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AbbVie believes that impact goes beyond medicine, which is why we also provide broader support to our patients, operate responsibly and actively engage in the communities where we live and work.

This report details some of our impacts and progress in calendar year 2017 on our corporate responsibility commitments to improve health outcomes, operate responsibly and contribute to communities.

We are proud of recognition received and use it to benchmark our efforts externally.

AbbVie was Biotech Industry Leader in the Dow Jones Sustainability Index (DJSI) in 2017 for the second consecutive year. Since our company’s founding in 2013, we’ve been listed on DJSI World every year.

We received Gold Class distinction from RobecoSAM for excellent performance in social, economic and environmental practices. This places AbbVie among the top 1% of companies and the only company in the biotech industry to receive this recognition.

FTSE4Good Index Series measures performance of companies on environmental, social and governance practices. AbbVie has been a constituent of FTSE4Good since 2016.

We achieved an ‘A-’ score on CDP climate change in 2017 for the second year. CDP measures climate change disclosures and performance.

For the fourth year, AbbVie was recognized as one of America’s most community-minded companies and honoured by the Civic 50 for our commitment to improve quality of life in communities where we do business.

AbbVie was #6 on the World’s Best Workplaces 2017 list from Great Place to Work—and the only biopharmaceutical company included. We are recognized as a Great Place to Work in many countries and among the top 5 Best Workplaces in Europe.
A message from our CEO

Colleagues and stakeholders,

Every day at AbbVie, we strive to make a remarkable impact on the lives of patients. As a research-based biopharmaceutical company, this means developing and delivering innovative new medicines to address some of the most pressing health challenges. We believe that our impact begins – but does not end – there. While we are focused on advancing science to improve the health of the patients we serve, we are equally committed to operating responsibly, to bettering global health and to actively engaging in the communities where we live and work.

AbbVie is guided by our corporate responsibility commitments and a belief in an obligation to contribute to the strength of our global community. We strive to ensure a diverse, open and innovative culture for our employees, including our working parents, with opportunities for career advancement and tailored flexibility to enhance the work/life balance. We continue to advance the long-term sustainability of our operations to support the communities and environments in which we operate. And we are committed to strengthening these local communities by helping to ensure that children thrive and learn. We will continue to build on this commitment. We announced a one-time charitable contribution of $350 million to select nonprofit organizations in 2018. The donations will support initiatives such as Puerto Rico rebuilding efforts, resources for families who have a child facing a serious illness, and organizations that support our local communities’ needs.

It is my pleasure to introduce the AbbVie 2017 Responsible Action Report. The following pages are more than a record of our 2017 achievements; they are a roadmap to an even brighter future.

We will do our best to positively impact the lives of our patients, employees, partners and communities in the years to come.

Sincerely,

Richard A. Gonzalez
Chairman and Chief Executive Officer

“We are guided by our belief in an obligation to contribute to the strength of our global community.”
Who we are

At AbbVie, we strive to make a remarkable impact on the lives of patients.

We are a global, research-based biopharmaceutical company with 29,000 employees in more than 75 countries, dedicated to developing and delivering a consistent stream of innovative new medicines with distinct and compelling patient benefits. AbbVie was founded in 2013 when we became a separate company from Abbott Laboratories, though we share a 125-year legacy. Our name represents our connection to the past and to the future. When we became our own company, AbbVie formed a new kind of enterprise — a biopharmaceutical company. We blend the stability, global scale, resources and commercial capabilities of a pharmaceutical company with the focus and culture of a biotech.

Today our medicines benefit more than 26 million people living in more than 200 countries.

Our scientists are shaping their fields and inspiring us to do all we can to bring medicines to patients quickly and safely. We focus on discovering, developing and delivering drugs in therapeutic areas where we have proven expertise and where we can have an impact. These areas include immunology, oncology, virology and neuroscience.

We are a passionate, diverse and inclusive organization with a culture that supports the best ideas wherever they originate. With a focus on leadership, development and performance, we are proud to have been recognized around the world as a great place to work and a top science employer.
AbbVie has a comprehensive approach to corporate responsibility focused on three core commitments: improving health outcomes, operating responsibly and contributing to communities.

At AbbVie, we believe it is our responsibility to leverage our resources for good. That’s why we dedicate ourselves to improving health care in our local communities and across the globe.

We bring together cutting-edge science, the passion of our employees and the strength of our industry partnerships to find innovative and sustainable solutions to improve the lives of people and communities around the world. We believe in the inherent dignity of every human being.

AbbVie’s board of directors and public policy committee oversee our corporate responsibility efforts, including how these efforts are incorporated into our business strategy.

Aligning priorities with business and stakeholders
To ensure that our approach is grounded in the social and environmental issues that are of greatest interest to both our business and our stakeholders, we developed our materiality matrix. It maps today’s 25 most critical issues for AbbVie and our stakeholders across R&D, access to medicine and health care, product safety, governance and ethics, employees and community, and responsible operations and the environment.

Our contribution to the SDGs
AbbVie strives to improve the lives of people around the world and to contribute to the achievement of the global agenda set by the United Nations in the Sustainable Development Goals (SDGs). Our efforts help advance good health and well-being for all, quality education and environmental stewardship.

Grounded in partnership, AbbVie focuses on four SDGs:

Good health and well-being: AbbVie’s work in innovative research, patient support, capacity building and medical education supports SDG 3.

Quality education: AbbVie’s efforts in transformative education and employee volunteerism support SDG 4.

