capital investments and renewable energy.

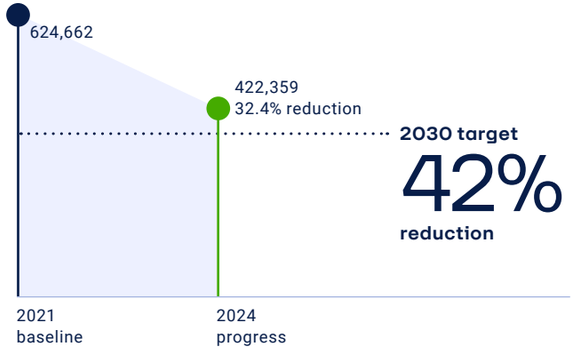
More information about the governance and oversight of environmental sustainability is available in our TCFD Report, which you can access through our 2024 ESG Action Report Disclosure Supplement.

Progress Against Our Environmental Targets

Emissions

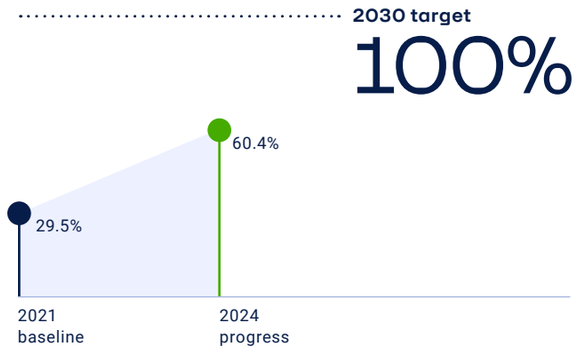
Reduce absolute Scope 1 and 2 (market-based) GHG emissions by 42.0% by 2030 from a 2021 base year[1]

Metric tons CO_2e



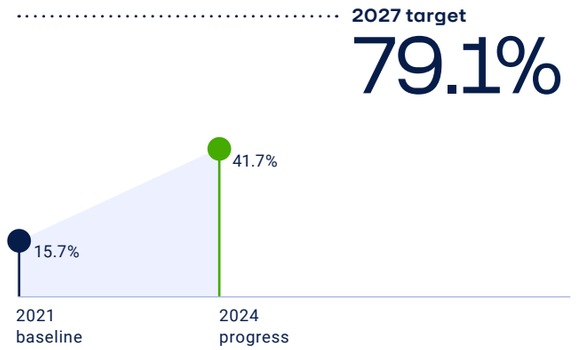
Renewable Electricity

Increase active sourcing of renewable electricity from 29.5% in 2021 base year to 100% by 2030[1]



Suppliers

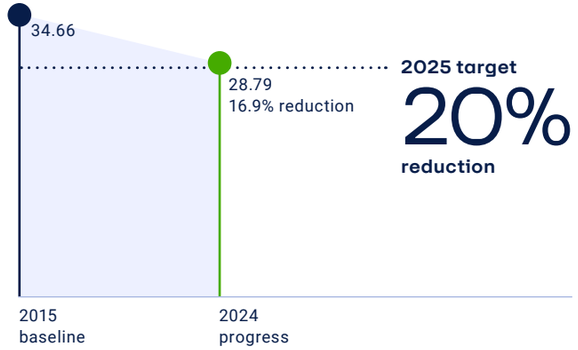
Increase % of suppliers by emissions that will set science-based targets to 79.1% by 2027[1]



Water

Reduce absolute water withdrawal (including noncontact cooling water) vs 2015 base year to 20% by 2025[2]

Million cubic meters



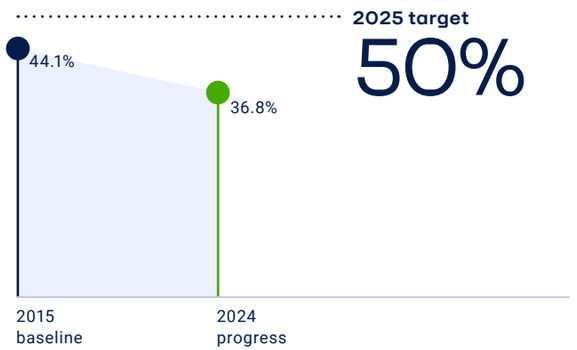
Waste Reduction[3]

Reduce absolute total hazardous and non-hazardous waste generated (excluding construction and demolition waste) vs. 2015 base year 20% reduction by 2025[2]

Metric tons

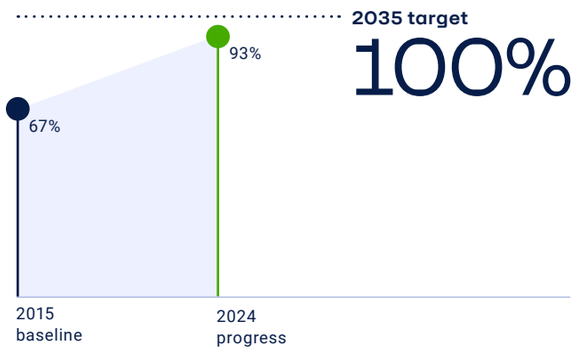
Recycling

Achieve and maintain combined recycling rate for hazardous and non-hazardous waste (excluding construction and demolition waste) of 50% by 2025[2]



Waste to Landfill[3]

Achieve 100% zero waste to landfill (excluding leased commercial offices) by 2035[2]



For more details of our progress against these targets, see the Climate Action, Energy Efficiency and Renewable Energy sections of this report.

1 These targets were approved by the Science Based Targets initiative (SBTi) in March 2023.

2 AbbVie measures its progress toward environmental targets by analyzing the same sites each year. As a result, the 2024 absolute total for our progress measurement reflects only changes from the sites captured in the initial baseline year.

3 Includes waste disposed of in the following manner: beneficial use, recycled, composted, treated, incinerated with energy recovery and incinerated without energy recovery.

Environmental Management System

Our Environmental Management System (EMS) is supported by a series of written EHS policy standards that align with international standards such as ISO 14001 and ISO 50001. ISO 14001 is an international standard used by organizations to improve their environmental performance as it relates to waste reduction and pollution, while ISO 50001 aims to help companies use energy more efficiently.

An additional ISO certification that our sites pursue is ISO 45001, which provides a framework for organizations to implement, maintain and continually improve their occupational health and safety management systems to prevent work-related injuries and illnesses.

Our approach ensures environmental risks are thoroughly assessed, operational controls are in place and systematic checks are made through a risk-based audit program led by an independent organization.

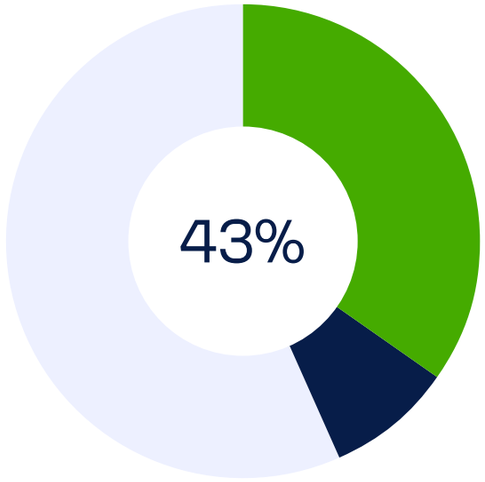
AbbVie ISO Certifications 2024

ISO 14001 – Environmental Management Systems

Manufacturing sites	8
Combined manufacturing and R&D sites	2
Total	**10**
Commercial affiliate offices outside of the United States	2

Percentage of all global manufacturing and R&D sites

Manufacturing sites	34.78%
Combined manufacturing and R&D sites	8.70%

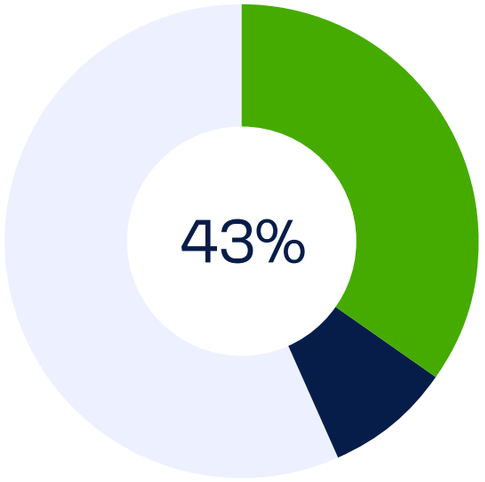


ISO 45001 – Occupational Health and Safety Management Systems

Manufacturing sites	8
Combined manufacturing and R&D sites	2
Total	**10**
Commercial affiliate offices outside of the United States	2

Percentage of all global manufacturing and R&D sites

Manufacturing sites	34.78%
Combined manufacturing and R&D sites	8.70%

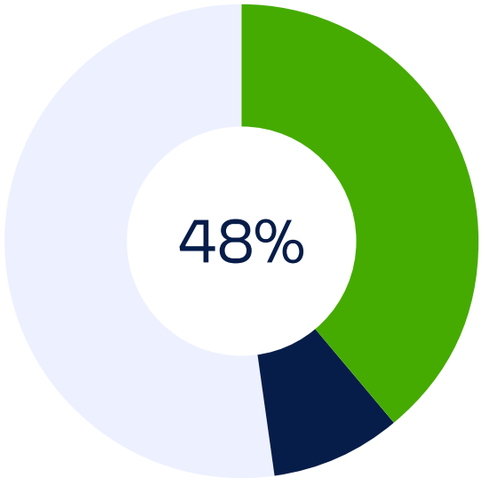


ISO 50001 – Energy Management Systems

Manufacturing sites	9
Combined manufacturing and R&D sites	2
Total	**11**
Commercial affiliate offices outside of the United States	1

Percentage of all global manufacturing and R&D sites

Manufacturing sites	39.13%
Combined manufacturing and R&D sites	8.70%



Climate Action

We anticipate that climate change will have varying levels of impact on our business across the short, medium and long term. The disruption from increasingly frequent and severe weather events not only has the potential to affect human health but may also impact the production and supply of our products.

We are committed to better understanding and anticipating these challenges to ensure we sustain the discovery and development of innovative medicines for current and future patients. We evaluate our operations and supply chains for potential disruptions related to climate change and have contingency plans to mitigate the risks associated with maintaining a stable and resilient business, guided by our science-based targets. We continue to partner with governments and other stakeholders to seek solutions to addressing the impact of climate change and advance sustainability efforts.

Assessing Climate Risk

We have conducted, and frequently update, climate risk assessments to identify the physical and transition climate risks to our business, particularly in terms of potential supply disruption.

2020
Assessment of physical climate risks that:
- Focused on current and future extreme weather impacts out to 2050
- Encompassed all manufacturing, R&D and warehouse sites, select global offices, key locations of critical suppliers and third-party logistics warehouses and data centers
- Informed decisions to update physical features of various sites globally to improve climate resiliency

2021
Assessment of transition risks, including policy risks (carbon pricing)

2023
Assessment of market risks (suppliers and customers) and reputational risks

2024
Re-assessment of climate risks:
- Evaluated current and potential future qualitative physical climate risks and transition risks across our value chain
- Leveraged global and regional climate models and scenario analyses to inform and stress test the business strategy over the short- to long-term

Our Decarbonization Plan

Our decarbonization plan includes five strategic elements to achieve our 2030 science-based targets. These elements – energy efficiency, renewable energy, fleet efficiency and electrification, physical footprint and supplier engagement – will reduce our GHG emissions and increase our purchasing of renewable electricity, even as AbbVie continues to grow.

Energy Efficiency

AbbVie has established a centralized Capital Expenditures fund for energy efficiency and greenhouse gas (GHG) reduction projects across the enterprise. We project this will reduce our Scope 1 and 2 GHG emissions by 5–7% by 2030. Since 2021, energy efficiency projects have reduced our Scope 1 and 2 GHG emissions by 4.5%, compared to 4% in 2023.

Renewable Energy

AbbVie has committed to increasing active sourcing of renewable electricity to 100% by 2030. We project that this will reduce our Scope 2 GHG emissions by 25–30% by 2030. Since 2021, active sourcing of renewable electricity has reduced our Scope 2 GHG emissions by 10% due, in part, to the creation of a centralized renewable energy fund.

Fleet Efficiency and Electrification

AbbVie is replacing more of our existing internal combustion engine (ICE) fleet vehicles with hybrid and electric vehicles. We project that this will reduce our Scope 1 GHG emissions by 7–10% by 2030. Since 2021, the conversion of our fleet to hybrid and electric vehicles has resulted in a 0.6% reduction to our Scope 1 GHG emissions.

Physical Footprint

AbbVie is assessing our global affiliate real estate footprint and will continue to optimize our manufacturing capabilities and sites. We initially projected this would lead to a reduction in our Scope 1 and 2 GHG emissions by 10–15% by 2030. However, progress in this area has already resulted in a 20% reduction in our Scope 1 and 2 GHG emissions since 2021.

Engaging Suppliers on Scope 3 Emissions

As well as reducing the GHG emissions from our own operations, we also encourage our suppliers to set their own GHG reduction targets through the Science Based Targets initiative's (SBTi) robust framework. We focus our efforts on suppliers in the following Scope 3 categories: Purchased Goods and Services; Capital Goods; and Upstream Transportation and Distribution.

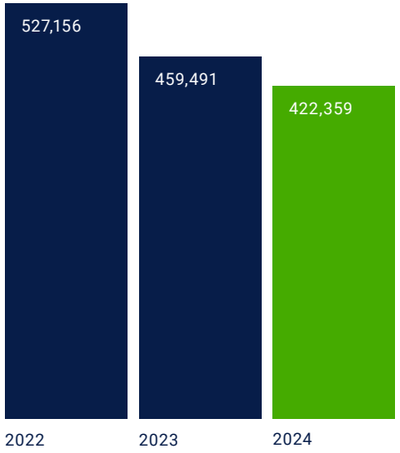
Our supplier engagement strategy includes:

- Identifying suppliers with the greatest contribution to our Scope 3 GHG emissions
- Directly engaging with these suppliers to understand their GHG targets and reduction plans
- Conveying our expectations and encouraging our suppliers to set targets through SBTi
- Monitoring and reporting our target progress of our Scope 3 supplier engagement target

By the end of 2024, 41.7% of our suppliers (in the three Scope 3 categories listed above) had set science-based GHG reduction targets.

We anticipate that climate change will have long-term impacts on our business beyond 2030. For us to ensure business sustainability, we will continue to develop and refine robust climate transition plans. We will also continue to evaluate our overall strategy and additional technologies that will help us to successfully decarbonize over time.

Absolute Scope 1 and 2 (Market-based) GHG Emissions (Metric Tons CO_2e)



See our full data set in our 2024 ESG Action Report Disclosure Supplement.

