



A SUSTAINABLE FUTURE **STARTS WITH HEALTH**

THE ABBOTT 2030 SUSTAINABILITY PLAN

A SUSTAINABLE FUTURE **STARTS WITH HEALTH**

A sustainable future starts with health. It's the foundation for all we can do in life – as individuals, families and communities. It helps societies thrive and fuels successful economies.

At Abbott, sustainability means managing our company to deliver long-term impact for the people we serve – shaping the future of healthcare and helping the greatest number of people live better and healthier.

life. to the fullest.®



OUR CHALLENGE

Looking ahead, the world faces immense health threats – and major issues in confronting them.

18-YR

difference in life expectancy between rich and poor countries

1 in 3

people lack access to essential healthcare products

\$16T

in global healthcare spending needed by 2029, nearly double from 2019

DEBT

and immense budget deficits limit funding for health

>70%

of all deaths can be attributed to chronic diseases

~20M

additional health workers needed by 2030

1 in 3

people suffer from malnutrition

COVID-19

and other infectious diseases affecting every community

ROLE

OUR CLEAR FOCUS

To impact the most lives, we must get our innovative healthcare solutions to people who need them.

Our 2030 Sustainability Plan is focused on designing access and affordability into our life-changing technologies and products, working across our business and in partnership with others to break down barriers and bring our health innovations to an increasing number of people.

Our work will touch the lives of 2 billion people this year, and **we intend to reach over 1 billion more in the next 10 years** – improving the lives of 1 in every 3 people on the planet by 2030.

OUR PRIORITY

INNOVATE FOR ACCESS AND AFFORDABILITY

Make **access and affordability** core to new product innovation.

Transform care for chronic disease, malnutrition and infectious diseases.

Advance **health equity** through partnership.

SUSTAINABILITY IN EVERYTHING WE DO

Build the diverse, **innovative workforce** of tomorrow.

Responsibly **connect data**, technology and care.

Create a resilient, diverse and responsible **supply chain**.

Protect a **healthy environment**.

PART 1

INNOVATION FOR A HEALTHIER, MORE RESILIENT WORLD

Janhvi Dubey, one of our college interns, says an Abbott mentor helped her decide to major in biomedical engineering. Her belief: Lead through service. Her hope: Find ways to help others through technology and robotics.

OUR PRIORITY

INNOVATE FOR ACCESS AND AFFORDABILITY

We’re intentionally designing access and affordability into many of our life-changing technologies and products, and breaking down barriers that prevent people from getting the care they need.

INNOVATE

Make **access and affordability** core to new product innovation.

We’ll design our technologies and products for broader access and affordability at every step – from every phase of our R&D process, to the materials we use, to manufacturing, to the ways we reach the people who need them.

TRANSFORM

Transform care for chronic disease, malnutrition and infectious diseases.

Across our business and through collaboration, we’ll create new technologies and find new answers for chronic health conditions like diabetes and cardiovascular disease, malnutrition, and infectious diseases such as COVID-19, HIV, malaria and hepatitis, as well as tomorrow’s pandemic threats.

PARTNER

Advance **health equity** through partnership.

We will work side-by-side with people and communities we serve, partners, governments and other stakeholders to address health disparities, expand access and remove barriers that prevent people from living healthy lives, wherever they are.

TAKING ACTION WITH TARGETED GOALS

Make **access and affordability** core to new product innovation

- Integrate access, affordability and data insights as design principles into our R&D work and portfolio.

Transform **care** for chronic disease, malnutrition and infectious diseases

- Support global efforts to address noncommunicable diseases, including diabetes and cardiovascular disease.
 - Innovate to transform the standard of care for diabetes and support efforts to bend the diabetes curve through innovative technology, prevention and education, early diagnosis, treatment and nutrition.
 - Deliver breakthrough technologies, improve clinical outcomes and impact the lives of people with or at risk of cardiovascular disease.
- Deliver scalable, integrated solutions to help reduce preventable deaths and infectious diseases (malaria, hepatitis B/C, HIV, COVID-19 and others) with diagnostics, treatment and education programs, especially in high-prevalence areas.