Responsible consumption and production and climate action: AbbVie’s efforts to promote a sustainable supply chain and to create a healthy environment support SDGs 12 and 13.
Improve health outcomes

AbbVie is committed to improving health outcomes around the world by reducing barriers to treatment and expanding access to health care.

Patient support

Our patient-driven approach

AbbVie medicines treat serious health conditions affecting people at all ages and stages of life. We are motivated by the 26 million people treated with AbbVie medicines, who inspire us to improve health care for individuals and communities around the world. Our goal is to meaningfully contribute to addressing disease across our therapeutic areas. We go beyond our medicines to deliver innovative, holistic health care solutions for patients.

Supporting access to treatment

We believe patients need access to quality and affordable medicines. We commit to target unmet needs to support patients and enhance access to health care across geographies. Across our therapeutic areas, our goal is to meaningfully contribute to addressing the burden of disease worldwide. Through AbbVie-supported patient assistance programs, nearly 77,000 patients in the United States received medicines at no cost.

Improving outcomes for premature birth

Premature birth is a challenge around the world: 15 million premature babies are born each year. Our Good to Grow initiative improves access to treatment for premature and vulnerable babies, as well as advancements in policy, guidelines and standards of care. We have also contributed to the development of coalitions to enhance care for premature babies in more than 20 countries and convened global summits on prematurity with representatives from 26 countries.

450+

AbbVie patient support programs globally

AbbVie Care

The AbbVie Care patient support program reaches patients in more than 45 countries and aims to improve the overall patient experience and health outcomes. It helps to empower patients to better understand and manage their condition by offering personalized services according to local regulation, such as patient education, adherence support, nurse-provided care calls and delivery and disposal of supplies.

“...I can contact my coordinator at any time if I have questions. I’m never put on hold or required to wait for answers.”

Robert Cutting, AbbVie Care Canada member
The term “SWAT Team” sparks images of highly trained police officers dealing with dangerous situations. But members of this SWAT team are fighting a different sort of villain: the high rate of HIV infection in Kenya where more than a third of the 1.5 million people infected are unaware of their HIV status.

The SWAT teams are the brainchild of AMPATH (The Academic Model Providing Access to Healthcare), a partnership between Moi University School of Medicine, Moi Teaching and Referral Hospital (both in Western Kenya), and a consortium of North American academic health centers led by Indiana University.

Since 2001, the Eldoret, Kenya-based group has been addressing the nation’s HIV/AIDS crisis. The partnership has reached more than 1.5 million people and increased the percentage of HIV-positive people in care (among those who know their status) from 93.8 percent in 2014 to 99.3 percent in 2016.

Their Perpetual Home-Based Counseling and Testing (PHCT) program – which includes the SWAT teams— trains community health workers to deliver door-to-door, in-home testing and counseling to high-prevalence communities. 

“With a typical home-based testing program, you have a team of people that cover a large area of door-to-door counseling and testing, and once they get to everybody, they move on to the next catchment area,” says Megan J. Miller, associate director, Indiana University Center for Global Health and director of Development and Communications, AMPATH. “That can be problematic, because people don’t always accept the diagnosis; they don’t necessarily go to the clinic or take care of themselves, so linkage and retention rates can suffer. With PHCT, we assigned counselors to a specific district to not only test, but stay in the area to help ensure they get the resources and treatment they need,” Miller says.

AMPATH sped things up when the Joint United Nations Programme on HIV/AIDS (UNAIDS) set an ambitious 90-90-90 Goal, a proclamation aiming for 90 percent of all people around the world living with HIV knowing their HIV status, receiving antiviral therapy, and achieving viral suppression by 2020.

“We realized that by focusing specifically on high-prevalence areas, we could place a larger cohort of counselors in a smaller population area and get to households much quicker,” Miller says. With a plan in place and support from funders including the AbbVie Foundation, the AMPATH SWAT teams were born.

The SWAT team is comprised of 60 counselors, chosen from volunteer health workers. They go through rigorous training including how to administer rapid HIV tests, provide counseling on HIV prevention and treatment, and how to use handheld electronic devices to collect data for analysis and support linkage to care. AMPATH’s electronic medical record system now holds the largest clinical data repository in Africa, and is active in more than 40 countries worldwide.

During home visits, counselors also screen for tuberculosis and malaria, assess immunization status and deworming of children, talk to pregnant women about attending antenatal groups, and more. This reduces stigma and makes the community welcome the knock on the door, not fear it.

It is these personal interactions that have led to AMPATH’s 98.8 percent rate of acceptance in SWAT team catchment areas. That’s a figure that makes the ambitious UNAIDS goals seem within reach, and gives hope of beating the bad guy – just like the other kind of SWAT team.
Long-term partnerships for pediatric care
The AbbVie Foundation’s long-term joint efforts with the Baylor College of Medicine International Pediatric AIDS Initiative (BIPAI) help to sustain a network of pediatric outpatient clinics in Botswana, Lesotho, Malawi, Romania, Swaziland, Tanzania and Uganda. The AbbVie Foundation has funded significant renovations to BIPAI’s infrastructure, including a new pediatric oncology ward in Malawi and a Center of Excellence in Romania. Through the AbbVie Foundation’s support, approximately 30,000 children and young people living with HIV/AIDS are served by BIPAI in Romania and Malawi annually.

Developing a robust health workforce
AbbVie invests in health care workforce development, an important pillar of a well-functioning health system. In Mexico we work with Partners in Health to train community health workers in the rural region of Chiapas. This effort has improved health care access for 1,100 patients in 10 communities and expanded services provided to those communities to include maternal and neonatal health, nutrition, chronic illness care.

