abbvie

2025 ESG Action Report

People. Passion. Possibilities.®

* Real person with Parkinson's disease.

Contents

Introduction

On the Cover

Rhonda is a Grandma and a ballroom dancer and she lives with Parkinson's disease. Explore the real life stories of Rhonda and others that inspire us to create medicines that make a difference.

Patients

We advance innovative, high-quality medicines and solutions to address complex health needs and improve patients' lives around the world.

Our People and Culture

We empower our people and communities by fostering an inclusive, values-driven culture built on compassion, integrity, innovation and well-being.

Business Sustainability

We operate responsibly and sustainably by managing our environmental impact, strengthening governance and ensuring long-term business resilience.

2025 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, details about the International Organization for Standardization (ISO) certifications we have achieved at our sites and our assurance statement.

2025 ESG Action Report Disclosure Supplement

Disclaimer, Forward-Looking Statements

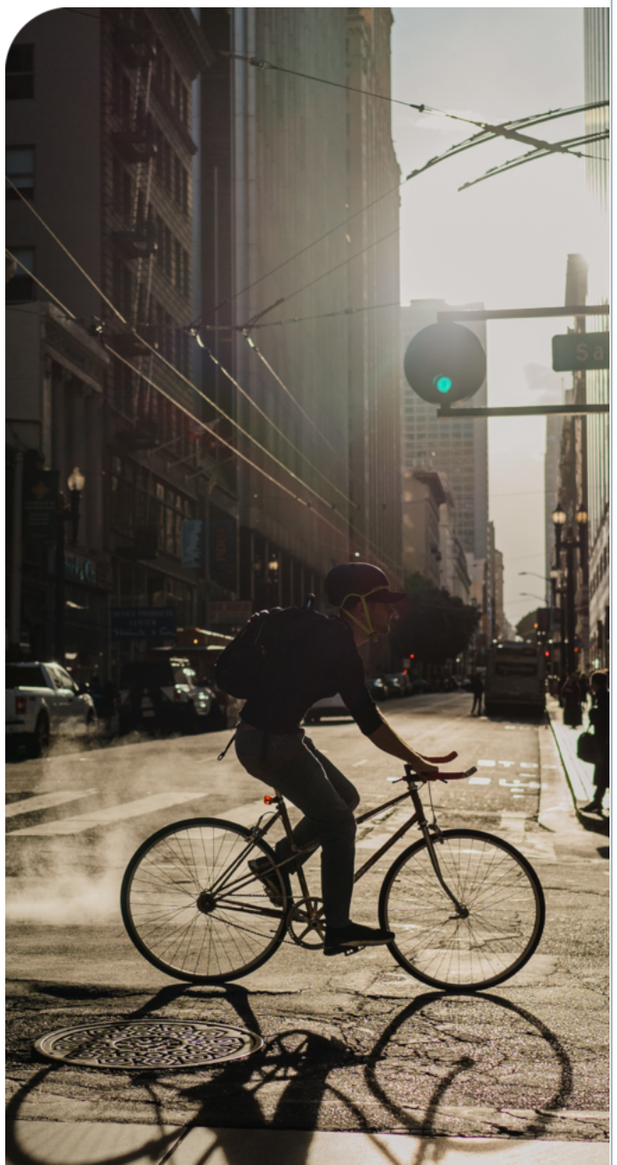
The information and opinions contained in this report are provided as of the date of this report and are subject to change without notice. AbbVie does not undertake to update or revise any such statements.

Company goals are aspirational and not guarantees or promises that all goals will be met. Similarly, the policies, programs and initiatives described in this report do not represent guarantees regarding their efficacy or implementation in every circumstance. Certain statistics and metrics relating to environmental, social and governance 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, including statements regarding our sustainability targets, goals, commitments and programs and other business plans, initiatives, aspirations and objectives. The words "believe," "expect," "anticipate," "project," "aim," "plan," "will" 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 and in other documents that AbbVie subsequently files with the Securities and Exchange Commission that update, supplement or supersede such information. 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.

The disclosures contained in this report are prepared for sustainability reporting purposes and differ in significant ways from those included in mandatory regulatory filings, including under SEC rules and regulations. The concept of materiality applied in this report reflects sustainability reporting frameworks and stakeholder considerations, which may differ substantially from the meaning of materiality under applicable securities laws, consumer protection laws or any other federal, state, local or foreign legal or regulatory framework. Accordingly, references to, or inclusion of, information in this report should not be construed as a characterization of materiality for purposes of AbbVie's financial results, operations or any regulatory obligation.