Advance **health equity** through partnership

- Expand affordable access to healthcare for underserved, diverse and at-risk communities, including women and children, by delivering innovative, decentralized models of care that advance prevention and early diagnosis, improve nutrition, provide quality treatment and care, and lower total costs.
- Partner with stakeholders to improve health outcomes by advancing standards and building access to affordable, integrated solutions.

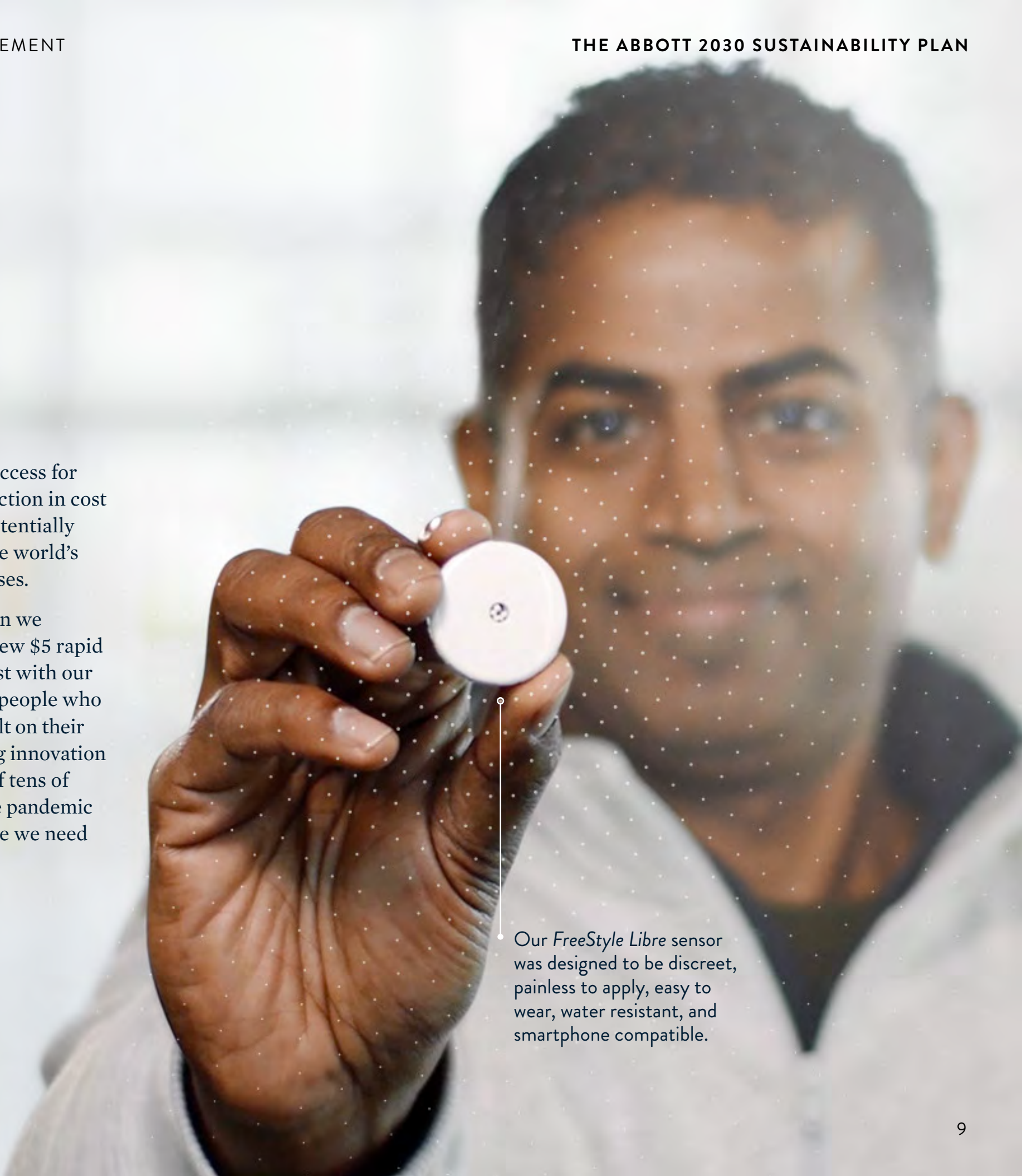
INNOVATE

MAKING ACCESS AND AFFORDABILITY CORE TO NEW PRODUCT INNOVATION

The *FreeStyle® Libre* system is our groundbreaking continuous glucose monitor. From the beginning, we designed affordability and broad access into this technology to reach more people with diabetes. We took steps at every stage to make it affordable and available to the millions of people with diabetes – starting with our R&D, supply chain and high-speed automated manufacturing, and then creating a consistent global price and working with governments to get it reimbursed. The result: Compared to other continuous glucose monitors, *FreeStyle Libre* costs 70% less.ⁱ

This work translates into rapid access for people with diabetes, and a reduction in cost for local healthcare systems – potentially lessening the impact of one of the world’s leading noncommunicable diseases.

We took the same approach when we created *BinaxNOW™*, Abbott’s new \$5 rapid COVID-19 test. We paired the test with our mobile *NAVICA™* app, allowing people who test negative to display their result on their mobile device. This life-changing innovation can be mass produced at a rate of tens of millions per month, attacking the pandemic on critical fronts when and where we need it most.

A close-up photograph of a man's face, slightly out of focus, looking directly at the camera. He is holding a small, round, white sensor (the FreeStyle Libre) between his fingers, which is in sharp focus. The background is a soft, out-of-focus indoor setting.

Our *FreeStyle Libre* sensor was designed to be discreet, painless to apply, easy to wear, water resistant, and smartphone compatible.

ⁱ Based on a comparison of list prices of the *FreeStyle Libre* 14 day system versus competitors’ CGM systems. *FreeStyle Libre 2* system will be list priced the same rate as *FreeStyle Libre* 14 day system. The actual cost to patients may or may not be lower than other CGM systems, depending on the amount covered by insurance, if any.

TRANSFORM

TRANSFORMING CARE FOR CHRONIC DISEASE, MALNUTRITION, AND INFECTIOUS DISEASES