Inspiring action for hepatitis C
AbbVie works with governments and key stakeholders globally to educate the public about hepatitis C, the importance of screening and enhancing linkage to care. We have worked with more than 27 clinics and hospitals across seven countries on projects focused on improving disease management and quality care around hepatitis C.

AbbVie furthers the global dialogue on hepatitis C through The Economist Intelligence Unit’s Path to Zero program, which aims to explore actionable ways to work toward hepatitis C elimination. In addition, physicians from 32 countries are currently participating in the Hepatology Academy, a platform designed to help improve the care for people living with hepatitis C.

26m Patients treated with our medicines globally

AbbVie’s product donations have a remarkable impact on the lives of patients around the world.
AbbVie partners with AmeriCares to donate medicine to the Neonatal Intensive Care Unit at the University Clinical Center of Kosovo. Our donations have helped prevent and treat respiratory distress syndrome in more than 2,300 babies there.

Since 2015, we’ve also partnered with Direct Relief to reduce neonatal mortality in Honduras, Jamaica, Paraguay, Nicaragua, Puerto Rico, India, Armenia, Jordan and Lebanon. We’ve reached more than 3,500 premature infants through this partnership.
We work closely with partners to increase access to health care globally by strengthening health system capacity and infrastructure. AbbVie and the AbbVie Foundation’s work spans the globe to promote the development of sustainable health care systems.

61 countries

Received product donations and grants from AbbVie and the AbbVie Foundation in response to natural and humanitarian disasters, for medical missions or through planned donation programs.

In 2017, millions of families experienced devastation in back-to-back hurricanes, floods and wildfires. Through the generosity and loyalty of AbbVie and its employees, many of those lives were touched in meaningful ways — all to support their current and future needs. Comfort, food, health services and a long-term recovery plan all helped provide hope for each family’s future. It is only through the generosity of our volunteers and donors like AbbVie that make all this possible.

Susan Westerfield, Regional Philanthropy Officer, American Red Cross

Responding to natural disasters

In the aftermath of natural disasters and population displacement, stabilizing access to health services is critical. AbbVie helps those affected by natural disasters by providing grants and product donations to humanitarian relief organizations.

Natural disasters – including Hurricanes Harvey, Irma and Maria; earthquakes in Mexico; and mudslides in Peru and Colombia – devastated health system infrastructure. AbbVie and the AbbVie Foundation donated more than $4 million to bolster relief efforts and ongoing capacity-building projects in affected areas. Additionally, the AbbVie Foundation matched more than $400,000 in employee contributions to organizations in support of relief efforts.
Medical education

Increasing understanding of scientific, clinical and health care issues that improve care

Continuing education is critical to ensuring health care professionals have the right knowledge to fully meet the needs of patients. We offer programs and opportunities for health care professionals, scientists, and patients to obtain important information about the disease(s) they are managing.

Our grants and charitable donations support health care delivery organizations and professional associations to foster increased understanding of scientific, clinical or health care issues that contribute to the enhancement of patient care. We also support charitable donation requests from non-profit organizations, including non-profit health care providers.

For example, AbbVie has supported The Davis Phinney Foundation, which partners with local organizations in cities across the country to host The Victory Summit® symposium series – a best-in-class educational series that brings local communities together with internationally recognized researchers, clinicians, physical therapists and others for a day of information, inspiration and motivation.


“

We now annually reach hundreds of thousands of people affected by Parkinson’s, which means that many more people have access to the information and tools they need to live well. Thanks to AbbVie’s enduring support, we have been able to extend the reach and number of programs that we deliver free of charge to the Parkinson’s community.

Polly Dawkins,
Executive Director,
Davis Phinney Foundation

Enhancing HIV education programs

Our Peer 2 Peer initiative, established in 2008, supplements existing HIV education programs for health care professionals in 16 African countries. To date, more than 44,000 health care professionals have received training in HIV care and treatment to help improve the health of people living with HIV. In 2017, 4,235 health care professionals were trained through 129 live events.

More than 4,000 health care professionals were trained through 129 live events

Training for neonatologists in Vietnam

In Vietnam, surfactants — a substance that keeps tiny air sacs in the lungs — are the most effective treatment option for neonatal Respiratory Distress Syndrome (RDS), yet many neonatologists lack confidence in their ability to administer surfactants. We work with the National Hospital for Obstetrics and Gynecology on Respiratory Distress Syndrome to lead a training program for neonatologists in the northern provinces to help them identify and treat RDS in premature infants.

Workshops to increase detection of Crohn’s disease in Kuwait

In Kuwait, Crohn’s disease is recognized as a systemic, debilitating disease, that it often goes undiagnosed. To speed up diagnosis and ensure access to care, we helped create workshops with two international experts that aided in identifying people with poor prognosis and detecting therapy failure. As a result, the number of treated patients with Crohn’s disease grew appropriately from 45 percent to 85 percent. And the time between diagnosis and initiation of treatment decreased from 11 months to as little as five months.

We reached nearly 800,000 patients through innovative medical education programs
Investing to advance science

Science and innovation are the cornerstones of our business. We focus on discovering, developing and delivering medicines where we have proven expertise and can make an impact. In 2017 we invested $4.8 billion in our R&D efforts to advance innovative medicines and build a robust pipeline with the potential to treat approximately 1.5 billion people globally in four areas of focus: oncology, immunology, virology and neuroscience. In addition to our therapeutic areas of focus, we are applying our scientific expertise to discover and develop medicines for diseases where patients still have limited treatment options, such as endometriosis, uterine fibroids and cystic fibrosis.