A Message from Our Chairman of the Board and Chief Executive Officer

At AbbVie, we are united by a shared purpose to make a remarkable impact for our patients, employees and communities. Our approximately 57,000 employees bring that purpose to life through innovation, strong business performance and a culture grounded in integrity. It guides our decision-making and shapes how we create long-term value.

In 2025, we made meaningful progress advancing our Environmental, Social and Governance (ESG) strategy by reducing our environmental footprint, strengthening governance and continuing to invest in our people and communities. Guided by our double materiality assessment, our ESG strategy focuses on three priorities: Patients, Our People & Culture and Business Sustainability. In this year's ESG Action Report, we are proud to share the progress we have made across each of these pillars.

Patients are at the heart of everything we do at AbbVie. Last year alone, our medicines treated more than 74 million patients worldwide, reinforcing our commitment to advance science and continue raising the standard of care. We increased our adjusted research and development investment to $13.8 billion,[1] fully funding our approximately 90 clinical programs.[2] We also bolstered our pipeline with more than $5 billion in new business development including several promising mechanisms and technologies.

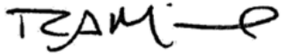
As we continue to advance innovation, we are equally committed to helping patients access the medicines they need. Last year, through our U.S. patient assistance program, myAbbVie Assist, we provided medicine at no cost to more than 210,000 patients.

Our People & Culture are the foundation of our success. For the ninth consecutive year, AbbVie was named one of the World's Best Workplaces™ by Great Place To Work®, and our 2025 Employee Engagement Survey delivered our strongest results yet, with 84% of employees reporting that they feel engaged in their work. Equally core to who we are is our commitment to our communities. Over the past year, AbbVie employees volunteered more than 58,000 hours and helped raise approximately $25 million for charities worldwide through donations matched by the AbbVie Foundation.

AbbVie's long-term Business Sustainability is supported by actions we are taking to reduce environmental impact across our operations and value chain. We continue to set meaningful goals and science-based targets to reduce our impact. In support of our global target to reduce absolute scope 1 and 2 (market-based) greenhouse gas emissions by 42% by 2030, we have achieved a 39% reduction as of 2025.

Looking ahead, we are focused on advancing our ESG strategy, guided by strong governance, a clear focus on our mission and transparent reporting. I am proud of what we have accomplished, and I am confident this approach will continue to strengthen AbbVie and the impact we make in the years ahead.

Sincerely,



Robert A. Michael
Chairman of the Board and Chief Executive Officer

[1] Adjusted R&D investment is a non-Generally Accepted Accounting Principles (GAAP) measure, which is reconciled in our 2026 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.

Basis of Preparation

This ESG Action Report was prepared with reference to the Sustainability Accounting Standards Board's (SASB) Biotechnology & Pharmaceuticals standard. Additionally, select components of the Environmental Sustainability and Climate Change section were developed in accordance with the Task Force on Climate-related Financial Disclosures (TCFD) framework.

This report includes information on topics deemed material by our double materiality assessment (DMA), which was conducted in 2024. Read more about our DMA in the Our Material Topics section. In addition, the report includes information about several topics that have been deemed not material per our DMA such as Resources and Nature, Ethical and Responsible Use of Animals in Research, Sustainable Supply Chain Management and the AbbVie Foundation and Employee Impact. These topics have been included to provide a comprehensive view of AbbVie's ESG practices. We will continue to assess the materiality of our topics on a recurring basis and monitor for changes that may impact our assessment conclusions.

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. ESG data is collected on an annual basis. As such, the report covers the period from January 1, 2025, to December 31, 2025, and additionally includes two years of comparative data for our key performance indicators (KPIs).

As part of our ongoing commitment to improving sustainability reporting, we continue to refine our processes, procedures and controls. For example, in 2025, we initiated the process of developing an ESG Reporting Policy, which we expect to finalize as mandatory reporting regulations are solidified throughout 2026. Upon formal internal alignment on the policy, implementation and employee training will occur. The policy prescribes consistent standards for ESG disclosures, covering risk assessments, controls planning, data quality, technology, change management, governance and reporting roles and responsibilities.

AbbVie is dedicated to transparently disclosing ESG data and information and has adopted processes that help maintain the data integrity of its ESG disclosures. If, after publication, a correction of a significant error is required, we will restate the figure(s) in the subsequent year's report and clearly indicate the restatement in a footnote.