We know firsthand that for every breakthrough from our team, there's another, even greater breakthrough, waiting to be discovered.

For instance, take our *Amplatzer Piccolo*™ Occluder device. Originally developed for adults, our scientists and engineers worked to adapt this breakthrough technology to treat premature infants. Now, at no bigger than the size of a pea, this device closes holes in hearts of newborns, opening lifetimes of possibilities for the most vulnerable among us. By extending the reach of our own groundbreaking technologies, we will continue to create even more possibilities for millions more people around the world.

Irie was born with the odds stacked against her. *Piccolo* changed that, sealing the opening in her tiny heart. Today she is a thriving toddler on the move who enjoys playing with her twin brother.



PARTNER

ADVANCING
HEALTH EQUITY
THROUGH
PARTNERSHIP

To help meet Rwanda’s mission of providing access to care within a 30-minute walk for all citizens, we launched a collaboration with the Rwandan Ministry of Health and the Society for Family Health Rwanda (SFH Rwanda) to create a new health post model for sustainable rural healthcare. Together, we expanded access to essential care and testing for patients – including a new panel of Abbott rapid prenatal tests – while creating business opportunities for local health providers.

Early results from the program show the second-generation health posts are attracting 50% more patients and providing expanded testing and better care. The health posts are also operating as successful, self-sustaining businesses. Based on these results, plans are underway to expand the program for even greater impact in the future.

50%
increase in
patient volume

11%
more respiratory
infections diagnosed

3X
more malaria cases
detected per month

240
babies delivered
safely



PART 2

BUILDING A **FOUNDATION** FOR THE FUTURE

Matt Jones is a manufacturing process engineering lead tasked with developing and commissioning new fully automated production lines for *FreeStyle Libre*. Once production is under way, he's responsible for ensuring the lines hit their targets and for making future improvements to efficiency.

While our focus on innovation, access and affordability is central to our plan, we will also take targeted action in key areas, including building the workforce of tomorrow, responsibly applying data to advance care, building a more resilient, diverse and responsible supply chain, and protecting health by safeguarding the environment.