Our Approach to Energy

We aim to reduce carbon emissions and energy consumption by investing in new technology, infrastructure and processes to increase energy efficiency at our manufacturing, R&D and commercial sites, and to use cleaner energy sources.

Energy Use

AbbVie has developed an energy efficiency fund and a decarbonization fund to provide capital funding to internal projects that can help us achieve our long-term goals of improving energy efficiency and reducing greenhouse gases. In 2024, $13 million of funding was allocated to 68 projects such as solar panels, heat recovery, air compressors, pumping variable speed drives, LED lighting, steam trap monitoring and the efficiency of heating, ventilation and air conditioning (HVAC). Together, we anticipate that these projects will reduce our global carbon footprint by about 8,500 metric tons of CO_2e.

In 2024, AbbVie had an approximate 4.5% reduction in energy use, which included reductions in purchased electricity, natural gas and other sources of fuel. We reduced electricity and fuel use at our Barceloneta, Puerto Rico and North Chicago, Illinois sites due to changing operations. Our Singapore site reduced liquefied petroleum gas (LPG) use and our Irvine, California site reduced natural gas use due to efficiency upgrades to its steam system.

Fleet and Operational Efficiency

To increase the overall fuel efficiency of our vehicle fleet, we continued to expand our use of electric and hybrid vehicles, and have invested in electric vehicle charging stations at our facilities. At the end of 2024, we had more than 3,500 electric and hybrid vehicles across the globe, which is an increase from approximately 1,300 electric and hybrid vehicles in 2021.

We continually monitor energy use and work to increase our operational efficiency through improvements to technology and processes.

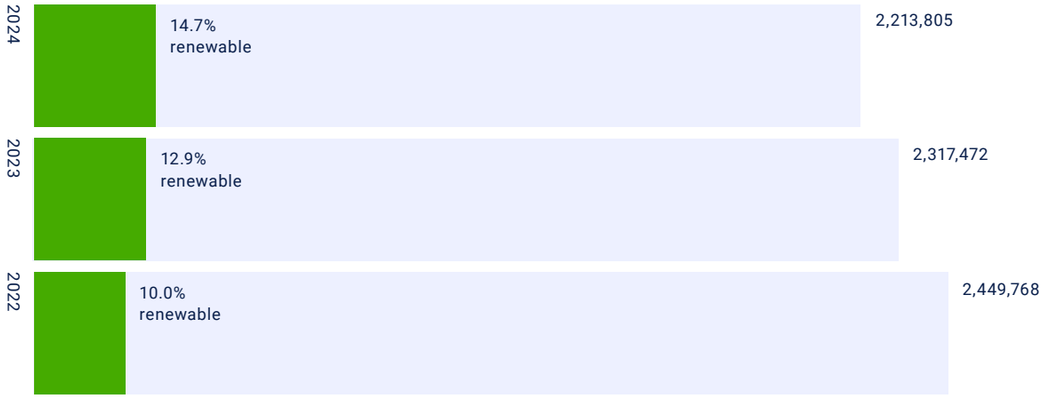
In 2024, four facilities in the United States and Puerto Rico were deemed to be among the most energy efficient within the industry. Our sites in Waco, Texas; Wyandotte, Michigan; and our two sites at Barceloneta, Puerto Rico were awarded U.S. Environmental Protection Agency (EPA) ENERGY STAR Certification.

Switching to Renewable Energy

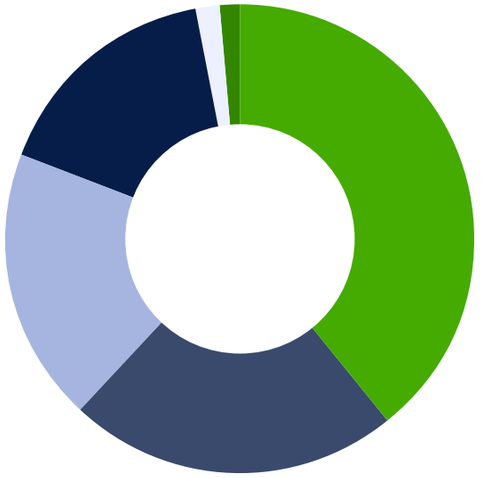
AbbVie continues to reduce our reliance on fossil fuels and switch to renewable forms of energy. We have increased the amount of renewable electricity that we purchase to more than 60% globally as of year-end 2024 as we work toward achieving 100% by 2030.

As of the end of 2024, AbbVie has on-site photovoltaic solar installations at six sites: Ballytivnan, Ireland; Barceloneta, Puerto Rico; Campoverde, Italy; Ludwigshafen, Germany; Heredia, Costa Rica; and Liege, Belgium.

Absolute Total Energy Consumption (MWh)



2024 Non-Renewable Energy Sources (% of Total Energy)



Natural Gas	33.4%
Purchased Electricity and Utilities (Steam & Chilled Water)	19.4%
Motor Fuel Gasoline/Diesel	16.1%
Liquefied Natural Gas (LNG), LPG and Propane	13.8%
Jet Kerosene	1.4%
#2 Fuel Oil	1.1%

See our full data set in our 2024 ESG Action Report Disclosure Supplement.

Resources and Nature

At AbbVie, we focus on key areas of environmental stewardship including water and waste management, protecting natural environments and preserving biodiversity.

Managing Water

We are committed to using water responsibly and treating any water discharged back into the environment.

Water stress and water scarcity have a growing impact around the world, including some regions where we have operations. We conduct water risk assessments for all our Operations and R&D sites every year using the World Resources Institute (WRI) Aqueduct Water Risk Atlas tool, and we also review local water sources to understand the site-specific water risks and the mitigation plans that water providers or municipalities have implemented. We are focusing our actions on establishing water efficiency and water management programs at facilities we have identified as high-risk sites.

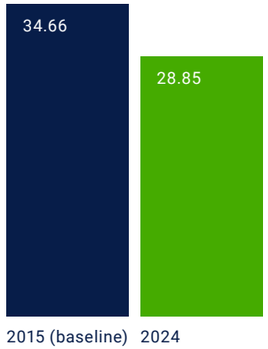
Our Water-saving Initiatives

We invest in innovative technologies that allow us to use water more efficiently and develop new processes that increase efficiency of our water usage.

In 2024, our Barceloneta, Puerto Rico site implemented an optimization initiative for its onsite wastewater treatment plant, including the installation of variable frequency drives (VFDs) on air blowers and adjustments to operating parameters. This optimization enhanced the quality of the effluent water, enabling further optimization of the reverse osmosis system that is in place to recycle a portion of the effluent water. The project successfully decreased electricity consumption at the site by approximately 2,000 MWh and reduced water withdrawal from onsite wells by 136,000 cubic meters.

In 2024, our Campoverde, Italy site began using recovered water from the site's cooling tower system instead of well water for feeding the pharmaceutical plant's scrubbers. By making this switch, the site saved 8,500 cubic meters of water over the summer. Additionally, an upgrade to the water monitoring system was completed, further enhancing the site's water efficiency.

Absolute Water Withdrawal (Million Cubic Meters)



See our full data set in our 2024 ESG Action Report Disclosure Supplement.

Managing Waste

We strive to reduce the amount of waste we create and manage any unavoidable waste in a responsible way, avoiding landfills where possible.

Waste Reduction Initiatives

We have committed to a 20% reduction in absolute hazardous and non-hazardous waste, and to a combined recycling rate of 50% for hazardous and non-hazardous waste by 2025, compared to our 2015 base year. We have also set a target of achieving zero waste to landfill by 2035.

We characterize our waste streams to determine waste classification and proper disposal methods and provide training to employees and contract workers before they take any responsibility for hazardous waste management activities. We routinely audit the procedures and practices of third-party waste management providers to ensure our waste is responsibly managed and disposed.

Our manufacturing site in Singapore invested in a new pilot-scale wastewater treatment system. It utilizes a unique membrane distillation process to remove organic waste from our hazardous aqueous waste, allowing us to discharge it as process wastewater. This innovative technology also recycles the heat from the distillation process, which results in a lower carbon footprint compared to incineration, the typical disposal method for hazardous waste. A commercial unit was also purchased and installed in 2024, resulting in a more than 70% reduction in hazardous aqueous waste from the site.

Sustainable Packaging

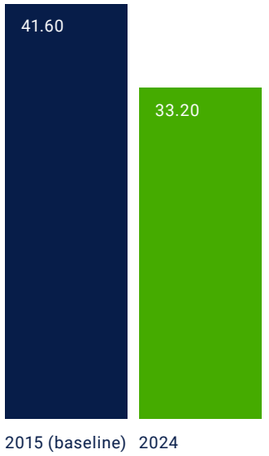
We believe that packaging should be designed and manufactured so that it can be diverted from landfill while meeting our customers' needs and achieving the lowest possible carbon footprint.

We have set long-term goals that will ensure continued compliance with an environmental regulatory landscape. These goals include:

- All packaging shall be considered widely recoverable and recyclable by 2035
- All packaging not classified as contact sensitive shall include 30% recycled content by 2035
- The physical footprint of transport packaging (shipper case) shall not exceed 40% empty space inside the package by 2030

See our full data set in our 2024 ESG Action Report Disclosure Supplement.

Absolute Total Hazardous and Non-hazardous Waste Generated (Excluding Construction and Demolition Waste) (1,000 Metric Tons)



Pharmaceuticals in the Environment

AbbVie safeguards human health and the environment throughout the lifecycle of our pharmaceutical products. We do this by implementing internal water protection standards that guide the identification of hazards, the assessment of risks and the control of pharmaceuticals in the environment (PiE) at our manufacturing sites.

Our ambition is for our manufacturing, use and disposal of our products to not adversely affect people or the planet. We work toward this by:

- Assessing our manufacturing operations for pharmaceutical substances in wastewater discharge
- Advancing our understanding of PiE issues through research to guide decision-making
- Taking a risk-based approach using our Predictive No-effect Concentration for active pharmaceutical ingredients and mitigating potential risks
- Adopting the Pharmaceutical Supply Chain Initiative's (PSCI) Pharmaceutical Industry Principles as part of our EHS management standards and encouraging our external partners to do the same
- Investing in new ways of working and maximizing the efficiency of resource use
- Partnering with external and internal organizations to educate patients, customers and employees on the proper disposal of unused medicine, including local take-back programs

Safe Disposal of Medicine

We securely dispose of medical waste and adhere to state and local laws requiring pharmaceutical manufacturing companies to establish take-back programs for the safe collection and proper disposal of unwanted medicines and sharps from households.

Our patient instructional materials also explain which elements of our product packaging can be recycled in accordance with local environmental and waste disposal regulations. Additionally, we support collective, voluntary efforts to dispose of unused or unwanted medications responsibly.

Green Chemistry

Our green chemistry efforts involve fostering the safe use of environmentally-friendly substances, advancing design processes that maximize material use and minimizing waste production.

Through our green chemistry initiatives, which are grounded in the EPA's 12 Principles of Green Chemistry, we promote the selection and use of environmentally preferable chemicals in R&D processes, eliminating waste, improving process yields and conserving energy. We educate scientists and engineers with technical training on green chemistry as they onboard to AbbVie to make green chemistry intrinsic to how we innovate.

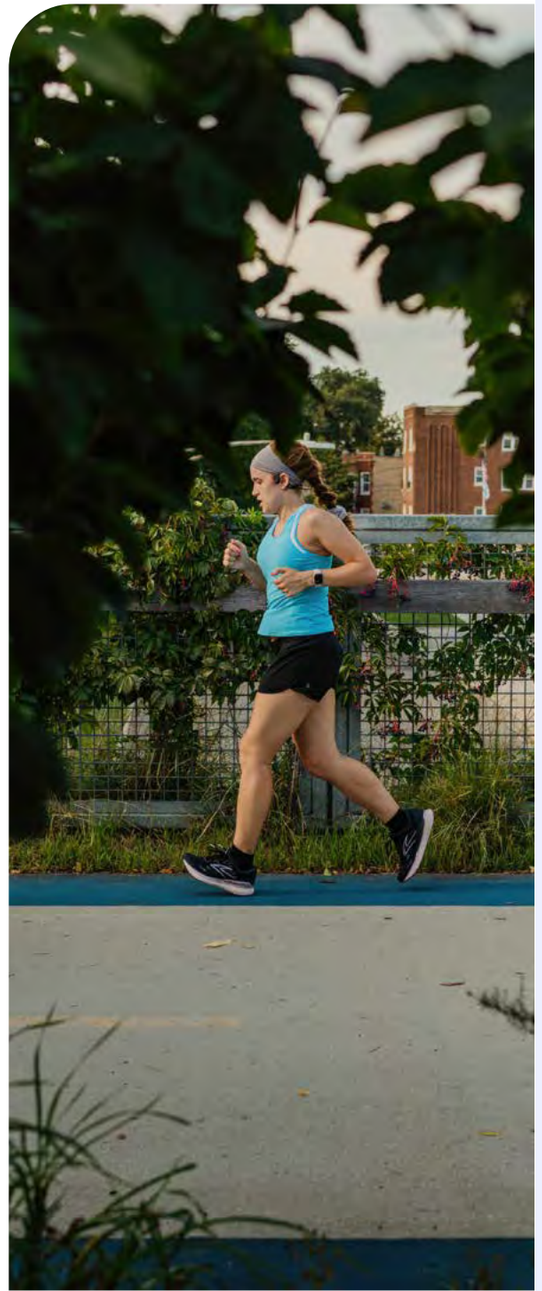
Protecting Nature and Biodiversity

Understanding the operational dependencies and impacts of business on nature and biodiversity are increasingly important considerations for large companies, including AbbVie.

In 2024, we built on our biodiversity roadmap, advancing the geographic assessment of our manufacturing and R&D sites. Additional select sites were further evaluated for indicators such as water stress, species richness and rarity, protected areas, red list species, key biodiversity areas and land cover vulnerability. Our 2023 assessment had identified Wyandotte, Michigan as being located near biodiverse areas. Our 2024 assessment identified five additional sites that are located near, but not in, biodiverse areas, including in Cork, Ireland; Heredia, Costa Rica; Irvine, California; and two sites in Sligo, Ireland.

Furthermore, we developed an impact and dependency pathway using guidance from the Natural Capital Protocol (NCP) for each of the five sites to evaluate how operations affect local biodiversity and communities. We continue to make progress against our roadmap including evaluating our value chain and developing a business case for strategic action.