Innovative research

Neuroscience

Neuroscience is an emerging area of focus, where we are building on the promise of developing science and are focused on finding solutions for some of the most difficult-to-treat diseases of the brain and nervous system. Our researchers are pursuing promising early stage treatments for Alzheimer’s disease and other conditions.

43,000ft$^2$

Foundational Neuroscience Center in Cambridge, Massachusetts, conducts research to gain a deeper understanding of the biological mechanism underlying neurodegenerative diseases

Developing medicines that benefit patients

$4.8b$

Invested in R&D

125+

Oncology clinical trials

7

New product or indication approvals
Neglected diseases

1. Solving

In 2017, more than 400 AbbVie scientists volunteered 30,000 hours of their time to find solutions for neglected diseases that affect more than one billion people and disproportionately affect the world’s poor populations. We’ve engaged in essential research to develop treatments for neglected diseases. AbbVie is a signatory to the London Declaration on Neglected Tropical Diseases, a coordinated campaign to eliminate or control 10 neglected diseases by 2020. Our Executive Council on Neglected Diseases coordinates efforts across the company to research and finance innovative approaches that address unmet needs in neglected diseases.

2. Collaborating

Partnering with the non-profit research organization Drugs for Neglected Diseases initiative (DNDi) has enhanced our ability to investigate novel treatments for some of the world’s most pressing health challenges. For example, AbbVie is researching river blindness (onchocerciasis). Our collaboration with DNDi, the Liverpool School of Tropical Medicine and AWOL Consortium led to the development of a compound designed to treat both onchocerciasis and lymphatic filariasis (elephantiasis).

3. Innovating

Retired AbbVie chemists Howard Morton and Tom von Geldern returned to the lab in 2017 to create a medicine to treat river blindness (onchocerciasis), the second-most common cause of blindness due to infection. Driven by their will to cure, these scientists have dedicated tens of thousands of hours to pro-bono research. Now AbbVie colleagues are working on developing improved treatments for one of the world’s most challenging and persistent diseases—tuberculosis.

5,000 Compounds provided by AbbVie for screening against neglected diseases

“We are proud to support our top scientists in their pro-bono research efforts to find treatments and cures for a number of tropical diseases. I am confident that we can and will have a positive impact on turning the tide against many of these devastating diseases.”

Jim Sullivan, Vice President, Discovery, Global Pharmaceutical R&D, AbbVie

Image: The Gran Chaco region of Paraguay is one of Latin America’s poorest and most remote regions. The AbbVie Foundation supports Sabin Vaccine Institute’s pilot program there to strengthen, intensify and integrate disease surveillance and to enhance technical capacity to fight neglected diseases, with the aim of serving 190,000 people.
Operate responsibly

AbbVie cultivates an ethical, transparent and inclusive culture focused on the health, welfare and financial well-being of our employees around the world.

Our ethical culture and commitment to integrity

We aim to improve lives and to do so in a transparent and sustainable way. Our ethical principles are rooted in our commitment to hold ourselves, our employees and our vendors to the highest standards of honesty, fairness and integrity.

Our code of business conduct

"Inspired by Integrity" describes our company’s expectations of every employee and our commitment to the people we serve: patients, health care providers, shareholders, business partners and our fellow employees. In 2017, 28,906 employees trained on our code. Employees should promptly report any known or suspected breach of our policies or other illegal or unethical behaviour. We offer a number of resources such as our confidential Ethics and Compliance Helpline, a telephone and Web-based hotline maintained by a third party for the purpose of gathering information regarding compliance and ethics concerns. AbbVie does not tolerate retaliation against individuals making a good-faith report.

Our commitment to human rights

AbbVie believes in the inherent dignity of every human being and respects individual rights as set out in the Universal Declaration of Human Rights. We reflect these principles in our company’s core values and in our mission to address the world’s toughest health challenges. AbbVie does not tolerate human rights abuses. We expect all AbbVie employees, contractors, subsidiaries, suppliers and business partners to abide by this commitment.

Ensuring workplace safety

We care deeply about the safety and well-being of our employees. That’s why we have “Zero. Believe It. Achieve It.” which aims to bring workplace safety incidents to zero by believing that every incident is preventable. The program educates employees to be proactive and to embrace safety and wellness to help prevent incidents. Our recordable incident rate decreased eight percent to 0.26. Six of our manufacturing sites have achieved OHSAS 18001 certification, a management framework for best practice in health and safety in the workplace.

Recordable incident rate

0.26
Valuing quality and safety

At AbbVie, we provide the highest caliber of products for patients while ensuring the safety of our workplace. The safety and integrity of AbbVie products for the patients whom we serve is our highest priority.

• Our manufacturing facilities adhere to strict Good Manufacturing Practices (GMPs) to safeguard the quality and supply of our products.

• Our sites are approved by their respective national health authorities, with many sites also receiving approvals by international health organizations, such as the World Health Organization (WHO) and the U.S. Food and Drug Administration (FDA).

• We ensure that products are consistently produced and controlled to the quality standards appropriate for their intended use and as required by the Market Authorization.

• Our global product protection team constantly analyzes our supply chain to prevent counterfeit or diverted products from reaching patients.

• We have product protection programs, including the application of special features for our product packaging and product tracing.

We are focused on continuity of supply. In 2017, 99.9% of our medicine was distributed without a drug shortage.

Responsible research

AbbVie employs responsible and ethical research practices in all aspects of our business. We uphold high standards of quality, safety and transparency at all stages of research, including bioethics, clinical trial conduct, new technology use and animal welfare.