And beyond these target areas, we will continue to build a more sustainable business through all the actions we take, every day – from ensuring product quality and safety, to acting ethically and supporting human rights, to advancing transparency and engaging our many stakeholders around the world.

SUSTAINABILITY IN EVERYTHING WE DO

OUR PEOPLE

Build the diverse, **innovative workforce** of tomorrow.

New ideas come from different places and points of view. To achieve our ambitions, we’re actively shaping our organization for the future by prioritizing diversity and inclusion, advancing STEM education and internships, and empowering our teams with skills to meet the health needs of tomorrow.

DATA

Responsibly **connect data**, technology and care.

Our data insights and connected technologies help people and their doctors make better, faster and more complete decisions about their health in ways that fit easily into their lives. Just as important, we protect our patients and customers through secure and responsible data collection.

SUPPLY CHAIN

Create a resilient, diverse and responsible **supply chain**.

We’re building a more resilient supply chain, including working with suppliers to expand opportunities for diverse and small businesses, and actively engaging with suppliers to meet our high quality standards.

ENVIRONMENT

Protect a **healthy environment**.

We’re working across our operations and with key suppliers to sustainably manage our water use and address climate change by reducing carbon emissions and expanding renewable energy. And we’ll reduce the environmental impact of our product packaging and minimize waste in our operations through reuse and recycling programs across our company.

TAKING ACTION WITH TARGETED GOALS

Build the diverse, innovative workforce of tomorrow

- Provide 1 million development and job opportunities for current and future employees.
- Create opportunities in Abbott’s STEM programs and internships for more than 100,000 young people, including 50% from underrepresented groups.
- Continue to drive diversity and inclusion strategies that create a meaningful employee experience and advance Abbott’s culture to:
 - Achieve gender balance across our global management team with at least 45% female representation.
 - Achieve gender balance in STEM roles with at least 45% female representation.
 - Ensure one-third of our leadership roles are held by people from underrepresented groups by 2025.
 - Continue to drive 100% leadership accountability by tying executive compensation to diversity outcomes.
- Anticipate Abbott’s future workforce needs and achieve talent readiness.
- Maintain or improve rates of internal succession for leadership roles.
- Fill 50% of targeted new jobs with internal talent by up-skilling, cross-skilling and creating learning opportunities.
- Continue to provide industry-leading programs that help people achieve their personal health and well-being.
- Support financial security of employees by helping those with college debt to save for retirement, expanding Abbott’s *Freedom 2 Save* program by providing \$10 million in matching contributions to participant retirement accounts.

Responsibly connect data, technology and care

- Be a trusted healthcare leader in secure and responsible data collection, use, management and privacy, in order to protect our patients and customers, empower them to make better, more complete decisions about their health and drive innovation through insights and analytics.

Create a resilient, diverse and responsible supply chain

- Certify that 80% of newly contracted direct material spends are linked to contracts that incorporate social responsibility requirements.
- Ensure ethical sourcing from all suppliers with high-risk sustainability factors through 100% auditing.
- Ensure an inclusive environment by increasing spending with diverse and small businesses 50% by 2030, and Black- and women-owned businesses 150% by 2025, from a 2020 baseline.

Protect a healthy environment

- Reduce absolute Scope 1 and 2 carbon emissions by 30% from 2018 baseline by the end of 2030, consistent with the objectives of the Science Based Targets initiative (SBTi).
- Work with our key carbon-intensive suppliers to implement sustainable programs to reduce our Scope 3 carbon emissions. (Quantitative Scope 3 target is forthcoming)
- Achieve water stewardship certification at all high-water-impact manufacturing sites in water-stressed areas.
- Implement accredited water stewardship management practices in more than 75% of all manufacturing sites operating in water-stressed areas.
- Work with 50 key suppliers in high water-stressed areas to reduce water quality and quantity risks to Abbott and the community.
- Address 50 million pounds of packaging through high-impact sustainable design programs that:
 - Employ circularity principles through smart design and material selection.
 - Eliminate and reduce materials.
 - Improve the energy efficiency of Abbott’s products.
 - Optimize packaging, pallet and truckload efficiency.
- Reduce waste impacts using a circular economy approach to achieve and maintain at least a 90% waste diversion rate.
- Engage with key suppliers to reduce the environmental impact of materials sent to Abbott that become waste in our operations and develop and track supplier waste diversion initiatives.