We also completed an assessment of our dependencies, impacts, risks and opportunities related to nature at five priority sites, including Barceloneta, Puerto Rico; Campoverde, Italy; Irvine, California; North Chicago, Illinois; and Singapore. The assessment involved conducting stakeholder interviews and extrapolating relevant risks and opportunities based on stakeholder engagement, as well as identifying nature- and biodiversity-related dependencies and impacts using the Taskforce on Nature-related Financial Disclosures (TNFD) Locate, Evaluate, Assess and Prepare (LEAP) approach.



Social

Highlights

235,000+
U.S. patients provided medicine at no cost through patient assistance programs

~$25M
funds raised during our annual Employee Giving Campaign

$10.8B
in adjusted R&D investment[1]

1 Adjusted R&D investment is a non-GAAP measure, which is reconciled in our 2025 Proxy Statement.

In this section

Our Approach

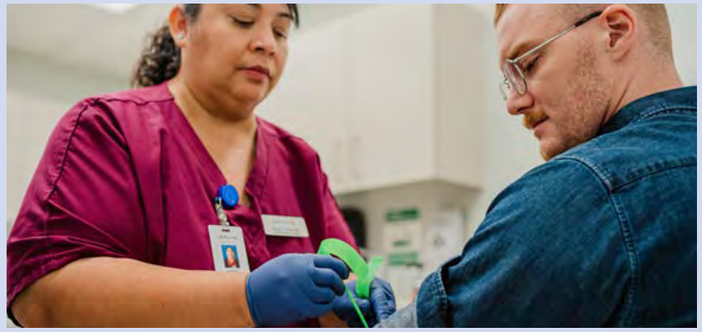
At AbbVie, our success is founded on the health and well-being of patients, the strength of our communities and the dedication of our people. We embrace the responsibility of making a remarkable impact on people's lives through the innovative medicines and solutions we create together. We are driven by our compassion for people, commitment to innovation and inclusion, service to the community and uncompromising integrity.

As a global health care company, patients are at the center of everything we do. We support patient communities through research, engagement, assistance and access to our products. Our innovative medicines and solutions are developed to the highest standards of quality and safety, supporting patients throughout their health journey.

We achieve these standards by fostering a strong, supportive organizational culture, working to attract the best talent and provide them with opportunities to grow and develop. We are committed to maintaining an inclusive workplace for all, improving employee well-being and prioritizing everyone's health and safety.

We also work to drive transformative change in communities worldwide in areas where we can leverage our expertise, resources and partnerships.

By listening to and learning from our stakeholders, we aim to empower communities and patients and address their most pressing needs, contributing to a healthier world for all.



Our Approach to Patients

Our patient-centric approach guides our innovation across our therapeutic areas. We invest in technology and research and collaborate with other organizations to accelerate progress. Our clinical development incorporates insights from patients, patient advocacy groups, caregivers and clinicians to ensure our medicines address their priorities and needs. We are dedicated to delivering innovative solutions that transform how diseases are treated and improve patient outcomes.

Our Approach to People

We cultivate a supportive and inclusive work environment where our approximately 55,000 employees can achieve their full potential by attracting, recruiting and retaining top talent, promoting engagement to strengthen our culture supporting professional development. Our health and well-being programs reinforce our zero tolerance of injuries and accidents and our support for good mental health, so that our people can be at their best at work and at home.

Our Approach to Communities

AbbVie and the AbbVie Foundation work to drive meaningful change in communities worldwide so that everyone can live their healthiest life. We focus our efforts on communities because we believe that's where meaningful change begins. By collaborating with our partners, we work to address the many factors that influence the health and well-being of people in their communities, including access to health care, education, social and environmental conditions, financial stability and more. Through our employee programs, we deepen our impact in the communities where we live and work.

Patients

Science and innovation are the lifeblood of our company. From discovery to development to regulatory approval to manufacturing, our mission is to discover and deliver innovative medicines and solutions that address complex health issues and enhance people's lives.

Our Approach

Our unrelenting drive for innovation and our patient-focused expertise spans a core set of therapeutic areas with unmet need. This is where we have proven our expertise and where we see the greatest potential to transform how diseases are treated, leveraging a deep understanding of biology to pursue world-class medicines and solutions that help patients live longer, healthier lives.

Strategic investments in technology and research are vital for driving our pipeline of innovation and achieving better patient outcomes. We focus our investments in precision medicine, genetics and genomics, data convergence, patient-focused drug development and advanced technologies, often using strategic partnerships with other companies and research institutions to amplify and accelerate our impact.

Our commitment to collaboration and relentless curiosity to innovate involves working alongside patients and patient advocacy groups, caregivers and clinicians to ensure that individual perspectives, needs and priorities are built into our clinical development process.

Our Core Therapeutic Areas

Immunology

Chronic, progressive diseases in rheumatology, dermatology and gastroenterology

Neuroscience

Neurological diseases and psychiatric disorders including Alzheimer's disease, bipolar disorder, depression, migraine, Parkinson's disease and schizophrenia

Oncology

Blood cancers and solid tumors

Aesthetics

Neurotoxins, dermal fillers, body aesthetics, plastic surgery and regenerative medicine, and skin care

Eye Care

A range of disease areas, including glaucoma, refractive conditions and chronic retinal diseases

R&D Governance

Our robust R&D governance structure ensures our medicines and first-in-class solutions make life better for patients, safely and effectively accelerating the process wherever possible. AbbVie's board of directors receives regular updates on key R&D initiatives, developments and pipeline milestones.

When AbbVie works to develop an asset, various internal groups – such as our Therapeutic Area Strategic Council, Development Review Committee and Late-Stage Pipeline and Marketed Product Governance team – assess the product throughout its lifecycle to ensure it is scientifically and commercially sound. These governance bodies are also tasked with identifying trends and potential risks, determining funding and making recommendations throughout the asset's lifecycle.

When a product is developed alongside a partner, in addition to our robust governance structure, pipeline decisions and recommendations are made by the Joint Steering Committee, which oversees the development and commercialization of licensed assets.

Innovating for Patients

To help solve serious health issues today and address the medical challenges of tomorrow, we continuously evolve our product portfolio. To discover and develop novel medicines and treatments, we raised our adjusted R&D investment to $10.8B[1] and received nine product or indication approvals in 2024.

AbbVie's pipeline currently includes approximately 90 compounds, devices or indications in development individually or under collaboration or license agreements. Of these, approximately 50 are in mid- and late-stage development.

Regulatory Approvals

AbbVie achieved several significant regulatory approvals, including SKYRIZI® for the treatment of adults with moderately to severely active ulcerative colitis (UC); VYALEV™ for the treatment of motor fluctuations in adults with advanced Parkinson's disease (PD); EPKINLY® for the treatment of adults with relapsed/refractory (r/r) follicular lymphoma (FL); ELAHERE® for the treatment of folate receptor alpha (FRα)-positive, platinum-resistant epithelial ovarian, fallopian tube or primary peritoneal adult cancer patients treated with up to three prior therapies; and BOTOX® Cosmetic for temporary improvement in the appearance of moderate to severe platysma bands as well as for the treatment of masseter muscle prominence (MMP).

Please see our website for further details of our pipeline of investigational medicines.

$10.8B
in adjusted R&D investment in 2024[1]

9
product or indication approvals in 2024

~90
active clinical and device programs[2]

5
programs granted a designation by at least one major regulatory authority to expedite development or review

~14,000
employees in R&D positions

1 Adjusted R&D investment is a non-GAAP measure, which is reconciled in our 2025 Proxy Statement.
2 Compounds, devices or indications in development individually or under collaboration or license agreements.

Acquisitions

Through strategic expansion and acquisition, we further enhanced our portfolio during the year, demonstrating our commitment to innovation and to addressing significant unmet medical needs across a range of therapeutic areas:

- ImmunoGen: Flagship treatment for ovarian cancer, ELAHERE®, accelerating our presence in solid tumors
- Cerevel Therapeutics: Robust neuroscience pipeline of clinical-stage and preclinical assets with potential across several diseases including schizophrenia, Parkinson's disease (PD) and mood disorders
- Celsius Therapeutics: Focused on the discovery and development of precision medicine in inflammatory bowel disease, including its lead pipeline asset CEL383, which is now called ABBV-8736
- Aliada Therapeutics: Neuroscience pipeline; strengthening our focus on Alzheimer's disease

Conducting Clinical Trials

Clinical trials are a critical component to delivering life-changing medicines, and we are committed to maintaining the highest standards and protecting patients throughout the process. AbbVie's vision is to be the industry leader in designing inclusive clinical research programs through unparalleled partnerships with patients and health care providers.

Standards and Risk Management

Wherever we conduct clinical studies, we align with the ethical principles outlined in the World Medical Association's Declaration of Helsinki and the standards set by the International Council for Harmonisation.[1] This includes adhering to Good Clinical Practice, Good Laboratory Practice and Good Manufacturing Practice to protect the rights, safety and ethical treatment of trial participants. We regularly train our employees on ethics and compliance in research, covering conflicts of interest, patient privacy and safety, proper documentation and reporting of payments, and appropriate publication practices.

Risk Management and Monitoring
We have robust systems in place for monitoring risks to patient safety and data integrity, with a Study Risk Lead and a designated Central Monitor assigned to the majority of our clinical trials.

In studies where these roles are assigned, prior to when the first subject is screened, with Study Risk Lead facilitation and Study Project Manager risk assessment and mitigation plan ownership, the extended cross-functional team identifies potential risks and develops mitigations that feed into downstream study plans, including the Site Monitoring, Central Monitoring and Integrated Data Review Plans. The study team also leverages standard and study-specific key risk indicators and quality tolerance limits to monitor site- and study-level risks.

Throughout the study, the Study Risk Lead facilitates risk management meetings with the extended cross-functional team to identify, review and update study-specific risks and mitigations and identify and mitigate emerging risks. Additionally, AbbVie has an R&D Quality Assurance organization that supports these efforts.

Informed Consent and Privacy Rights for Patients in Clinical Trials
We require informed consent from individuals before they can join an AbbVie-sponsored clinical trial, unless waived in special circumstances by a country-level Institutional Review Board (IRB), Independent Ethics Committee (IEC) or per regulatory requirements. In countries where written authorization is not provided, study participants can be enrolled once the IRB and IEC review periods have expired.

We respect the privacy rights of research subjects and safeguard the confidentiality of all medical and personally identifiable information, in accordance with applicable laws and regulations. Data collection, use and disclosure must comply with privacy laws and policies, as well as other privacy requirements.

Trial participants with questions, concerns or complaints about an AbbVie research study can contact the study doctor and/or the IRB, and AbbVie provides all clinical trial participants with contact information for both.

Clinical Trials Data Transparency
Recognizing that responsible sharing of clinical study data can enhance public health, we prioritize the transparency of our clinical studies. Currently, AbbVie registers clinical trials in the United States, the European Union (EU) and other registries where legally required.

Our website contains information about our clinical trial processes and, with patient confidentiality protected, we share all results with health authorities and publicly available registries including the FDA, the EMA and the PMDA.

In addition to sharing clinical trials data with regulators and health care providers, we may make anonymized, patient-level data available from AbbVie-sponsored trials on marketed medicines for approved uses pending AbbVie's review and approval for publication through Vivli.

1 International Council for Harmonisation of Technical Requirements for Pharmaceuticals for Human Use.

Continued Treatment for Trial Participants

Even after a clinical study has ended, if a patient's doctor confirms that there is still a medical benefit, we seek to offer ongoing access to the investigational medicine or therapy that they have been using, if available. We let participants know about this possibility before they join our trials and once the study is over. Our guidance is outlined in our Commitment to Trial Participants.

Pre-Approval Access Programs

Our pre-approval access programs span a range of medicines across therapeutic areas. These are determined on a case-by-case basis and subject to established regulatory pathways.

While we cannot predict every situation, we carefully consider all requests for treatment, in compliance with all local laws and regulations. Our commitment is governed by our Pre-Approval Access to Investigational Products Policy.

Inclusive Clinical Trials

Clinical research is crucial for determining the safety and effectiveness of treatments for patients with specific conditions. Our enterprise-level approach continues to integrate diverse perspectives into strategic decisions during the development process to ensure our solutions are patient- and site-centric. Our Diversity and Patient Inclusion (DPI) team works to realize this vision by advancing access to clinical programs and enhancing the trial experience for both patients and investigators, regardless of age, sex, gender identity, race, therapeutic area or location.

Product Quality and Safety

By implementing and maintaining robust quality controls from end to end, our patients, customers and regulators can rely on us to deliver a consistent supply of innovative, safe and effective products.

Our transformative medicines and products matter only if they are safe, effective and accessible. We hold ourselves to the highest standards of quality and safety, aligning our work to our beliefs.

- We all own quality. Quality is everyone's responsibility.
- Every voice matters. See something; say something; do something.
- Everyone is empowered to uphold compliance. If we focus on quality and execution, compliance will follow.
- AbbVie is an industry leader in quality. Our pride in product quality and commitment to patient safety motivates employees to stay vigilant, speak up and be part of the solution.

AbbVie's Product Quality Assurance team provides global product quality oversight and continuous improvement across the supply chain and product lifecycle. Its mission includes:

- Ensure robust product and process knowledge transfers
- Collaborate with regulated external manufacturers to achieve demonstrated top-tier performance

Supplier non-compliance is managed in the AbbVie Quality system through Corrective and Preventive Action (CAPA).

Our Approach

We strive to deliver a best-in-class Quality System (QS) for our products across the lifecycle. This requires a robust and effective governance structure, supported by tools, technology and training, to manage the QS and drive continuous improvement to achieve the highest quality products to meet patient needs. It also requires a culture in which everyone in the business, regardless of their role, is empowered to take responsibility for quality.

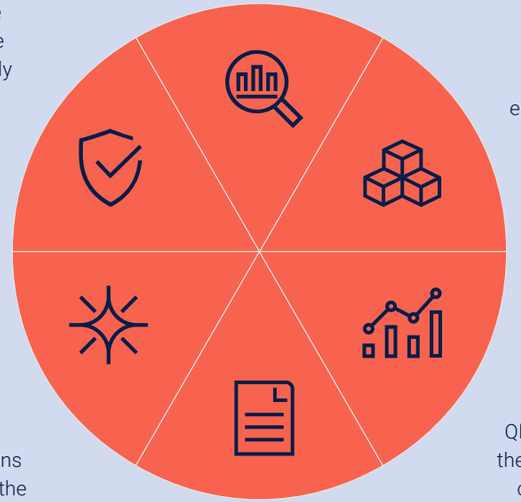
The principles and structure of our QS are outlined in our Global Quality Manual, which is made available to all our employees. The Quality Manual also establishes our quality policy and objectives and defines management responsibility for quality.