Conducting our business to the highest standards of bioethics

Our biomedical principles are part of our strict corporate policies. The principles focus on responsible pharmaceutical research, including safeguarding volunteers and patients who participate in clinical trials. AbbVie meets rigorous standards of quality, safety and transparency in all countries where we conduct trials. More about our clinical trials, post-marketing commitments, access to investigational drugs and transparency policy are available on www.abbvie.com. We adhere to these strict principles and policies even when local law stipulates a less robust approach.

Ensuring humane care and use of animals

We recognize that high-quality science and humane animal care are inseparable. That’s why we’re devoted to ensuring the humane care and use of laboratory animals in our research and development programs.

AbbVie’s laboratory animal research programs and facilities meet and consistently exceed U.S. and EU regulations, as well as those in other countries. AbbVie voluntarily maintains accreditation from AAALAC for all animal programs. For outsourced studies, we preferentially work with contract laboratories accredited by AAALAC and/or perform welfare assessments to ensure those laboratories meet our high standards for animal care and use.

We work to minimize or eliminate animal participation required for research. We are committed to the internationally accepted standard of the 3Rs (replacement, reduction and refinement). AbbVie’s Global Animal Welfare Committee guides policies, and our Institutional Animal Care and Use Committee is a review board that to independently evaluates and approves scientific protocols.
Sustainable supply chain

Partnering closely with our suppliers
Our suppliers are integral to the success of our company. Each day, AbbVie and our suppliers make decisions that impact AbbVie’s ability to provide quality health care products to our customers. While we cannot control all of the actions of our suppliers, we expect suppliers to treat their employees with dignity and respect and to comply with the AbbVie Supplier Code of Conduct.

We spent $9.6 billion with more than 58,000 third-party suppliers across multiple industries and in 162 countries. To ensure AbbVie’s quality, compliance and social responsibility requirements, we regularly engage with our network of suppliers. All suppliers receive and attest to our Supplier Code of Conduct, which outlines our expectations for ethical behaviour, business integrity and fair competition, human rights, privacy, labour rights and worker protection, animal welfare, environmental stewardship and health and safety practices.

Sustainable supply chain program
Through our Sustainable Supply Chain Program we work with our supplier network to ensure quality, compliance and social responsibility. We assess suppliers for social and environmental risks through our Supplier Sustainability Program. In an annual survey or in audits, suppliers attest to their ethical, environmental, labor and management practices. We monitor their progress: in 2017, 70 percent of our top suppliers adhered to our sustainability requirements. These scores measure performance and progress and are incorporated into supplier business reviews.

Supplier management
To ensure continuous supply to patients, we assess potential gaps and implement action plans to mitigate product supply chain risk. We monitor the financial health of suppliers and conduct quality compliance audits of third parties. We also work jointly with critical suppliers on risk assessments and, where required, support those suppliers in developing business continuity plans.

Our commitment to our patients informs how we approach and organize to meet any resulting operational challenges. We strive to ensure that an uninterrupted supply of medicines is available to our patients by regularly analyzing our global supply chain to identify potential risks. Our Assurance of Supply approach includes assessing risk levels at each point along our supply chain and developing proactive mitigation strategies.

Restricted substances management
We monitor and review the presence of newly identified chemicals of concern through our Restricted Substances Management program. This helps us assess changes to the composition of the materials we purchase. We’re in the process of developing systems to better manage anticipated future regulations and changes.

Supplier diversity program
We purchased $750 million in goods and services from 2,200 small and diverse-owned businesses. Through our Supplier Diversity Program, we offer a conference to explore procurement opportunities and to assist diverse suppliers with building critical skills. We’ve created a user-friendly online portal for diverse suppliers to register with us and maximize partnership potential. AbbVie supports and participates in national advocacy organizations, including National Minority Supplier Development Council and Diversity Alliance for Science.

AbbVie is a member of Pharmaceutical Supply Chain Initiative (PSCI), which promotes responsible practices in labour, health, safety and environmental sustainability in supply chains. We support the PSCI Principles and have globally implemented PSCI Audit Standards in environmental, health and safety audits of suppliers.

Our Customs-Trade Partnership Against Terrorism (C-TPAT) program communicates and verifies the security of our suppliers, focusing on facilities, suppliers and transportation providers that ship products from outside the United States to one of our domestic operations. Suppliers whose security practices fail to meet AbbVie’s Minimum Acceptable Security Level must make improvements before they’re allowed to continue to conduct business with us.

AbbVie worked with Transparency International (TI) and the Latin American Federation of the Pharmaceutical Industry (FIFARMA) to develop the LATAM Pharma Integrity Principles. Released in May 2017, the Principles will help strengthen standards for pharmaceutical companies across Latin America and provide benchmark compliance policies and procedures.
Great employer

We foster an inclusive culture and celebrate a wide range of opinions and ideas

Our work helps people live better lives. Every day we’re discovering and addressing many of the world’s most pressing health challenges. From innovative research to contributions to local communities, our employees consistently deliver high quality results with compassion. We are proud of the recognition we have earned this past year including being named to 45 great places to work and top employer lists.

In 2017 in the United States, we launched an industry-leading parental leave policy that provides new parents with additional paid and unpaid time off. The program enables eligible employees to take up to eight weeks of paid leave and 10 weeks of unpaid leave within 12 months after a birth or adoption.

Our culture supports employees in their efforts to meet their personal priorities while sustaining high performance and engagement to meet business needs.