TALENT

BUILDING
THE DIVERSE,
INNOVATIVE
WORKFORCE
OF TOMORROW

Women and people from diverse communities are underrepresented in the science, technology, engineering and math fields. We’re addressing the STEM skills gap by creating opportunities for more than 100,000 young people, including 50% from underrepresented groups, to participate in Abbott’s STEM programs and internships by 2030.

This builds on the success of our current STEM work, including our award-winning high school internship program that offers girls and students from diverse backgrounds much-needed STEM experience. And because we know the best solutions are found when we learn from each other, we’re also sharing our internship blueprint for any company interested in starting a high school program of their own. It’s going to take committed science-based companies to close the skills gap. By fostering discovery and invention, we hope to inspire the students who may go on to find the next great innovation that helps people live better lives.



Jomi Babatunde-Omoya, is pursuing her dream as a mechanical engineer in Abbott’s award-winning high school internship program. To her, being an engineer means making people’s lives better on a day-to-day basis.

DATA**RESPONSIBLY
CONNECT DATA,
TECHNOLOGY
AND CARE**

Abbott's *Confirm Rx™* insertable cardiac monitor (ICM) is designed to detect arrhythmias and wirelessly transmit data to patients' smartphones and the *Merlin.net™* Patient Care Network. Doctors then have real-time access anywhere in the world to a patient's heart health. And, with access to real-time data, patients can be more informed about their condition and engaged in their care.

This is just one example of how our connected technologies are helping people and their doctors make better, faster and more complete decisions about managing chronic conditions like cardiovascular disease, diabetes, chronic pain and movement disorders in ways that fit easily into their lives. Just as important, we protect our patients and customers through secure and responsible data collection.

During the COVID-19 pandemic, we took a similar health tech approach by pairing our *BinaxNOW* rapid COVID-19 test with a mobile app called *NAVICA*, allowing people who test negative to display their result on a mobile device and help facilitate easier access to organizations and other locations where people gather.



SUPPLY CHAIN

CREATE A RESILIENT, DIVERSE AND RESPONSIBLE SUPPLY CHAIN

In the first months of 2020, the world needed urgent new answers to battle the COVID-19 pandemic.

When the world called, we answered – taking on one of the greatest challenges of our lifetimes. We created a series of antigen, molecular and serology tests to confront the virus in different ways. What traditionally takes years, was done in months.

It hasn't been easy. We worked around the clock, and found new ways to accelerate our efforts at every step – because every minute counted.

This is the moment Abbott was built for: bringing forward new innovations. At the same time, invention was only part of the answer. Key to making it a reality was the company's resilient supply chain. Getting tests to people who needed them required a comprehensive effort. Securing needed supplies. Scaling up manufacturing. Quickly expanding distribution.

As soon as the pandemic began, Abbott started investing hundreds of millions of dollars in high-tech manufacturing, leveraging – and fortifying – our strong supply chain.

This resiliency and our crisis management processes are what allowed us to produce tens of millions of COVID-19 tests in a matter of weeks.

At the same time, we were able to continue providing all of our other essential products to people around the world – even when flights were grounded and borders were closed.

With more than 75,000 suppliers in 120 countries, Abbott's global supply chain ensures that our life-changing technologies

get into the hands of the millions of people who need them, when they need them. That's why we've spent years ensuring our supply chain is built to function even under the greatest stresses.

Looking ahead, we'll deliver even stronger supply chain progress through 2030, expanding opportunities for diverse suppliers and advancing ethical sourcing.

Banzadio Silva started working for Abbott as a production specialist during the start of the pandemic, helping to quickly ramp up manufacturing of our *BinaxNOW* rapid COVID-19 test.