Many of the metrics and KPIs included in this report have been assured through limited third-party assurance in accordance with American Institute of Certified Public Accountants attestation standards. Our limited assurance statement is accessible through our 2025 ESG Action Report Disclosure Supplement. For the KPIs or metrics that have not received third-party assurance, we have engaged our internal audit team to conduct a review, including of underlying calculation methodologies, for completeness and accuracy. Additionally, our ESG Council and members of our Executive Leadership Team review the content of the annual ESG Action Report prior to publication.

About AbbVie

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

Our approximately 57,000 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 more than 180 countries and territories, and we are making significant advancements with a robust pipeline of potential new medicines as we look to find the treatments of tomorrow.

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

Key Facts

~57K
employees working in more than 70 countries

$85B+
invested in adjusted R&D since 2013[3]

~90
active clinical and device programs[4]

180+
countries and territories where AbbVie products help patients

$61.2B
in total net revenue in 2025

75+
conditions treated

12
blockbuster products with 2025 net revenues greater than $1 billion

[3] Adjusted R&D investment is a non-GAAP measure, which is reconciled in our 2026 Proxy Statement.
[4] Compounds, devices or indications in development individually or under collaboration or license agreements.

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.

Our Core Therapeutic Areas

We focus our efforts on a core set of therapeutic areas where we have proven our expertise and feel we have even greater potential to transform the standard of care and, where possible, even cure disease. These focus areas include immunology, neuroscience, oncology and aesthetics.

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, skin care, plastic surgery and regenerative medicine

Acquisitions and Approvals

Acquisitions and Licensing Agreements

Through strategic acquisitions and licensing agreements, 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:

Capstan Therapeutics

This acquisition includes a potential first-in-class in vivo targeted lipid nanoparticle anti-CD19 CAR-T therapy candidate in development for the treatment of B-cell-mediated autoimmune diseases.

Nimble Therapeutics, Inc.

Acquired in January 2025, Nimble is a biotechnology company dedicated to delivering on the promise of oral peptide therapeutics and its lead asset, an investigational oral peptide IL23R inhibitor in development for the treatment of psoriasis.

Gilgamesh Pharmaceuticals

This acquistion includes a short-acting serotonin (5-HT2A) receptor agonist and 5-HT releaser in development for the treatment of major depressive disorder.

Ichnos Glenmark Innovation

AbbVie received an exclusive license to develop, manufacture and commercialize ISB-2001 (ABBV-2001), a tri-specific T-cell engager in development for the treatment of multiple myeloma, across North America, Europe, Japan and Greater China.

Gubra

AbbVie received an exclusive global license to develop and commercialize GUB014295 (ABBV-295), a long-acting amylin analog in development for the treatment of obesity.

ADARx Pharmaceuticals

AbbVie received exclusive options to obtain global license rights to develop and commercialize ADARx's small interfering RNA therapeutics across multiple disease areas, including neuroscience, immunology and oncology.

Regulatory Approvals

AbbVie achieved several significant regulatory approvals, including for RINVOQ® for the treatment of adults with giant cell arteritis; for EPKINLY® in combination with rituximab and lenalidomide for the second-line treatment of adults with follicular lymphoma; and for EMRELIS® for adults with previously treated advanced non-small-cell lung cancer.

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

Our Value Chain

Our value chain encompasses our upstream, own operation and downstream activities that support the development, marketing and delivery of advanced therapies that address some of the world's most complex and serious diseases. We offer a comprehensive product portfolio across immunology, neuroscience, oncology and aesthetics. Through our business activities, we strive to transform patient care and make a remarkable impact for stakeholders across the value chain.

* Supporting functions include global corporate staff, such as legal, human resources, finance and accounting, corporate affairs, etc.

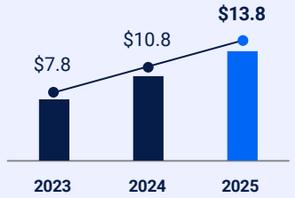
Snapshot of Our FY25 Progress

In 2025, we took meaningful actions to deliver sustainable solutions that improve the health of our business and society, in alignment with our ESG strategy.