““

Tim Richmond, Senior Vice President, Human Resources, AbbVie

Committed to diversity globally

Of our total workforce:

- Females: 53.4%
- Females in top management (up to two levels away from CEO): 37.9%
- Females in management positions (as % of total management workforce): 46.9%
- New hires who were female: 56.9%
- Members of underrepresented populations (U.S.): 30.1%
- New hires who were members of underrepresented populations (U.S.): 35.5%

We offer our people the tools, training and experience they need to reach their potential

Our Employee Resource Groups (ERGs) bring together people who share a common interest. These groups go beyond promoting a diverse and inclusive workplace environment. They also focus on mentoring, networking, professional development, and talent attraction.
Healthy environment

Environmental stewardship
As part of our commitment to a healthy environment, we work diligently to ensure environmental stewardship across our value chain.

Climate change
Climate change is one of the most critical issues facing our planet and it has become increasingly important for AbbVie to help safeguard our planet’s vital resources. We are committed to helping address such issues by reducing our direct impacts from manufacturing and by making a positive difference in managing indirect impacts across our value chain. In 2017, we reduced total carbon emissions by 13% as compared to our 2015 baseline, and increased purchasing from renewable sources by 16%. AbbVie received an A- rating in the CDP Climate Change report.

Water usage
Every day, our operations rely on water for manufacturing medicines that patients need. As global concern about water scarcity continues to rise, it has become increasingly important for AbbVie to help safeguard this vital resource. We reduced our absolute water consumption by 8%.

Waste management and product stewardship
We are committed to responsible product stewardship and are working diligently to reduce or eliminate existing waste streams. We have a strong commitment to safe disposal of medicine. We focus on analyzing, understanding and continually improving the lifecycle environmental profile of our medicines. In 2017, we reduced the absolute total amount of hazardous and non-hazardous waste generated by 7% as compared to our 2015 baseline.

Graphs on right: Selected 2017 environmental and safety data have been assured by DNV GL.
Looking ahead: our long-term goals

Recognizing the need to protect the environment for future generations, we have set ambitious long-term targets to reduce carbon emissions, water usage, renewable energy, and waste generation in adherence to the Sustainable Development Goals.

AbbVie has set aggressive targets to reduce our environmental footprint while still meeting the needs of our patients. Across our company and with our partners, we are working together to make progress toward our 2025 commitments. Illustrated at right is our 2017 performance in five critical areas of environmental sustainability.

<table>
<thead>
<tr>
<th>Goal</th>
<th>2017 Performance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Emissions</td>
<td>13% ↓</td>
</tr>
<tr>
<td>Renewable energy</td>
<td>16%</td>
</tr>
<tr>
<td>Water</td>
<td>1% ↑</td>
</tr>
<tr>
<td>Waste</td>
<td>7% ↓</td>
</tr>
<tr>
<td>Recycling</td>
<td>37%</td>
</tr>
</tbody>
</table>

We have had a long and very productive collaboration. AbbVie was a leader in Ireland in implementing ISO 50001 standards, reflecting its innovative approach to energy management and helping deliver significant energy and carbon reductions over the years.

Majella Kelleher, Head of Business and Public Sector, Sustainable Energy Authority of Ireland

Increased non-contact cooling water due to seasonal variations in temperatures.

“...helping deliver significant energy and carbon reductions over the years.”

“Majella Kelleher, Head of Business and Public Sector, Sustainable Energy Authority of Ireland

Image: Solar panels at our site in Ludwigshafen, Germany, contribute to our renewable energy goals.
Contribute to communities

We’re passionate about collaborating with our partners to make a greater impact in communities across the world.

Transformative education

Through partnerships, we bring our resources and expertise to students to help improve literacy and advance science education

The AbbVie Foundation’s SEEK initiative (Science Engineering Exploration Knowledge) is a hands-on program that introduces elementary- and middle-school students to key concepts in science and engineering. AbbVie volunteers deliver the program and aim to increase student interest in science, technology, engineering and math (STEM) careers. AbbVie volunteers delivered the program in 10 countries and reached 3,200 students.

Supporting students in higher education

In Chittagong, Bangladesh, we partner with Asian University for Women (AUW) to educate a new generation of female leaders in Asia. AUW is Bangladesh’s first liberal arts institute and creates an opportunity for women to become community leaders, pioneers in male-dominated fields and role models. To provide insights into what is available in STEM careers, AbbVie scientists in North Chicago, Illinois, give video lectures to students half a world away on topics ranging from biochemistry to neuroscience. In addition to providing volunteer guest lecturers, the AbbVie Foundation supports AUW with a grant that provides full scholarships for a select number of students per cohort.

Students living with chronic disease face significant obstacles while they pursue higher education. Scholarships supported by AbbVie aim to empower students in the United States to achieve their educational goals. The AbbVie Immunology Scholarship and the AbbVie CF Scholarship provide financial support to exceptional students living with chronic diseases. Separately, AbbVie provides eligible children of U.S.-based employees with scholarships through the National Merit Scholarship program.

“They gave advice on pursuing a career in STEM, what we need to focus on to achieve our goals, and gave us a peek into their world for students like me who are still unsure of what to do.”

Montaha Chowdry, AUW student in Bangladesh
Since 2014, AbbVie and the AbbVie Foundation have partnered with Heart of America to transform spaces into modern learning environments so that students and communities can learn and grow. The quality of children’s educational environments has a dramatic impact on their development. Together, we’ve completed 37 projects in the United States and Puerto Rico, including renovating public-school libraries, cafeterias, gymnasiums and teacher lounges. We’ve taken on bigger projects like creating a high school health clinic and a complete makeover of a public library. These projects ensure that students, teachers and parents have access to modern technology, updated or new libraries, science labs and books of their own. To-date through this partnership we’ve served 15,000 students and provided more than 30,000 books and hundreds of new technology resources.