To manage the risks associated with quality, we use an enterprise QS that complies with all applicable global standards and regulations (GxP) from the FDA, EMA and other leading regulatory authorities. Each of our six AbbVie medical device manufacturing sites has both ISO 13485 (Medical Devices Quality Management Systems) and Medical Device Single Audit Program (MDSAP) certification. Because each site produces a range of products, in total, we have eight active ISO 13485 certificates and eight MDSAP certifications across our device business.

AbbVie's Quality System (QS) is divided into six elements

Process Performance and Product Quality (PP&PQ)
PP&PQ drives the creation and constant monitoring of the effectiveness of control strategies.

Management Responsibilities
Management is accountable for ensuring our products are fit for intended use and comply with appropriate regulatory requirements.



Corrective and Preventive Action (CAPA)
CAPA techniques are used to drive continuous process improvements in the QS and ensure continued effectiveness and compliance.

Change Management
Change management is an integral part of the QS with the aim of identifying and implementing quality innovations and improvements throughout the product lifecycle.

Quality Risk Management (QRM)
QRM is a systematic process for the planning, assessment, control, communication and review of risks to the patient and the quality of the product.

Documentation
We establish and maintain QS documentation using a hierarchical structure from policy documents down to forms. Data integrity and data governance are key elements of documentation.

Employee Training

Training plays a crucial role in shaping our company quality culture.

AbbVie Operations utilizes a validated Learning Management System (LMS) to manage all applicable global standards and regulations for Good Manufacturing Practices (GxP) and product safety training for employees and contractors. The LMS allows us to assign training in line with each employee's HR profile, create content, measure training effectiveness and track employees' qualifications and training history.

To monitor overall compliance, we have global training curricula for each QS component. We have created curricula to drive consistency and provide users with the required knowledge and skills needed, based on the tasks they perform. Our standardized approach to on-the-job training allows employees to learn in hands-on, real-life settings and provide them with the experience to perform their assigned tasks safely and document their qualifications.

In 2024, we conducted approximately 36,500 on-the-job training sessions and job skills training module (JSTM) sessions. In addition, we created approximately 160 microlearning video courses with 37,000 completions and 65 computer-based training (CBT) courses with more than 150,000 completions.

36,500
on-the-job training sessions and job skills training module (JSTM) sessions

160
microlearning video courses

65
computer-based training (CBT) courses

Quality Risk Management

Quality Risk Management (QRM) is a systematic process for the assessment, control, communication and review of risks to the patient and to the quality of the product or device across its lifecycle. The primary focus – to protect the patient – is achieved by analyzing potential hazards and applying appropriate mitigation.

AbbVie takes an integrated approach to QRM, with interdisciplinary teams incorporating risk management principles into processes and procedures as applicable.

We focus on two primary principles:

- The evaluation of the risk to quality should be based on scientific knowledge and linked to the protection of the patient
- The level of effort, formality and documentation of the QRM process should be commensurate with the level of risk

Quality assurance and site management are responsible for coordinating QRM across the company, ensuring the process is defined, deployed, reviewed and adequately resourced.

Quality Control
Quality controls help our products meet the desired standards and specifications before they reach our patients. This involves the systematic inspection, testing and monitoring of our products and processes, covering incoming materials, manufacturing processes and final product output. Our robust quality control processes minimize the chances of customer complaints, improve customer satisfaction and enhance the reputation of the company. Quality control also plays a significant role in preventing waste, reducing costs and increasing production efficiency.

To monitor our consistency with quality standards, AbbVie relies on a dedicated team of experts, advanced equipment and effective quality management systems. Our Contamination Control team provides specialist technical support to the global AbbVie network, including manufacturing, engineering and external suppliers, to mitigate risks of cross-contamination, microbial contamination and extraneous matter. This team focuses on maintaining sterile sites and processes, as contamination can result in batch rejection, supply shortage or an inferior product – all of which could harm patients.

Audits
In 2024, AbbVie sites and affiliates received 95 inspections from regulatory authorities and notified bodies around the world, including two successful FDA pre-approval inspections. These resulted in approval of alternate manufacturing sites/processes for two products. None of the inspections adversely impacted our ability to supply patients with needed medicines and medical products.

AbbVie's global Quality and Compliance Excellence team helped several sites prepare for regulatory inspections through investigation writing training, corrective and preventive action reviews, mock inspections and pre-approval inspections.

The global functional audit team conducted 27 internal audits during the year, providing a perspective about the robustness of our quality system, as well as opportunities to strengthen processes in advance of regulatory inspections.

Improving Pharmaceutical Quality
AbbVie is an active member of the International Society for Pharmaceutical Engineering (ISPE), a nonprofit association serving its members by leading scientific, technical and regulatory advancement throughout the entire pharmaceutical lifecycle. AbbVie team members have been contributing to and leading in ISPE's Advancing Pharmaceutical Quality Committee, helping develop a comprehensive program for assessing and improving an organization's quality management maturity through a series of guidance documents.

Pharmacovigilance, Epidemiology and R&D Quality
AbbVie's Pharmacovigilance and Patient Safety team identifies potential safety issues and mitigates their impact to improve the patient experience throughout the product lifecycle. This team supported approximately 50,000 participants across 400 trials in 2024. Our Epidemiology organization leads post-marketing safety studies required by health authorities globally and are instrumental to real world evidence generation.

Combating Counterfeit and Stolen Products
Our Global Product Protection team is responsible for identifying and mitigating risks related to all AbbVie products, while our Product Security Alert Board reviews and reports substandard and falsified medicines to the relevant authorities.

AbbVie is targeting the theft, counterfeiting and diversion of our products by enhancing security features on product packaging and labels. In addition, we are collaborating with supply chain partners, including government, customs and law enforcement agencies, to identify and seize counterfeit products and respond quickly to threats.

Our transportation and warehousing security programs are designed to mitigate risks by collaborating with our logistic partners to implement robust and resilient processes to ensure uninterrupted supply to our patients.

0
FDA Quality Warning Letters since inception

Patient Health and Engagement

At AbbVie, patient needs guide our work. Patient experiences shape our breakthroughs and efforts to improve health outcomes.

Our Approach

From drug discovery to ensuring accessibility and affordability, we involve patients, caregivers and patient advocacy groups in our decisions to meet specialized needs and ensure real-world effectiveness.

Our patient support programs help patients understand their condition, access and correctly use our medicines, and adhere to treatment plans. We collaborate with patient advocacy groups to gain insights and advance patient health. Additionally, independent education grants support health care providers (HCPs) and organizations for medical and patient education, training and health literacy.

The Patient Experience

We aim to understand the patient's experience of living with their disease, as well as the perspectives of caregivers, health care providers and payers.

Our Patient Experience Framework uses the "See, Feel, Live" mindset to empathize with patients, identify their unmet needs and address their overall requirements before focusing on treatment. Through our Patient Immersion methodology, we dive deep into patients' concerns, motivations, anxieties and barriers to develop relevant, patient-centric solutions.

Patient Support Programs

Our patient support programs enhance the treatment experience for those prescribed AbbVie medicines across various portfolios. These programs, tailored to specific countries and diseases, help patients access their prescribed treatment plans and provide ongoing support to improve health outcomes.

In the United States, our patient support programs span our product portfolio and vary based on patient and provider needs. For some products, Nurse Ambassadors offer one-on-one support, empowering patients with knowledge about their condition and treatment. Patients also have access to resource specialists for financial assistance, insurance navigation and our co-pay programs. We also educate HCPs and office staff on the complexities of the payer landscape, including prior authorization requirements and payer policies, through our field-based team.

Outside the United States, AbbVie Care programs support patients in accessing, understanding and adhering to their treatment. This support is provided through a variety of services and patient resources that are permissible in-market, according to applicable laws and regulations, including:

- Eligibility screening or diagnostic testing
- Support from specialists to help them navigate reimbursement or access available financial assistance
- Reimbursement and financial assistance
- Home delivery, where appropriate
- Waste management
- Specialist nurses, either in person or virtually
- Adherence tools, including smartphone applications and websites
- Specific product and patient information resources

Our approach to partnering with patient advocacy groups is rooted in three guiding principles:

Independence

The independence of patient advocacy groups will not be compromised. We encourage patient advocacy groups to maintain relationships with a wide range of organizations and companies.

Transparency

All support will be disclosed according to relevant laws and patient advocacy groups will recognize company support through locally appropriate means.

Trust and Mutual Respect

Through a mutual and open understanding of each other's policies, objectives and working practices, we will demonstrate respect for our partners as we work toward common objectives and outcomes. All engagement is done in compliance with applicable local laws, regulations, policies and procedures.

Improving Health Literacy

Levels of health literacy vary and can be lower among some populations, including vulnerable groups such as the elderly and those with low incomes. The Health Literacy team works to ensure that the information we provide to patients is clear, simple to understand and easy to remember.

Our Office of Health Literacy works across all of our products to apply best practices when designing and developing informed consent forms, patient information leaflets, patient education materials and other communications.

We also ensure that teams working directly with patients, such as our Nurse Ambassadors, leverage learnings and tools from behavioral science, such as teach-back. This well-established communication technique helps us understand how patients interpret and retain the information we share with them, which in turn allows us to further adapt our communications for clarity.

Engaging With the Patient Advocacy Community

Across AbbVie, we partner with patient advocacy groups. These relationships enable us to garner diverse perspectives and build a greater understanding of the unique experiences and challenges of the patient journey and caregiver experience.

This informs our decisions from drug development to packaging design and delivery, and helps us better support patient and caregiver education needs specific to disease states.

Independent Education Grants

Our independent education grants support scientific and medical education programs that aim to address critical gaps across our priority disease areas, improving patient outcomes.

We support continuing medical education programs that offer unbiased education for HCPs on current, new and emerging science. Our grants also fund fellowships that increase capacity and knowledge in under-resourced fields and educate providers on medical advances and emerging therapies. In addition, we support independent patient education initiatives, which are crucial in empowering individuals to make informed decisions about their health.

More information on the areas we support through our independent education grants, as well as the latest grant application process, can be found on our website.

210,000+

patients and HCPs reached through our independent educational grants in 2024

Patient Access and Affordability

We recognize that our innovative treatments can only make a difference if they are available and accessible to patients. Therefore, innovation needs to be recognized across market stakeholders so that the patients who need our medicines can benefit from them.

Patients are at the heart of everything we do, and our access programs are a direct reflection of our commitment. We believe that people who need our medicines should be able to get them.

Our Approach

To help address the world's toughest health challenges, our approach to pricing and affordability aims to drive broad and rapid access to our medicines. We price our medicines to reflect the value they bring to patients and their families, health care providers, governments and other stakeholders, as well as the long-term sustainability of our innovation and societal impact.

Innovative treatments are most impactful when there is choice, availability, and with the right guidance and support. Given the complexities of different health systems around the world, we believe supporting patients is a shared responsibility. That is why we are actively engaged in initiatives designed to enhance access to our products. These include co-pay assistance, our free medicines program (my AbbVie Assist) and pre-approval access pathways for patients who need alternative and investigational therapies. We also extend access to our treatments on a global scale through product donation, licensing agreements, government partnerships and other assistance programs.

Our approach also relies on real-world data and patient-centered research, which helps us understand the burden of disease, patient behaviors, the efficacy of treatments and health outcomes.

Initiatives to Enhance Patient Access

AbbVie offers a range of programs to help patients access the medicines they need. Each program is tailored to address the specific needs of patients and patient communities in particular locations, disease areas and coverage and financial circumstances.

Patient Assistance in the United States
A patient facing a life-threatening or chronic illness shouldn't have to worry about accessing their prescribed medication due to job loss or limited or no health insurance coverage. Through our patient assistance programs, we ensure that qualifying patients can get the medicines they need so they can continue their prescribed treatment plan and focus on their health and well-being.

- **Co-Pay Assistance**
  In the United States, we offer co-pay assistance to all eligible patients with commercial insurance, regardless of income, for a wide variety of our medicines. More than 90% of eligible commercial patients utilize our co-pay assistance programs. When utilizing co-pay assistance, the majority of eligible patients have little to no out-of-pocket cost for their AbbVie medication.
- **myAbbVie Assist**
  Our U.S. patient assistance program, myAbbVie Assist, provides a vital safety net, helping patients in need access our medicines so they can focus on what matters most – their health and well-being. myAbbVie Assist provides free medicines to qualifying patients without insurance, or for patients who have insurance but still have difficulty affording their medicine. The program helps 99% of uninsured patients who seek our assistance. In 2024, Patient Assistance Programs provided medicines at no cost to more than 235,000 patients in the United States.

In addition, AbbVie makes direct donations to independent Charitable Patient Assistance Programs across several disease funds. These foundations offer co-pay assistance for U.S. patients in need, regardless of whether their treatment involves AbbVie medicines. They also provide assistance to patients for insurance premiums and other health-related costs.

For more information on our approach to access and affordability, see our Pricing and Access of Our Innovative Medicines report.

Global Access to Medicines

Our products are available in approximately 175 countries through a combination of government partnerships, patient financial assistance programs, access to clinical trial medicines, pre-approval access programs and product donation programs.

We also have licensing agreements with the Medicines Patent Pool (MPP) to increase access to critical medicines in low- and middle-income countries (LMICs). For example, we have MPP agreements covering nearly 100 countries for both MAVYRET®, an AbbVie medicine used to treat HCV, and Aluvia FD, an antiviral treatment for HIV.

To facilitate access for certain AbbVie medicines, we contribute to the World Intellectual Property Organization's Patent Information Initiative for Medicines (Pat-INFORMED) database. This database provides patent information on medicines for HIV/AIDS, cardiovascular diseases, diabetes, hepatitis C, oncology, respiratory conditions and other products on the WHO Essential Medicines List so that procurement agencies may easily find patent holders and communicate directly with companies selling the medicines they need.

We provide our partner organizations with free medicines and funding so they can address health disparities and remove barriers to access, fulfilling critical unmet health care needs and providing relief in regions affected by natural disasters and humanitarian crises.

Our global medicine donation programs partner with seven non-government organizations to fill in the gaps in health care not met by government or commercial markets in LMICs. In 2024, we supported 63 LMICs with product donations of over 79 unique AbbVie medicines for eye care, mental health, pediatric health and anesthesia for surgical and dental treatments. Our Global Medicine Donation Programs also support medical missions, humanitarian crisis response, natural disasters and disaster preparedness with AbbVie medicines.

Through our pre-approval access pathways, we can provide earlier access to treatment for people who are suffering from serious or life-threatening medical conditions and could potentially benefit from our medicines.

Read about how we give patients access to investigational products.