ENVIRONMENT**PROTECT A
HEALTHY
ENVIRONMENT**

We're working across our operations and with key suppliers to sustainably manage our water use and address climate change by reducing carbon emissions and expanding our use of renewable energy. We're also reducing the environmental impact of our product packaging and minimizing waste across our broader operations through reuse and recycling approaches.

One example: We designed our new *FreeStyle Libre 3* system to be more sustainable for the environment with a smaller, more discreet sensor and a one-piece applicator, reducing the total volume by more than 70%. The new sensor design uses 41% less plastic and requires 43% less carton paper than previous *FreeStyle Libre* systems.ⁱ

One of the key sites for producing the *FreeStyle Libre* system in Witney, England, is also one of Abbott's 36 sites that send zero waste to landfills. All waste, from factory waste to cafeteria waste, is recycled, reused, composted or responsibly incinerated, and much of that energy is recaptured for future use.



JP Cole is an Abbott R&D director and was one of the core members of the team that developed the *FreeStyle Libre* system.

ⁱ Compared to other *FreeStyle Libre* systems; Data on file, Abbott Diabetes Care.

CREATING AND MANAGING THE PLAN

Our sustainability plan was driven from the beginning by Abbott's senior management team, with ongoing oversight from our board of directors.

With close involvement across all of Abbott's diverse, global businesses and extensive engagement with external stakeholders worldwide, we developed a 10-year business plan to build a stronger, more sustainable Abbott that better serves the many people who depend on us.

Sustainability is not a stand-alone, separate corporate effort at Abbott. All elements of our sustainability strategy and plan are fully integrated with Abbott's business strategy, financial plan and governance structures.

Teams of more than **100 leaders** from across the company closely collaborated to develop our 2030 targets.



MATERIALITY AND STAKEHOLDER ENGAGEMENT

To build our plan, an in-depth, two-year planning process began with a detailed analysis of over 200 topics that were relevant to internal and external stakeholders, which we prioritized by impact to our long-term business strategy, enterprise risk management (ERM) process and most material environmental, social and governance (ESG) topics.

We engaged a third party to lead an objective interview process with more than 100 Abbott stakeholders, including customers, suppliers, investors, healthcare providers, NGOs, sustainability experts and employees to finalize the 17 priority ESG topics and materiality matrix.

Teams of more than 100 leaders from across the company closely collaborated to develop the 2030 targets, with cross-business and cross-function representation to ensure integration and alignment with all elements of our diverse global businesses, nearly 100 manufacturing sites, 75,000 suppliers and a footprint spanning more than 160 countries.