~400,000

New books donated to U.S. schools in 2017 by AbbVie Foundation
Stakeholder engagement

Together with our stakeholders, we target unmet needs to support patients across the globe

We understand that tackling the toughest health care challenges requires a dynamic and collaborative approach, both among our own scientists and with partners who share our goals. For example, we partner with more than 310 biotech firms, universities, non-profits and government organizations to work together and advance science every year.

Engaged employees

AbbVie's volunteer programs demonstrate our employees’ deep commitment to giving back to our communities while also inspiring an engaged workforce

- 92 percent of AbbVie’s employees in the United States and Puerto Rico contributed to the 2017 Employee Giving Campaign. Their donations, combined with matching donations from the AbbVie Foundation, provided $7.9 million to local communities and charities.

- AbbVie employees delivered hands-on science and engineering programs to 3,200 children in 10 countries.

AbbVie Week of Possibilities

During our annual volunteer initiative, Week of Possibilities, AbbVie employees around the world unite with a single purpose: to give back to our local communities. AbbVie volunteers join forces with non-profit partners for hands-on projects that largely focus on improving educational opportunities for children in under-served communities. Week of Possibilities has grown since its launch in 2014. In 2017, more than 7,200 employees volunteered 30,000 hours in 57 countries to refurbish libraries, renovate buildings, clean up public parks, collect books for children, assemble furniture, paint walls, make repairs and more. In addition to Week of Possibilities, we provide two days per year to every employee to volunteer.

During 2017 Week of Possibilities:

33,000+

Hours volunteered by

7,200

Employee volunteers in

57

Countries

The AbbVie Foundation

The AbbVie Foundation works closely with non-profit partners to have a remarkable impact on the lives of under-served people around the world through a commitment to building strong communities, sustainable health care systems and effective educational programs. Together with its partners, programs in 2017 supported by the AbbVie Foundation reached 28 countries.
Case study

Transformative education:
Growing a passion for science
A field (trip) guide for tomorrow’s STEM leaders:
Close your eyes and picture a scientist.

If your default image is someone resembling Albert Einstein or Bill Nye, you’re not alone. Since 1957, various “Draw a Scientist” experiments have consistently resulted in sketches of older Caucasian men in glasses, regardless of who is doing the drawing – children, adults, even scientists themselves.

When a group of high school students stepped off their school buses onto AbbVie’s campus on a gray February morning, they may have had this same scientist image in their heads. As part of a partnership involving North Chicago Community High School, the Illinois Science & Technology Institute and the AbbVie Foundation, the teens had been paired with employee mentors and challenged to come up with a new way to improve the lives of cancer patients.

They got off the bus expecting to percolate these ideas, take a quick tour of where their mentors worked and maybe eat some pizza.

Then, somewhere between the fervent brainstorming on whiteboards, the awe of a virtual reality experience, and the outfitting of lab coats and goggles, something changed. It could’ve been the presentation of scientific computing or the microscopy demonstration, or maybe a simple moment of connection between researcher and student. But by the time the school buses departed, the next generation of potential Science, Technology, Engineering and Mathematics (STEM) stars had taken that dated, uninspired scientist stereotype and turned it on its head.

So go ahead. Close your eyes, and picture a scientist. Now open them, and see what the future of biotech really looks like.

Students sat down with researchers to get a hands-on demo of the daily activities happening in the development sciences – new chemical entities lab. “It’s more in-depth learning of certain subjects that we only get to preview a bit in science classes,” one student explained. “You’re always wondering, am I just learning this for no reason? So it’s cool to see it in action.”

During morning breakout sessions, teams met to discuss their plans for the AbbVie Foundation Challenge. In the spring, the teams present their research, analysis and solutions to fellow students, teachers, AbbVie researchers and the community at large.

A few of the students visiting campus already had clear visions of what they wanted to be doing in 10 years – and the day’s events helped to further crystallize these plans. Junior Daziyr Tyler hopes to eventually do something with computer science for the Federal Bureau of Investigation (FBI), but her current passion involves designing an app for cancer patients as part of the AbbVie Foundation Challenge.

“I want to see how technology can change someone’s life,” she says. “You could have a program that gives you possible symptoms or outcomes ... or doctors could use technology to communicate with other doctors who aren’t able to meet in person.”

Ricardo Russell, a senior, wants to pursue a career in health informatics. “I’m hoping to find new ways to help people,” he said. After watching AbbVie’s chief medical officer Rob Scott speak at the event about the complex process of drug discovery, Russell was inspired by “the different ways things come together to help a patient ... It’s not just a doctor diagnosing somebody and giving them a treatment; there’s a lot of things that go into it.”

At 3 p.m., Ricardo, Daziyr and their classmates left campus to return to the realities of high school. As the bus pulled away, the infinite possibilities of a career in science felt closer than ever.
## Corporate Responsibility KPIs

The following key performance indicators (KPIs) measure AbbVie’s programs and activities against our corporate responsibility commitments. All figures global unless noted otherwise.