235,000+
U.S. patients received medicines at no cost through our U.S. Patient Assistance Program, myAbbVie Assist, in 2024

Advancing Patient Value and Access Through Health Economics and Outcomes Research

AbbVie is committed to elevating patient outcomes and helping ensure they gain quality access to the medicines they need. Our Value and Evidence organization within Medical Affairs and Health Impact delivers deep health economics and outcomes research expertise to demonstrate the clinical, humanistic, economic and societal value of our medicines and devices. This includes characterizing the patient experience and identifying outcomes that matter most for novel endpoint development and measurement in both randomized controlled trials (RCTs) and real-world studies.

We integrate real-world data on patient experience, treatment patterns and care outcomes to help us understand disease burden, patient behaviors and how treatments work for different groups of patients to uncover unmet needs. This is particularly important for populations that face disparities in care and health outcomes.

In addition, we generate evidence on clinical comparative effectiveness and societal impact as it relates to patients, caregivers and the health care system to inform health care decision-makers (e.g., payers, policymakers) and show the importance of prioritizing high-value care for diseases with substantial impact on public health.

Our health economics and outcomes research helps patients, regulators, payers, providers and policy makers understand the holistic value of our medicines, allowing us to implement innovative strategies that highlight treatment benefits and outcomes that are meaningful to patients.

Our People and Culture

We take a holistic approach to managing our people, emphasizing professional and leadership development, ensuring sustainable talent practices, employee well-being and maintaining a culture that unleashes each individual's full potential. Every one of our approximately 55,000 employees helps define our path forward, to make a real difference in people's lives.

Our Approach

Attracting, recruiting and retaining the best talent and enhancing strategic and leadership capabilities through meaningful learning and development opportunities are critical to a sustainable talent pipeline. In addition, effective performance management contributes to long-term business growth.

At AbbVie, we have created a strong culture where talent is aligned with our business objectives and ongoing engagement is encouraged.

We also invest in our employees through health and well-being programs, which reinforce our zero-tolerance approach to injuries and accidents, and help our people be at their best at work and at home. In addition, our comprehensive rewards and benefits help us hire, retain and engage the talent we need to drive our business forward.

AbbVie's board of directors oversees the company's approach to our people and culture. The strategy and its implementation are driven and overseen by our CEO, Chief Human Resources Officer and other members of the Executive Leadership team.

Attracting Talent

Our proactive and inclusive talent strategy is applied across all stages of the recruitment pipeline, from early career to executive leadership. Our multi-year roadmap is built from a strong operating model, optimized processes and technology, excellence in talent acquisition capabilities, and effective reporting and forecasting of future needs.

Leveraging strategic partnerships with top-tier organizations and educational institutions, we aim to establish a strong and expansive talent pipeline today and for years to come. AbbVie closely partners with a wide variety of schools and has developed direct school partnerships with many leading institutions, ensuring we attract the best talent in the world.

AbbVie also works with a variety of associations, alliances, national bodies and membership organizations to increase access to an expansive network of talent with the qualifications, experiences and expertise to meet our current and future needs.

~9,900
new hires in 2024

Learning and Leadership Development

We believe development is critical to our business performance. All employees are encouraged to set a development goal and take advantage of the opportunities available to them. More than 70% of employees have established a development goal supported by an individual training plan. We supplement this approach with company-wide training opportunities and differentiated investments in key talent.

Development Programs

Learn. Develop. Perform. (LDP), our signature employee development program, offers accessible resources that help individuals learn new skills, grow their professional networks and build their careers. LDP offers webinars, online tools and resources, and includes an annual week of learning and monthly series of events. We invite AbbVie senior leaders and recognized external experts to serve as content specialists and guests on a range of professional and leadership topics, including decision-making, process simplification, networking, business acumen, career growth and personal brand.

Available to all employees, AbbVie 360 provides specific developmental feedback on how the individual is demonstrating our leadership attributes. It helps them understand their strengths and opportunities for improvement. We also provide customized leadership assessments, coaching and training to accelerate development, including Leading at AbbVie, a transition support program for those new to people leader roles.

In 2024, we evaluated and enhanced our development programs, with new offerings on situational leadership and building business acumen. Our offerings also included one-on-one coaching to develop key talent at director level and above. We also established a three-year curriculum roadmap whereby we continually refresh content.

Performance Management

All employees use our Raise the Bar performance management process to set three to five business goals each year.

Throughout the year, leaders and employees check in on their performance and development through Time To Talk conversations. A conversation guide is available to increase transparency, trust, shared accountability and inclusion in the process. Reinforcing their importance, we have embedded our Ways We Work behaviors into many of our talent practices, including performance reviews which guide merit-based pay increases and, for those eligible, annual bonuses and long-term incentive stock grants.

77%

of employees indicate that AbbVie equips them well to perform in their role[1]

1 AbbVie's Employee Survey is conducted every two years. These results come from our 2023 survey. The results from the 2025 survey will be disclosed in future AbbVie ESG reporting.

Our Culture

Our workplace culture is built upon three fundamental guideposts:

Our Principles

Represent who we are and what we stand for: transforming lives, acting with integrity, driving innovation, embracing diversity and inclusion, and serving the community.

The Ways We Work

They are a set of behaviors that provide clear expectations for all employees, reinforcing that how we achieve results matters: All For One AbbVie, Decide Smart & Sure, Agile & Accountable, Clear & Courageous, and Make Possibilities Real.

Talent Philosophy

Prioritize what AbbVie does to manage, develop and lead talent: Performance, The Ways We Work behaviors, Differentiation, Accountability and Transparency.

Our Principles in Action

Developing and bringing innovative, life-changing medicines to patients requires diversity of thought and innovation, which come from different perspectives and an inclusive workplace.

Embracing Diversity and Inclusion

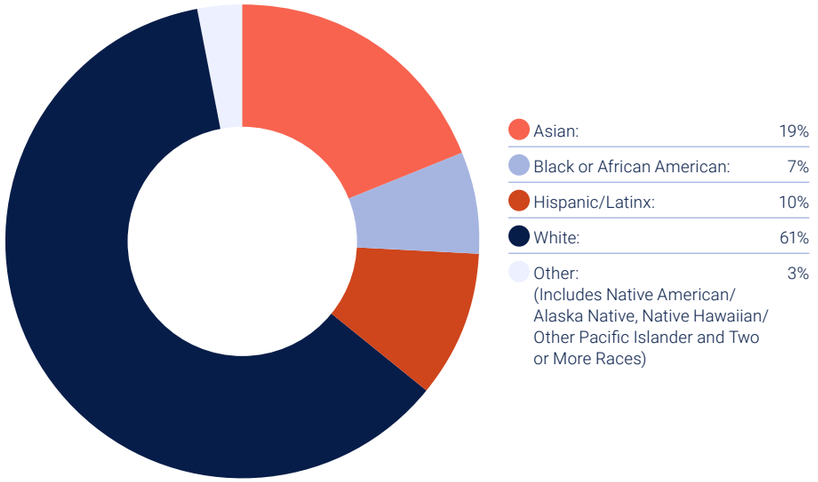
We are committed to Our Principles, including embracing diversity and inclusion. The diversity we seek is broad and includes many unique life experiences and factors. Our global workforce, which represents diverse backgrounds and perspectives, aligns with our company values of treating everyone equally, with dignity and respect. We believe this allows us to achieve our collective best.

At AbbVie, we have zero tolerance for hateful speech or actions, or injustice, persecution and discrimination of any kind. We promote, ensure, support and require equal opportunity for all persons, without regard to race, color, religion, sex, sexual orientation, gender identity, national origin and all other traits protected by law. Our vision is anchored in "the power of all," where every employee can say, "I belong; I am inspired; I am not the only one. And together, we make a difference for our patients around the world."

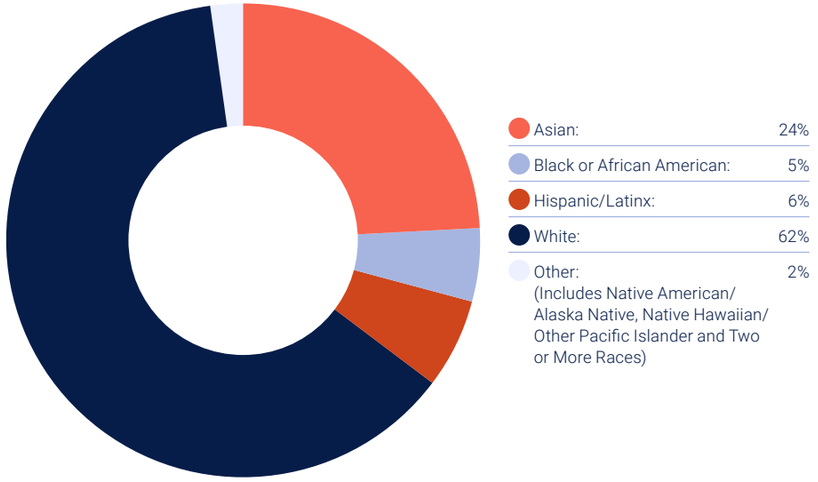
Our ongoing work amplifies culture with inclusion and belonging. As a world-class employer, we continue to support the development of our leaders, employees and teams, provide all with the opportunity to grow and succeed, and cast a wide net for new talent.

We continue to support our Employee Resource Groups, which are open to all employees and reflect our belief that inclusion benefits everyone and drives high performance. We continue to progress accessibility for current and future employees. And as always, we listen, learn and work in partnership to evolve our strategies and programs.

Share in Total U.S. Workforce (%)[1]



Share in All Management Positions (Manager Level and Above as % of Total Management U.S. Workforce)[1]



1 These values identified on pages 35 and 36 received third-party assurance in 2024. All other values that have received third-party assurance can be identified in our 2024 ESG Action Report Disclosure Supplement.

12,000+
employees (21%) participated in more than 25 webinars during LDP Week

25,000+
employees visited our LDP site in 2024

Our People and Culture

~55,000 Total Employees[1]	**51%** Women in Director Positions[1]	**21%** Ethnically or Racially Diverse Members of the Board of Directors[1]
56% Women Globally[1]	**54%** Women in Manager Positions[1]	**39%** U.S. Employees Who Are Members of Underrepresented Populations[1]
36% Women on the Board of Directors[1]	**58%** Women in Professional Positions[1]	**2%** U.S. Employees Who Are Veterans
44% Women in Executive and Board Positions[1]	**54%** Women in Management Positions in Revenue-generating Functions[1, 2]	**3%** U.S. Employees Who Have Disabilities
44% Women in VP Positions[1]	**57%** Women in STEM-related Positions[1]	

1 This value received third-party assurance in 2024.
2 "Revenue-generating functions" means a position within AbbVie's commercial organization.

Health and Well-being

We partner with employees to help live their healthiest lives – at work and at home – because when we are at our best, AbbVie is too. We also recognize that well-being needs vary around the world. AbbVie Vitality, our global well-being initiative, offers numerous resources and programs to support all employees year-round.

Rewards and Benefits

AbbVie is committed to providing a comprehensive and competitive total rewards package, covering every phase of an employee's life and career with us. This helps attract, retain and engage the talent we need to drive business growth. We offer a combination of robust and meaningful benefits, compensation and well-being programs, some of which vary by country.

Mental Health Awareness and Support

AbbVie Vitality's Employee Assistance Program (EAP) is available to all AbbVie employees, their dependents and household members. It provides mental health support, community referrals to legal and financial experts, training, critical incident support, webinars, people leader consultations and a comprehensive website.

We offer global training for leaders to support employee mental health and well-being through empathetic conversations. We also connect employees to resources promoting mental health awareness throughout the year, with special emphasis during Mental Health Awareness Month in May and World Mental Health Day in October.

Comprehensive people leader guides are available to enhance mental health, help leaders navigate leaves, workplace flexibility, cancer and neurodiversity, and maintain the support and resources we offer employees during social unrest, natural disasters, pandemics, war and other challenging times – all in one easy-to-find location.

We also provide the following health and well-being support:

- Our Vitality Well-Being Champions (at least one representative for every country AbbVie operates in) promote global programs and sponsor local initiatives
- Our four-week signature program, AbbVie In Motion, is a team-based physical activity challenge. In 2024, a record-breaking year, almost 17,000 participants recorded more than 25 million minutes of physical activity
- AbbVieVitality.com, the platform for all our global well-being programs, has over 36,000 registrants. It includes on-demand fitness classes, cooking demonstrations, meditations, videos, articles and other resources

Workplace flexibility has always been at the core of AbbVie's commitment to work–life balance. Our hybrid work model enables eligible employees to work remotely on average two days per week.

We also reflect specific support with respect to therapeutic areas that are core to AbbVie. For example, we:

- Signed the Working with Cancer pledge, affirming our commitment to provide a supportive culture and benefits for employees who need it most
- Introduced mental health self-assessments during our biometric screenings and flu shot event in the U.S. in 2024
- Developed a migraine management checklist that helps employees talk to their doctor, see a potential treatment plan and find ways to combat stress, a common trigger for migraines

Employee Support

The AbbVie Foundation is committed to assisting our people and their families in times of need. The AbbVie Employee Relief Program, funded and managed by the AbbVie Foundation, provides critical financial relief to employees in the wake of disasters and personal hardship.

Additionally, the AbbVie Possibilities Scholarship Program alleviates the financial strain of tuition costs so that the children of AbbVie employees can achieve their full potential through post-secondary education.

Pay Equity

We are committed to pay equity and we regularly review pay to ensure our pay is fair and equitable.

AbbVie Employee Relief Program

$1.3M

in financial assistance provided to employees in 16 countries (including the U.S.)

AbbVie Possibilities Scholarship Program

388

scholarships awarded to students in 35 countries (including the U.S.)

Protecting Our Workforce

The safety of our employees is a cornerstone of our employee community. Our guiding philosophy – "Zero. Believe It. Achieve It." – reflects the core belief that every environmental, health and safety (EHS) incident is avoidable if we all adopt a preventive mindset.

Our current Occupational Health and Safety (OHS) model of care involves an external occupational health care provider, while operational oversight comes through policies, procedures and comprehensive safety training for all employees.

We conduct OHS risk and hazard assessments to identify potential causes of harm in the workplace. Additionally, 10 of our manufacturing sites (two of which are shared R&D facilities) and two commercial affiliate offices are certified to the international standards for safety associated with ISO 45001.

We continue to demonstrate our Think 5/Take 5 safety culture initiative, which empowers employees across our manufacturing sites to take ownership of safety. Training programs include regulatory training, addressing hazards, site-specific safety and environmental training, case management, and reporting and recording standards, as well as courses on EHS and OHS.