100+

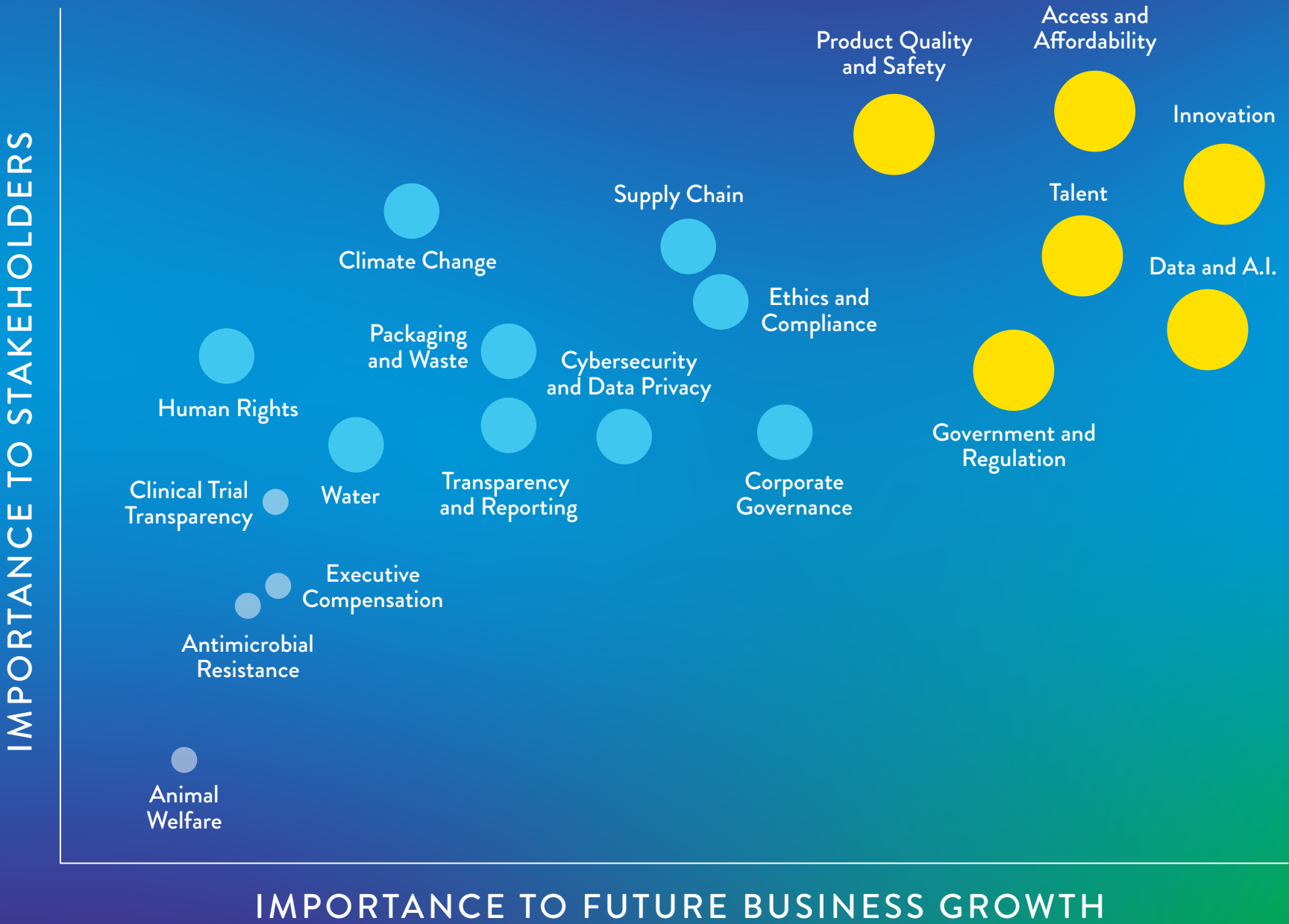
Abbott leaders collaborated on the 2030 plan

100+

interviews with stakeholders

200+

ESG topics analyzed to identify 17 priorities



SUSTAINING SUCCESS THROUGH GOVERNANCE AND MANAGEMENT

Abbott takes a deliberate approach to shaping our business to reflect changing healthcare needs and opportunities. Our commitment to sustainable business starts at the top of our organization and is integrated across the company.

Board of Directors & Senior Management

Our board of directors and senior management lead our sustainability activities and have the ultimate responsibility for management, direction and performance of Abbott’s long-term success. The board’s public policy committee is responsible for reviewing and evaluating our environmental, social and governance (ESG) policies and practices on an annual basis.

Abbott senior management made a conscious decision to differentiate our 2030 plan process, including their high level of engagement throughout the process, integration with Abbott’s business plan, financial planning process and existing governance structures. Looking ahead, Abbott leaders will be fully accountable for sustainability plan results.

Sustainability Leadership

Abbott’s global sustainability team works with colleagues across our global enterprise to implement our sustainability strategy, working with our four businesses, key functional areas and affiliates around the world.

Cross-Company Teams

The sustainability goal teams lead the management and delivery of the goals, targets and key performance indicators that comprise the sustainability plan. Abbott’s cross-functional sustainability working group leads the integration of sustainability within our business and oversees Abbott’s reporting of ESG performance.

All Employees

Every Abbott employee globally brings our sustainability strategies to life, in the actions and decisions they make each day.

Our company began more than 130 years ago as one man making medicines by hand in his kitchen. By the conclusion of this plan, we intend to serve more than a third of all the people on Earth, giving them greater confidence in their health and ability to live their best lives.

life. to the fullest.®





life. to the fullest.®

Abbott

[abbott.com/sustainability](https://www.abbott.com/sustainability)