### Improve health outcomes
Target unmet needs to support patients and enhance access to health care across geographies.

### Innovative research

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual R&amp;D investment (adjusted, in billions)</td>
<td>$3.62</td>
<td>$4.15</td>
<td>$4.80</td>
</tr>
<tr>
<td>New-product or indication approvals</td>
<td>4</td>
<td>7</td>
<td>7</td>
</tr>
<tr>
<td>Pro-bono hours by AbbVie scientists to research neglected diseases</td>
<td>17,148</td>
<td>21,583</td>
<td>30,006</td>
</tr>
</tbody>
</table>

### Patient support

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of patient impacts in AbbVie patient support programs globally</td>
<td>1,372,853</td>
<td>3,057,982</td>
<td>2,269,079</td>
</tr>
<tr>
<td>Active patient support programs globally</td>
<td>237</td>
<td>260</td>
<td>454</td>
</tr>
<tr>
<td>U.S. patients provided medicine at no-cost through patient assistance programs</td>
<td>81,000</td>
<td>78,745</td>
<td>76,692</td>
</tr>
</tbody>
</table>

### Capacity building

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Countries receiving product donations following disasters, for medical missions or through planned donation programs</td>
<td>63</td>
<td>70</td>
<td>61</td>
</tr>
</tbody>
</table>

### Medical education

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health care professionals impacted through innovative medical education programs</td>
<td>740,946</td>
<td>637,320</td>
<td>518,512</td>
</tr>
<tr>
<td>Patients impacted through innovative medical education programs</td>
<td>2,619,120</td>
<td>1,061,437</td>
<td>793,423</td>
</tr>
</tbody>
</table>
Operate responsibly
Cultivate an ethical, transparent and inclusive culture to drive sustainable growth.

The following key performance indicators (KPIs) measure AbbVie’s programs and activities against our corporate responsibility commitments. All figures global unless noted otherwise.

<table>
<thead>
<tr>
<th>Healthy environment</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reduce total CO2e emissions (Scope 1 and Scope 2) by 25% by 2025 from 2015 absolute baseline [1]</td>
<td>N/A</td>
<td>8%</td>
<td>5%</td>
</tr>
<tr>
<td>Increase electricity purchased from renewable sources to 50% by 2025 over 2015 absolute baseline (excludes leased commercial offices)</td>
<td>N/A</td>
<td>9%</td>
<td>16%</td>
</tr>
<tr>
<td>Absolute reduction in total water consumption (includes non-contact cooling water) from 2015 baseline [1], [2]</td>
<td>N/A</td>
<td>4%+</td>
<td>2%</td>
</tr>
<tr>
<td>Absolute reduction in waste generated from 2015 baseline [1], [3]</td>
<td>N/A</td>
<td>4%+</td>
<td>12%</td>
</tr>
<tr>
<td>Achieve and maintain a combined recycling rate for hazardous and non-hazardous waste of 50% by 2025 over 2015 absolute baseline (excludes C&amp;D waste)</td>
<td>N/A</td>
<td>37%</td>
<td>37%</td>
</tr>
<tr>
<td>CDP score [4]</td>
<td>89/D</td>
<td>A-</td>
<td>A-</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Sustainable supply chain</th>
</tr>
</thead>
<tbody>
<tr>
<td>Top suppliers adhering to AbbVie sustainability requirements</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Quality &amp; safety</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recordable incident rate (absolute)</td>
</tr>
<tr>
<td>Medicine distributed without a drug shortage</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Ethical culture</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Great employer</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female share of total workforce</td>
</tr>
<tr>
<td>Females in top management (up to two levels away from CEO)</td>
</tr>
<tr>
<td>Females in management positions (% of total management workforce)</td>
</tr>
<tr>
<td>Members of underrepresented populations (U.S.)</td>
</tr>
<tr>
<td>New hires who were members of underrepresented populations (U.S.)</td>
</tr>
<tr>
<td>New hires who were female</td>
</tr>
<tr>
<td>Employee engagement rate [6]</td>
</tr>
<tr>
<td>Number of Great Place to Work or Top Employer awards</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Responsible research</th>
</tr>
</thead>
<tbody>
<tr>
<td>Patients participating in our clinical trials</td>
</tr>
<tr>
<td>Countries with active clinical trials</td>
</tr>
</tbody>
</table>
Contribute to Communities
Partner with our communities to address challenges of the under-served.

The following key performance indicators (KPIs) measure AbbVie’s programs and activities against our corporate responsibility commitments. All figures global unless noted otherwise.

### Transformative education

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<tr>
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<tbody>
<tr>
<td></td>
<td>5,815</td>
<td>9,107</td>
<td>56,840</td>
</tr>
</tbody>
</table>

### Engaged employees

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee volunteers</td>
<td>4,272</td>
<td>8,174</td>
<td>7,247</td>
</tr>
<tr>
<td>Hours volunteered by employees during work time</td>
<td>42,417</td>
<td>65,473</td>
<td>75,497</td>
</tr>
<tr>
<td>U.S. employees who participate in the employee giving campaign</td>
<td>92%</td>
<td>95%</td>
<td>92%</td>
</tr>
</tbody>
</table>

[1] In 2016, we established new 2025 environmental targets.

[2] Increased non-contact cooling water was due to higher-than-average temperatures in 2016.


[4] In 2016 CDP scores changed to a single score (on a four-band scale A-D).

[5] This figure fluctuates with the workforce.

[6] In 2017, we changed our employee survey from annual to bi-annual.

[7] In 2017, we expanded employee volunteer events to 13 additional locations, increasing the number of students reached.
Appendix

Stay up to date on recent news, stories and more by connecting with us.

Policies, Codes, and Compliance Standards

Our public positions and views align with our work to improve lives — and to do so in a transparent and sustainable way. Additional policies, codes and compliance standards on a range of areas are also publicly available.

Data assurance and reporting standards

Specified 2017 environmental and safety data have been assured by DNV GL. Where noted, minor changes have been made to previously-stated data.

The 2017 Assurance Report outlines performance for corporate-wide environmental and safety data. All environmental data is presented as absolute data; safety data is presented as rates, using hours worked.