0.13
Recordable Incident Rate (per 200,000 hours worked), a 27.8% improvement compared to 2023

0.04
Lost Time Injury Frequency Rate (per 200,000 hours worked), a 42.9% improvement compared to 2023

0
work-related employee fatalities[1]

0
work-related contractor fatalities[1]

1 AbbVie previously combined Employee and Contractor Fatalities into a single KPI. Starting in 2024, those will be reported as two separate KPIs.

Community Engagement

Since our founding, we have led with purpose to make a lasting impact for patients, communities and society. We engage closely with communities because we believe that is where meaningful change begins. We listen and learn from communities and our partners, empowering them to determine the best solutions for their most pressing needs.

Our Approach

The AbbVie Foundation is a 501(c)(3) nonprofit, established in January 2013, that is committed to driving transformative change in communities worldwide so that everyone can live their healthiest life. The AbbVie Foundation's work focuses on empowering healthier communities by collaborating with partners to address the many factors that influence a person's health and well-being. This includes access to quality health care and education, social and environmental conditions, financial stability and more.

We believe the most impactful way to address health disparities is to listen and learn from our partners because they understand the needs of their communities best. We collaborate closely, while empowering them to develop innovative solutions that support improved health and wellbeing in their communities and accelerate change.

The AbbVie Foundation's work is focused around four key areas:

- **Multi-year strategic programs**
  Through our innovative multi-year strategic partnerships, we work with nonprofits to advance community-centered care. Innovation is essential to who we are and how we work. We embrace bold thinking and work together with our partners to accelerate new ideas and approaches that otherwise might not be possible.
- **Local community support**
  Through community grants, we support local organizations that are deeply rooted in building the strength and resilience of our key operations in the United States and Puerto Rico.
- **Employee impact programs**
  Through our employee impact programs, we help amplify our culture and connect us in service across the globe, deepening our philanthropic impact.
- **Humanitarian and disaster relief**
  Through our disaster and humanitarian relief efforts, we donate medicines and aid to communities in need during times of crisis.

2024 Initiatives

- A three-year partnership was launched with CommunityHealth to support the creation of two new microsite clinics serving marginalized communities in Chicago
- A five-year partnership was launched with Partners in Health to test various community-centered care models in underserved communities across five U.S. states
- In collaboration with MATTER, a Chicago-based health care incubator, we launched the AbbVie Foundation Health Equity Accelerator. This initiative identifies U.S. nonprofits advancing health equity in underserved communities and supports them with grants, mentorship and other resources to scale their reach and impact
- The AbbVie Foundation donated $75 million to the University of Chicago Medicine to support the construction of its new AbbVie Foundation Cancer Pavilion, due to open in Chicago's South Side in 2027

Foundation Governance

The AbbVie Foundation is governed by the AbbVie Foundation board of directors and officers of the Foundation, and its programs are managed by AbbVie's Global Philanthropy team. We continually assess and refine our grant-making processes, metrics and evaluation systems to ensure the responsible stewardship of resources and that our community investments have the greatest impact.

In compliance with AbbVie Foundation grant-making policies and bylaws, a proposed budget with recommended grantees and funding levels is submitted for approval to the AbbVie Foundation board annually. The progress of partners is tracked and reported each year, including through our annual ESG Action Report.

Humanitarian and Disaster Relief

Our commitment to creating a positive impact on the world is at the heart of everything we do. AbbVie and the AbbVie Foundation aid communities across the globe affected by natural disasters and humanitarian crises by donating essential AbbVie medicines, equipping nonprofit partners with needed resources and providing financial support to impacted employees and their families.

The AbbVie Foundation also matches employee donations to select organizations supporting relief efforts in affected areas, empowering our employees to make a difference and advance a healthier world in times of critical need.

In 2024, we donated $2.6 million[1] in response to disasters and crises. This includes donations to disaster relief organizations in the form of financial support,[2] employee volunteering and employee relief. For example, in response to Hurricanes Helene and Milton, the AbbVie Foundation donated $250,000 to our trusted nonprofit partners for relief and recovery efforts and nearly 30,000 disaster kits were prepared by AbbVie volunteers and donated to impacted individuals and families in need.

Read more about our humanitarian and disaster relief efforts on abbvie.com.

Employee Volunteering

We support and empower employees to volunteer in a variety of ways, ranging from corporate-sponsored volunteer activities to offering employees two paid days off a year for personal volunteering. Since 2013, AbbVie employees have volunteered more than 370,000 hours in their local communities.

The AbbVie Foundation leads and coordinates AbbVie's employee impact programs, including our annual global volunteer program, Week of Possibilities, uniting colleagues around the world in community service. In 2024, more than 13,000 AbbVie employees in nearly 60 countries and territories volunteered more than 47,000 hours of service to strengthen local communities, enhance educational programs and make a positive environmental impact during Week of Possibilities.

To further support our employees' commitment to serving their communities, we launched a new program in 2024, Team Possibilities. This year-round program offers teams or groups of employees in the United States and Puerto Rico turnkey volunteer projects with trusted AbbVie Foundation nonprofit partners who are working to advance health equity all year long. As a result, more than 5,000 volunteers participated in additional volunteer projects in 2024.

Employee Giving

Our year-round giving and matching program culminates in our annual Employee Giving Campaign. Since our inception, through donations to the Employee Giving Campaign that have been matched by the Foundation, employees have raised more than $160 million to support thousands of nonprofits.

In 2024, more than 20,000 employees raised approximately $25 million for around 13,000 organizations globally through donations matched by the AbbVie Foundation.

$725M
disbursed to nearly 500 philanthropic partners through AbbVie and the AbbVie Foundation since 2013

$283M+
in grants to over 265 organizations provided by the AbbVie Foundation since 2013

$54.1M
in philanthropic donations in 2024[2]

$2.6M
donated to disaster relief organizations excluding product donations in 2024[1]

~$25M
raised during Employee Giving Campaign in 2024

20,000+
employees participating in our volunteer programs globally in 2024

1 Excludes product donations.
2 Philanthropic donations are charitable cash donations made by AbbVie Corporate and the AbbVie Foundation and excludes product donations to disaster relief organizations.

Governance

Highlights

36%
women on the board of directors and 21% ethnically or racially diverse board members

99%
of assigned employees completed conflict of interest training and 99% completed anti-bribery and anti-corruption training[1]

91%
response rate for our new sustainable supply chain survey

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

In this section

Our Approach

AbbVie is built on a foundation of well-established corporate governance and financial controls, a culture of ethical behavior and an approach designed to minimize business risk.

Led by our board of directors, which plays an active and vital role in overseeing our strategic direction and performance, we strive to hold our employees to the highest expectations of business ethics. By acting with integrity, we aim to earn the trust of our patients, business partners and other stakeholders.

Beyond abiding by applicable laws, regulations and normative guidance, we have a comprehensive corporate governance framework, internal controls and systems for risk management. We have also embedded human rights and ethical conduct considerations, as well as supply chain and stakeholder engagement, into our decision-making across all levels of the organization.

As we value transparency and accountability at AbbVie, we continually take steps to enhance our non-financial reporting every year.

Our board is committed to strong corporate governance to enhance long-term shareholder value.

- **Board independence**
  Twelve of our 14 directors are independent, including the chairs and all members of the Audit, Compensation, Public Policy and Sustainability and Nominations and Governance Committees. Since our inception, we have had a lead independent director with robust responsibilities. Each board committee follows a charter that outlines its purpose, authority and responsibilities.
- **Self-evaluation**
  To ensure continued and effective oversight, the board and its committees annually conduct detailed self-evaluations. The full board, led by the lead independent director, discusses these evaluations to determine what, if any, actions or improvements should be undertaken.
- **Investor engagement**
  The board is committed to AbbVie's robust engagement with investors. Our annual investor engagement program includes outreach to shareholders representing over 40% of outstanding shares to seek feedback on AbbVie's practices. This feedback is used to continually improve our internal governance practices and disclosures.

Board Diversity

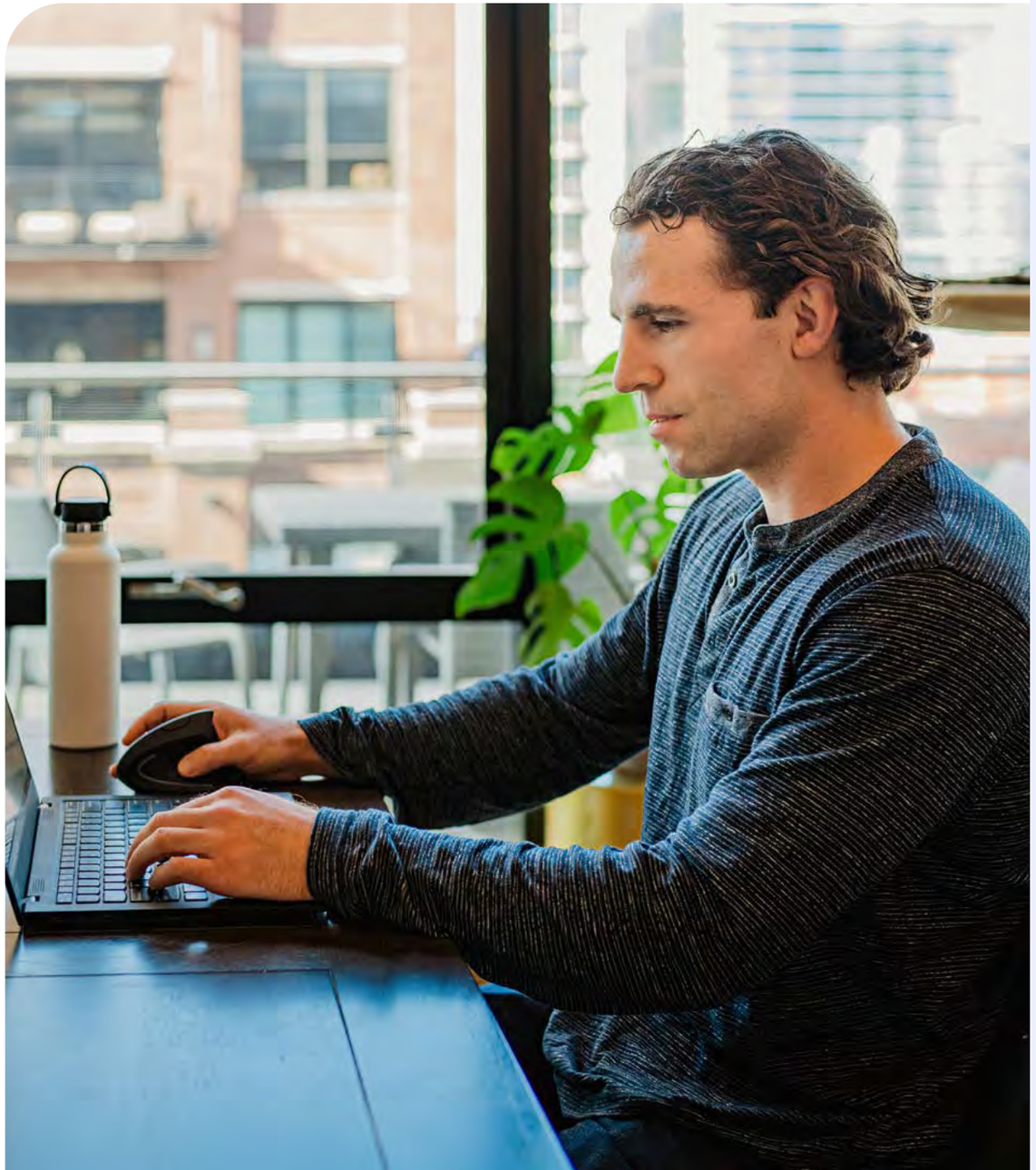
AbbVie is committed to maintaining a board of directors with the skill sets, experience and leadership necessary to provide effective oversight of AbbVie's business. AbbVie serves patients in approximately 175 countries and across many different diseases. A board with different perspectives and experience is critical to bringing innovative new medicines to patients and to meeting their unique needs.

36%
women on the board of directors

21%
ethnically or racially diverse members of the board of directors

Business Ethics

To make a positive, long-term impact for patients, we seek to earn and maintain their trust by acting with integrity in everything we do, from strong corporate governance to the highest standards in quality, compliance, safety and performance.



Our Approach

We pride ourselves on our unwavering principles and our commitment to ensuring the resiliency of our business and our long-term success. We comply with, if not exceed, legal, regulatory, industry and relevant institutions' requirements regarding our interactions with health care professionals and organizations. We also pursue the highest standards in quality, safety and performance, act ethically and with integrity and uphold and respect human rights across our value chain.

By practicing integrity in our workplace, industry and communities, we can pursue our passion for solving the world's toughest health care challenges. We act as one AbbVie team to make good decisions, empower people to raise concerns and respect other perspectives, protect our employees and our environment, and support employee privacy.

Office of Ethics and Compliance

All employees are expected to lead and foster a culture of ethical and compliant behavior. To realize this goal, our Office of Ethics and Compliance (OEC) focuses on the development and enhancement of our compliance program, providing dedicated support to AbbVie's leaders, employees and businesses. The OEC is led by our Chief Ethics and Compliance Officer (CECO), who regularly reports on compliance matters to the chairman and CEO, other senior-level leaders, AbbVie's board of directors and the board's Public Policy and Sustainability Committee.

Ethical Conduct

To make a positive, long-term impact for patients, we earn and maintain their trust by acting with integrity, following all relevant laws and industry codes, and leading with ethical decision-making.

Code of Business Conduct

The foundation of our uncompromising integrity is our Code of Business Conduct, on which all employees must be trained and with which they agree to comply on an annual basis. Our Code of Business Conduct applies to all employees globally and is available in 21 languages.

Complementing the Code of Business Conduct are global policies and requirements, business-level policies, procedures and training that address a variety of compliance-related topics, such as anti-bribery and corruption, responsible advertising and promotion, appropriate customer-facing material and the prohibition of promoting for off-label uses.

Grievance Mechanisms

AbbVie supports a culture where employees can raise questions and concerns, helping us advance our commitment to ethical behavior. We have established systems and processes for anyone within or outside the company to ask questions and report suspected or actual violations of our Code, policies and procedures, or the law.

We offer various reporting opportunities to employees, such as AbbVie's global Ethics Helpline, a 24/7 telephone and web-based helpline that can be used anonymously, where permitted by law.

Employees may also contact the Chief Ethics and Compliance Officer directly. All reports are promptly reviewed and, if appropriate, investigated. If we find that violations have occurred, we take corrective and/or disciplinary action as appropriate, up to and including terminating employment or ending supplier relationships. We do not tolerate retaliation against anyone who makes a good faith report.

Beyond our Code, our comprehensive policies, procedures and training programs help our employees and contingent workers comply with applicable laws, regulations and industry codes, as well as our internal standards and expectations for responsible conduct. We comply with current regulations and scan the horizon globally for pending regulations, so that we can comply in a timely fashion.

OEC Internal Investigations Process

Intake

Anyone can make a report to the helpline and can choose to be anonymous, where allowed by law. Reporters receive immediate confirmation and a unique case number to inquire about report status.

Investigation

Our OEC team consists of trained investigators who thoroughly review the reports received, if appropriate. Investigations typically consist of data review and witness interviews.

Conclusion

We reach evidence-based conclusions using the information obtained in connection with the investigation and classify those conclusions as either "Substantiated, Unsubstantiated or Inconclusive." For relevant matters, we conduct a root cause analysis to ensure appropriate corrective and preventative measures are implemented.

Corrective and Preventative Measures

Corrective measures vary based on multiple factors and comparable incidents. We make recommendations about how to mitigate similar instances in the future, such as additional training, revised monitoring and/or policy enhancements.

99%

of assigned employees certifying to the AbbVie Code of Business Conduct globally[1]

99%

of assigned employees completing conflict of interest training globally[1]

99%

of assigned employees completing anti-bribery and anti-corruption training globally[1]

Compliance Risk Assessment

Our Compliance Global Risk Assessment process includes participation and input from all of AbbVie's affiliates globally. This flexible and iterative program is designed to continually assess risks specific to pharmaceutical and life sciences compliance and tailored to the market in which we operate. Our focus continues to be on core laws – for example, Foreign Corrupt Practices Act, False Claims Act, Anti-Kickback Statute, Anti-Bribery and Anti-Corruption laws – and our process includes establishing an annual risk landscape using information on product and business activity risks obtained through questionnaires, collecting relevant data (e.g., audit results and external enforcement trends) and following up with validation interviews to more appropriately assess our risks.

Our risk assessment results and mitigation plans are formally documented and are used to drive our ethics and compliance imperatives, goal setting and resource allocation. Cross-functional collaboration with business partners helps provide continuous insight into the evolving risk landscape. The risk assessment and resulting mitigation plans are designed to be adjusted to address evolving risk. Using a proactive, risk-based approach yields tangible results, providing relevant feedback to our business partners and other areas of our integrated compliance program.

Training Programs

To continuously improve our training tools and further enhance compliance across the enterprise, we deploy a virtual training program and platform, with training subject areas aligned to our Code. We continuously update e-training modules, as well as accessible tools and reference resources, to reinforce learning.

Our approach for our annual/biannual enterprise training is based on function, location and job responsibilities, as employees take mandatory training on relevant topics such as anti-corruption, anti-bribery and conflicts of interest, with additional training tailored by each employee's job responsibilities. All full- and part-time new hires complete a new Foundations to Compliance course. We also regularly evaluate effectiveness through knowledge test results and qualitative survey responses.

In addition, we conduct live training programs, where appropriate, using a situational business/compliance case study format on relevant scenarios derived from recent investigations, audits, monitoring and other real-life situations, to reinforce compliance concepts relevant to our business.

Human Rights

We believe in the inherent dignity of every human being. We uphold and respect individual rights as set out in the Universal Declaration of Human Rights, which focuses on preventing, mitigating and remedying any adverse human rights impacts across our value chain. We are implementing a roadmap to evaluate and, where required, refine our human rights commitments and policies to comply with the EU's Corporate Sustainability Due Diligence Directive (CSDDD).

Our Commitments and Policies

Our Commitment to Human Rights and Code of Business Conduct describe the ways in which we ensure respect for all people, including our employees, contractors, suppliers and patients. We absolutely prohibit child labor, forced labor, involuntary labor, human trafficking and unfair wages and benefits, both from our own operations and within our supply chain. We do not tolerate harassment, discrimination or intimidation of any kind and are committed to maintaining a work environment free from intimidation, violence or threats of violence.

Additionally, our Global Privacy Policy protects the personal information of our employees, patients and customers.

Collective Bargaining

We comply with each country's labor laws and respect our employees' rights to collective bargaining and freedom of association. In countries with collective bargaining agreements, we have regular conversations with representatives to maintain an open dialogue.

Approximately 25% of our employees are represented by an independent trade union or covered by collective bargaining agreements. For example, in Europe, our AbbVie European Employee Forum represents more than 10,000 employees. It provides a forum to share information and build constructive dialogue with employee representatives in countries across the region.

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

Ethical and Responsible Use of Animals in Research

At AbbVie, our mission is to discover and deliver innovative medicines and solutions that address complex health issues and enhance people's lives. In this pursuit, we hold to the highest standards of ethical animal use in research.

Our commitment is reflected in our compliance with global regulatory agencies, including the U.S. Food and Drug Administration (FDA), European Medicines Agency (EMA), and Japan Pharmaceuticals and Medical Devices Agency (PMDA). These agencies require new medicines and medical devices to undergo safety and efficacy evaluation, which may necessitate animal testing.

We strive to minimize or replace animal use wherever possible in our research and development programs. Animal testing only occurs when no viable alternatives can provide the necessary data to discover and develop safe and effective medicines and devices. To this end, we work closely with regulatory agencies to reduce the need for animal-based testing in our product development and manufacturing processes.

AbbVie's Global Animal Welfare Policy assures that everyone involved in our operations, from employees and contractors to suppliers and partners, understands and adheres to our high expectations for animal welfare. We will not contract or partner with organizations that do not uphold similar standards.

Our programs are supported by highly trained technical staff and board-certified veterinarians who specialize in research animal care. We also have a robust Global Animal Welfare Program that ensures maintenance of the highest industry welfare standards.

We have specialists and teams dedicated and committed to advancing animal care and non-animal alternative testing methods. For instance, our Enrichment Committee and dedicated Animal Behavioral Specialist collaborate to develop industry-leading programs for animal care, incorporating innovative enrichment and species-appropriate housing and socialization practices.

AbbVie voluntarily maintains accreditation from Association for Assessment and Accreditation of Laboratory Animal Care International (AAALAC) and our programs and facilities consistently exceed regulatory requirements.

The 3Rs: Replacement, Reduction and Refinement

At the core of our scientific efforts are the internationally recognized principles of the "3Rs":

- Replacement: Replace animal studies with non-animal or insentient alternatives methods.
- Reduction: Reduce the number of animals to achieve research objectives.
- Refinement: If animals must be used, modify procedures to minimize potential for pain and/or distress.

AbbVie scientists continually strive to advance the 3Rs within our programs, integrating technologies such as 3-D printed anatomic models, artificial tissues, microphysiological systems (e.g. organ on a chip), digital biomarkers and other computer modeling techniques, and cell-based assays.

Public Policy

In our public policy engagements, we are transparent and compliant with our Code of Business Conduct. We pursue and advocate for policies that benefit patients, with a focus on improving access to medical advances and providing life-changing products to the patients who need them most. AbbVie makes extensive disclosures regarding our political activities and political contributions as required by law, and voluntarily discloses additional related information on the Policies & Disclosures page of our website.

In 2024, AbbVie was again recognized as a "trendsetter" in the area of political accountability by the CPA-Zicklin Index, the highest ranking a company can receive. AbbVie has consistently ranked in the top tier of companies since 2014.

Enterprise Risk Management

Our board of directors regularly reviews enterprise risks, and our cross-functional leaders provide regular reports on their areas of responsibility.

AbbVie has a comprehensive enterprise risk management (ERM) program with risk management embedded within the operations of the company, clear accountability at the senior leadership level, and oversight by the board. The Audit Committee oversees ERM. Through risk owners and the internal disclosure committee, there is a routine assessment of material risks to the company. Updates, if any, are provided to the board or its committees together with updated public disclosures, when relevant.

Risk Scenario Simulations

To better prepare for the risks we face, our Global Security team conducts annual risk scenario simulations for our global and local Crisis Action teams. In 2024, we held 61 table-top exercises to increase preparedness and resiliency for both expected and unexpected crisis events. Topics included natural disasters and severe weather events, fires and explosions, environmental incidents, geopolitical conflicts, cyber incidents, active assailants and terrorism, and product issues.

Assessing Facility Hazard and Supply Risks

To aid in the resilience of our facilities, we maintain a robust property loss prevention program that includes annual risk engineering surveys at all of our major manufacturing facilities. The surveys apply risk engineering industry best practices and identify any gaps in our hazard management programs. The hazard risks evaluated include severe storms, flood risks and hurricanes. The risk engineering surveys provide recommendations to reduce the risks, improve resiliency and prioritize improvements.

We perform supply risk assessments, including the risk of catastrophic events, for strategic and other large brands on an annual or biannual basis. Brand supply teams develop mitigation plans based on the findings. We continually monitor the landscape and adjust our responses accordingly.

Data Privacy

We consistently work toward meeting our worldwide privacy obligations and ethical responsibilities concerning the processing of personal data of all stakeholders. We maintain a Global Privacy Program with policies and procedures aligned to relevant laws and regulations, as well as industry standards and best practices using the EU's General Data Protection Regulation (GDPR) as a baseline.

Our enterprise prioritizes privacy through a comprehensive strategy and governance framework, encompassing role definitions, risk assessment and a privacy-centric culture. We integrate privacy principles into our development processes through Privacy by Design, employing privacy-enhancing technologies and adhering to a structured data lifecycle management approach from collection to deletion, ensuring compliance with cross-border regulations. Respecting individuals' data rights, we manage subject requests transparently and we continuously update our practices to align with evolving privacy laws.

In the event of a data breach, our cross-functional response includes notification procedures that involve Legal Privacy and Computer Security Incident Response Team (CSIRT). Through tailored training initiatives, we raise awareness among stakeholders, fostering compliance with privacy obligations. Additionally, we deploy unique privacy controls for AI technologies, balancing innovation with risk mitigation and remain vigilant in monitoring and incorporating new privacy regulations into our program.

AbbVie Privacy Center

AbbVie's Privacy Center is an innovative and interactive centralized hub for our Privacy and Data Protection Notices for data subjects (health care providers, patients, customers, clinical investigators and staff, California residents and online users) and affiliates in all countries where we operate.

The Privacy Center not only fulfills AbbVie's legal responsibilities but also reflects our commitment to privacy and transparency regarding the processing of personal data. Users can access information on how their data is used and the robust controls we have put in place to safeguard their information.

The Privacy Center also enables website owners within AbbVie's affiliates to embed privacy notices in a compliant and agile manner – supporting audit readiness and enhancing the user experience.

Cybersecurity[1]

We rely on complex information technology systems and various software applications to operate our business. We have developed a comprehensive cybersecurity program designed to protect our systems and the confidentiality, integrity and availability of our data.

We have implemented processes that are intended to govern, manage and reduce cybersecurity risks. We maintain a global incident response plan and disaster recovery management plan, each designed to protect against, identify, detect, respond to and recover from an incident. These plans anticipate an array of potential scenarios and provide for the assembly of a cybersecurity incident response team in the event of a cyber incident. The incident response team is a cross-functional group that may be composed of both company personnel and external service providers, and which is tailored to a particular incident so that individuals with appropriate experience and expertise are available. We regularly conduct exercises to help ensure effectiveness and our overall preparedness.

We also have invested in tools and technologies to protect our and our patients' and customers' data and information technology, and we regularly monitor our information technology systems and infrastructure to identify and assess cybersecurity risks. We have designed a Threat Intelligence function that actively looks for emerging threats and risks that target the pharmaceutical industry generally or AbbVie specifically. We rely in part on third parties (including assessors, consultants, advisors and others) in connection with our processes for assessing, identifying, managing and reducing cyber risks.

Oversight

Our cybersecurity program is led by our Chief Information Security Officer, who is responsible for assessing and managing our information security and technology risks (including cybersecurity).

Our Chief Information Security Officer meets regularly with our information technology teams as well as other members of management to review and discuss our cybersecurity and other information technology risks and opportunities. Our global incident response plan sets forth a detailed security incident management and reporting protocol, with escalation timelines and responsibilities.

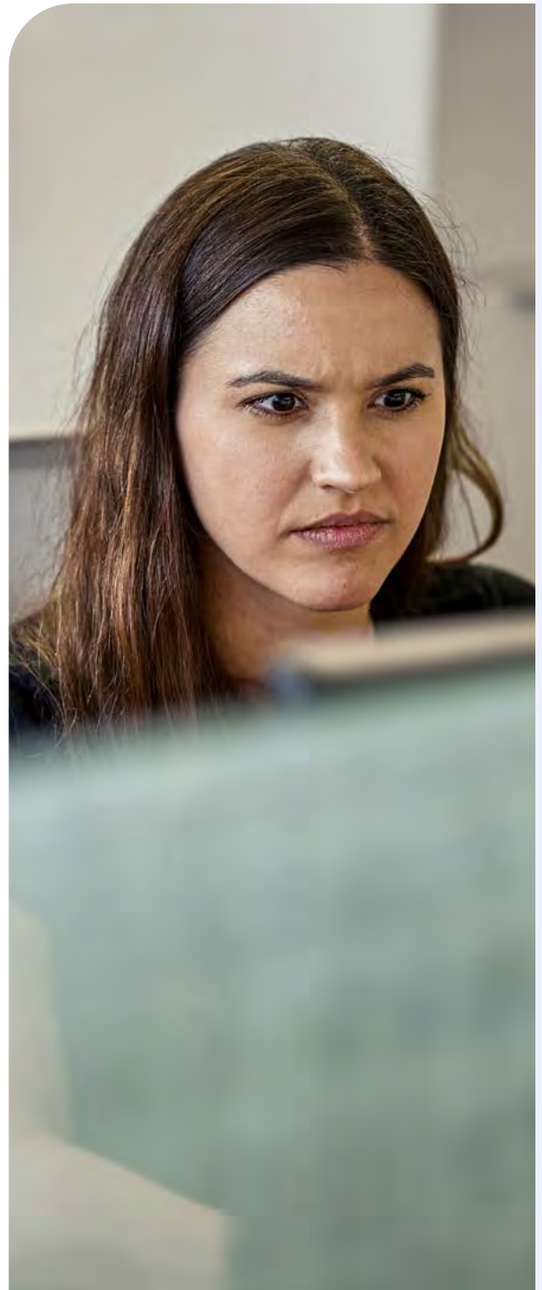
Cybersecurity is a critical component of our enterprise risk management program, which is designed to be business aligned, risk-focused and multi-faceted to protect our and our patients', customers' and business partners' data. Our board of directors is actively involved in reviewing our information security and technology risks and opportunities (including cybersecurity) and discusses these topics on a regular basis.

The Audit Committee receives regular updates from the Chief Information Security Officer and other members of management on our cybersecurity program, including on information security and technology risks, program assessments and risk management practices. Our Chief Information Security Officer and other senior information technology executives also provide similar topical updates to the full board of directors at least annually.

Cybersecurity Training and Periodic Assessments

We have implemented a cybersecurity awareness program designed to educate and train our entire employee network on how to identify and report cybersecurity threats. Training programs are conducted on a periodic basis and are focused on giving employees information to manage and defend against the most relevant and prevalent cybersecurity risks to AbbVie. We also provide specialized training for employees in specialized information technology roles and for business functions who may be impacted by a cyber incident. We conduct regular drills, such as tabletop exercises, to help with our overall preparedness.

We take measures to regularly update and improve our cybersecurity program, including conducting independent program assessments, penetration testing and scanning of our systems for vulnerabilities. We follow the National Institute of Standards and Technology (NIST) Cybersecurity Framework and undergo a third-party assessment every two years to measure the maturity of our cybersecurity program against the NIST Cybersecurity Framework. In addition, we periodically engage third-party advisors to assess the effectiveness and capabilities of our cybersecurity program, strengthen our cybersecurity policies and practices and identify potential vulnerabilities of our systems.



1 Please see more details regarding our cybersecurity program in our 2024 Annual Report on Form 10-K.

Supply Chain Sustainability

We consider our suppliers to be an integral extension of our own operations and work with them to uphold the highest standards of quality, ethics and environmental responsibility.

Our comprehensive supplier management program is designed to ensure a consistent supply of innovative medicines while minimizing risks and promoting sustainable practices throughout our value chain.

Our Approach

We strive for a consistently high-quality supply of innovative medicines that positively impact people's lives, and we consider our key suppliers to be an extension of our own operations in achieving this. To ensure that our suppliers share and uphold our standards, we maintain a comprehensive supplier management program built around four central components:

Elements of our Comprehensive Supplier Management Program

Criticality assessment and stratification

Criticality-based controls

Relationship management

Continuous monitoring and assessment

Assurance of Supply

Since AbbVie delivers vital lifesaving medicines to patients, building and maintaining a stable, prepared and resilient supply chain is vital. To maintain supplies, we have a robust and diversified global operations network that works across the whole process from start to finish, characterized by geographic balance, multiple supply sites, an inventory strategy, risk prevention and performance. This includes our robust U.S. manufacturing network with more than 6,000 employees across 11 sites producing API, biologics, toxins and small molecules.

We constantly monitor and assess our supply chain to proactively reduce a range of sustainability risks, from climate change and extreme weather events to geopolitical situations. Our cross-functional global Crisis Action Team continued to meet monthly in 2024 to review ongoing supplier risks globally and keep the Executive Crisis Management Team updated.

We assess the current capacity and capabilities of our manufacturing sites every year and analyze the forecasts for production volumes on a monthly basis. This informs decision-making about the need to expand capacity, introduce new technology or invest in our workforce well in advance. To supply our medicines, we purchase raw materials from multiple sources to support manufacturing facilities spread across different geographical regions. This allows us to distribute our products to patients, regardless of what happens in a particular location.

Our risk-averse approach to delivering quality raw materials, services and products on time involves our Global Security team, as well as other functions such as Procurement and Supply Chain, constantly monitoring events and escalating any emergencies that may require an immediate response. We use a third-party platform to scan for severe major events and natural disasters that may impact our critical suppliers, distribution hubs, warehouses and third-party manufacturers (TPMs), and alert internal stakeholders accordingly.

Drug Shortage Prevention

Drug shortages pose a public health threat that can delay, and in some cases even deny, critically needed care for patients. They can occur at multiple points within the prescription drug supply chain for many reasons, including product quality issues, manufacturing delays, unexpected demand or shortages of raw materials, as well as other supplier components. Disruptions from natural disasters, public health emergencies and geopolitical conflict may also be contributing factors.

AbbVie has a comprehensive, multi-layered Assurance of Supply program designed to meet the needs of patients, prescribers, health care facilities and public health authorities, even in unpredictable or unforeseen circumstances. AbbVie's Quality Assurance organization also has a dedicated team responsible for preventing, identifying, triaging, mitigating and notifying regulators of potential drug shortages.

AbbVie invests in the design, maintenance and resiliency of our supply chain and manufacturing operations while also preparing for unforeseen events through proactive and real-time risk mapping and robust business continuity and crisis management plans. As of 2023, AbbVie has established drug shortage prevention planning and risk mitigation across our entire supply chain.

AbbVie's manufacturing sites and distribution centers are strategically located so that critical products and components are manufactured at multiple geographically diverse sites operating with resilient and redundant systems. AbbVie's Procurement, Quality Assurance and Supply Chain teams also proactively identify and qualify backup suppliers, leverage real-time monitoring to map third-party risk, guide inventory strategy and manage supply and demand, and invest in new technology to enhance supply chain visibility and enable rapid identification and remediation.

While AbbVie's primary focus is on drug shortage prevention, we partner closely with the FDA and other global regulators to minimize the duration and impact of shortages that cannot be prevented. When drug shortages occur, AbbVie's Quality Assurance and Supply Chain teams rapidly triage the situation, promptly notify regulatory authorities and work to identify and quickly address the root cause of the shortage, identify alternative treatment approaches and minimize patient impact. During a potential shortage, AbbVie closely monitors market dynamics and prescribing trend intelligence. When possible and appropriate, AbbVie increases production at internal and third-party manufacturing facilities to address potential shortages.

Supplier Sustainability

Our Supplier Sustainability program requires our suppliers to maintain fair labor practices, foster worker safety, actively assess and manage risks, and maintain environmentally responsible manufacturing processes. We outline our expectations and requirements to our suppliers through our Supplier Code of Conduct.

Our Supplier Sustainability team partnered with EcoVadis to enhance our Annual Supplier Sustainability Survey. The EcoVadis platform was used to launch our third annual survey in September 2024, which went to over 100 critical AbbVie suppliers, many of whom have also partnered with EcoVadis. We were able to achieve a 91% Response Rate, a substantial increase over previous years. The results allow us to better understand our suppliers' sustainability efforts, specifically on topics such as their environmental sustainability programs and metrics, reducing impacts (greenhouse gases (GHGs), waste and water), restricted substances, labor practices and policies and ethical conduct practices.

Building on the results, we can proactively work with our suppliers to establish higher standards or to discuss specific topics of interest and/or need. Additionally, the findings are used to ensure alignment with the requirements of our Supplier Sustainability program.

Supplier Code of Conduct

Our Supplier Code of Conduct defines our expectations for all suppliers doing business with AbbVie. We expect all suppliers to understand and comply with the principles, guidelines and expectations set forth in the Code.

While our suppliers are fully responsible for the quality of their products and services and the safety and security of their supply chain, we mandate that all AbbVie suppliers maintain a quality management system that assures consistent conformance of their products and services to our specified requirements. This encompasses product quality, labor practices, worker health and safety, availability and security, ethics and environmental stewardship.

Identifying Critical Suppliers

AbbVie places a high priority on the management of our suppliers and strives to maintain a standard of excellence in our Manufacturing, Engineering and Contracting (MEC) and warehousing networks. To achieve this, we meticulously identify and evaluate critical suppliers based on their product quality, safety, efficacy, availability and impact on the patient experience. Supplier management controls are established commensurate with risk and the criticality of the service and/or material they provide to AbbVie.

For our most business-critical suppliers, we implement enhanced controls and ensure close involvement of cross-functional subject matter experts. We also identify brands that rely on single or sole-source suppliers and put in place measures to mitigate any supply disruption. We also consider suppliers that provide materials or services that are technically complex and/or difficult to substitute.

Human Rights in Our Supply Chain

We participate in the Pharmaceutical Supply Chain Initiative (PSCI) to promote responsible practices in labor, health, safety and environmental sustainability in supply chains, and evaluate our suppliers to ensure alignment with our Supplier Code of Conduct.

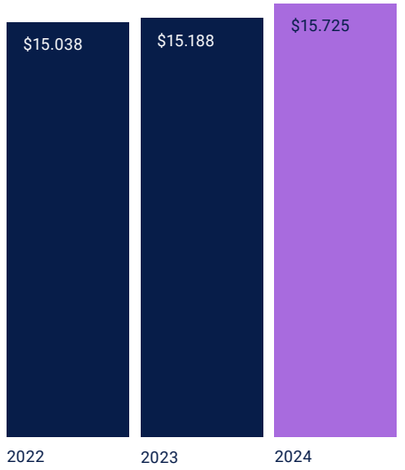
In 2024, PSCI audited 12 of AbbVie's third-party manufacturers (TPMs). These audits focus on topics including ethical standards, human rights policies and assessments, fair labor practices, environmental sustainability, health and safety topics, risk management processes and more. Remediation plans are developed for audit findings and corrective actions are verified within an agreed upon timeline either remotely or during a follow-up visit with the supplier.

Supplier Inclusion

Inclusion across various types of suppliers allows AbbVie to safeguard our continuity of supply and enhance our competitiveness in the market by advancing opportunities to partner with small- and medium-sized businesses.

We take a broad and active approach to connecting with these businesses and developing our supplier network.

Total Supplier Spend ($ Billion)



Transparency, Accountability and Reporting

Report Scope and Boundaries

This ESG Action Report covers the period from January 1, 2024, to December 31, 2024. Unless otherwise stated, the scope of this report includes data and information from all of AbbVie's global operations, including all owned and leased facilities, for which we have operational control.

Data Assurance Approach

AbbVie is committed to transparently disclosing ESG data and information and has adopted processes that help maintain the data integrity of its ESG disclosures. Many of the KPIs included in this report have been assured through limited third-party assurance. Our limited assurance statement is accessible through our 2024 ESG Action Report Disclosure Supplement. For the KPIs that have not received third-party assurance, we have engaged our internal audit team to review these metrics, including their underlying calculation methodology, for completeness and accuracy. Additionally, our ESG Council and members of our Executive Leadership Team approve the content of the annual ESG Action Report prior to publication.

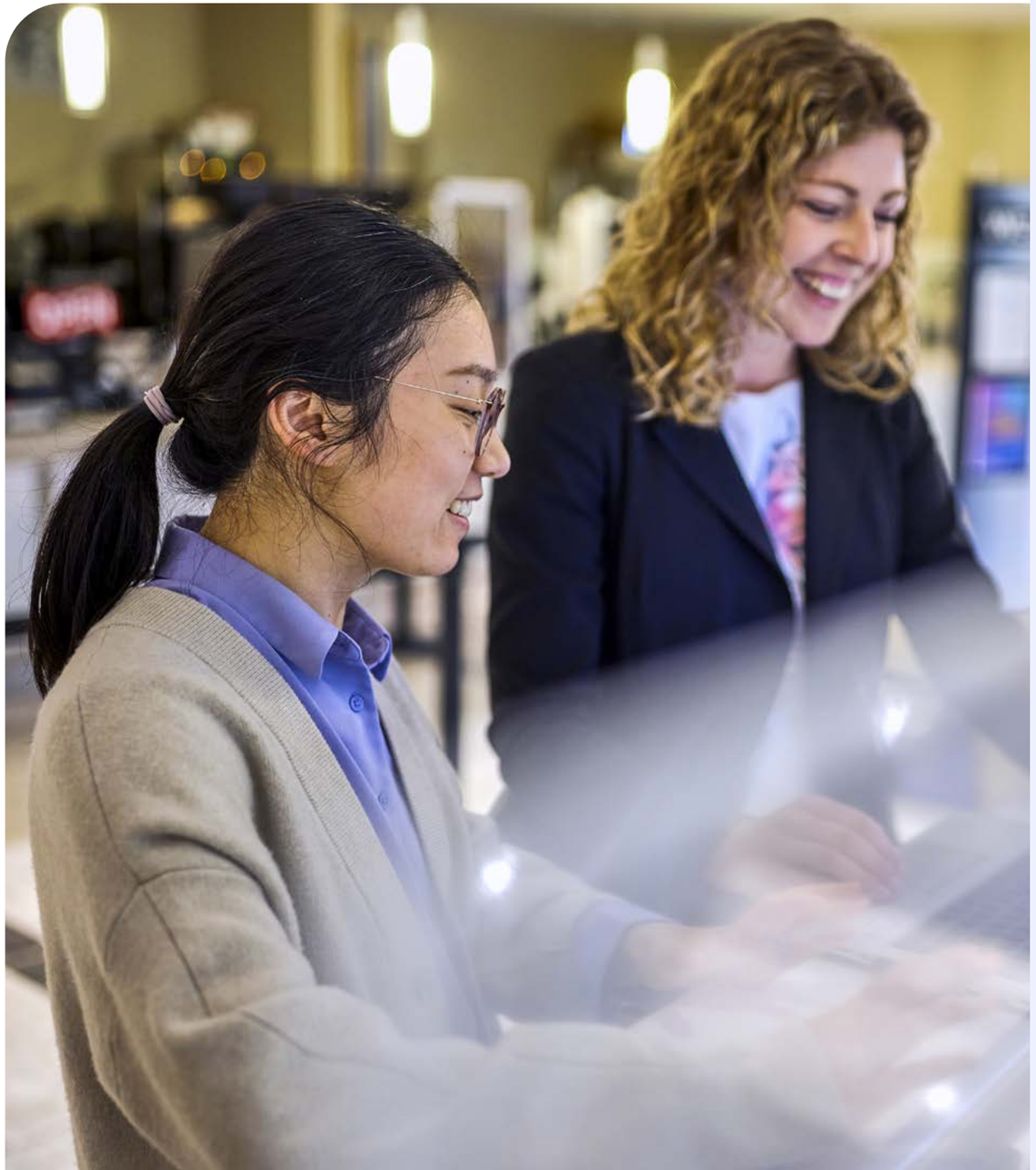
Learn more about AbbVie's positions and views on key issues that affect our business, patients, employees and stakeholders.

Looking Ahead

Since AbbVie's inception, our commitment to investing in innovation, serving patients and delivering growth has been the driving force behind our success. We are proud of the progress we have made over this past year and since our founding. We look forward to continuing to deepen our impact and strengthen our sustainability efforts through our ESG Framework pillars:

- Discovering and delivering innovative medicines and solutions that solve serious health issues
- Unlocking the full potential of our diverse and talented teams and partners to deliver today and into the future
- Innovating with integrity and intention to advance long-term patient health and business resiliency

Over the past 12 years, we have helped millions of patients and supported countless communities, and we will continue finding ways to make a remarkable impact in people's lives and the world at large. Who AbbVie is today has set the stage for a tremendous tomorrow – the future is bright and the possibilities are endless.



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