$13.8B

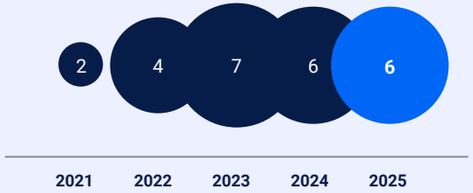
in adjusted R&D investment in 2025[5]

$USD Billions



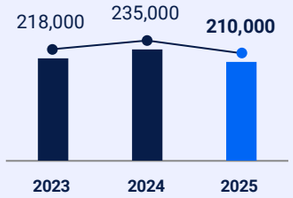
Six

new product and/or indication approvals globally



210K+

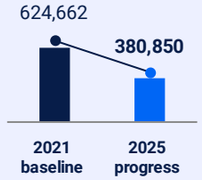
U.S. patients gained access to medicine at no cost through our patient assistance programs



39%

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

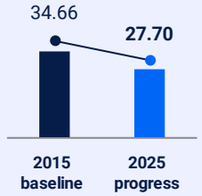
Metric tons CO_2e



20.1%

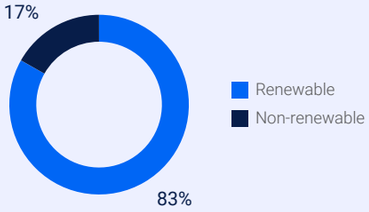
reduction in absolute water withdrawal (including noncontact cooling water) compared to 2015 baseline, surpassing our target of 20%[6]

Million Cubic Meters



83.2%

active sourcing of renewable electricity[7]

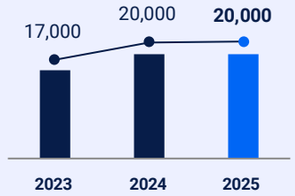


Two

new board directors added in the past two years

20K+

employees participating in our volunteer programs globally in 2025



[5] Adjusted R&D investment is a non-GAAP measure, which is reconciled in our 2026 Proxy Statement.
[6] AbbVie measures progress toward its water, waste and recycling targets by analyzing the same sites each year. As a result, the 2025 absolute total for our progress measurement reflects only changes from the sites captured in the initial baseline year.
[7] As of December 31, 2025.

External Recognition

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

Workplace

Great Place to Work® World's Best Workplaces™
Included since 2017

Newsweek
Most Trustworthy Companies in America 2025

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

People's
2025 100 Companies That Care

Environmental, Social and Governance

EcoVadis
Corporate Social Responsibility Assessment Silver Medal

FTSE4Good
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USA Today
Listed on *USA Today*'s America's Climate Leaders list

3BL's
100 Best Corporate Citizens

UN Global Compact
Member

Just Capital's 2026 Rankings
Ranked #28 by Just Capital

For more information, visit our Key Facts.

Our Approach to Corporate Governance

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 and regulations, 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.

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

Board Independence

Twelve of our 13 directors[8] are independent, including the chairs and all members of the Audit, Compensation, Nominations and Governance, and Public Policy & Sustainability 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 more than 45% of outstanding shares to seek feedback on AbbVie's practices. This feedback is used to continually improve our internal governance practices and disclosures.

Representation on the Board of Directors

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 180 countries and territories and across many different diseases. Offering and representing diverse perspectives is an integral part of effective board oversight.

These perspectives can result from diverse backgrounds, including varied professional skills, education, geography or life experiences. As part of its comprehensive assessment of potential director nominees, the board considers how a specific nominee would contribute to the board's overall diversity.

38%
women on the board of directors

15%
ethnically or racially diverse members of the board of directors

[8] As of fiscal year end 2025.

ESG Overview

We are committed to making a real difference in people's lives through the scientific breakthroughs we achieve and the paths we take to achieve them.

Our approach to ESG is focused on:

- **Patients:** Elevating and transforming standards of care to make a remarkable impact in patients' lives.
- **Our People and Culture:** Developing our people and continually enhancing our strong culture so, together, we can deliver on AbbVie's mission.
- **Business Sustainability:** Taking steps to sustain AbbVie's long-term growth – including managing our environmental impact.

ESG Governance

AbbVie's board of directors has oversight responsibility for the company and administers this responsibility both directly and with assistance from its committees. Our directors bring with them diverse experiences and knowledge that serve AbbVie's strategic needs. To ensure their experience and abilities are relevant, director nominees are considered against various criteria, including broad-based business knowledge and relationships, prominence and reputation, global business perspective and commitment to good corporate citizenship.

ESG Oversight

Board of Directors: Oversight and accountability for enterprise

Public Policy & Sustainability Committee: Oversees AbbVie's ESG strategy and approach

Nominations & Governance Committee: Considers director nominees against various criteria, including broad-based business knowledge and relationships, prominence and reputation, global business perspectives and commitment to good corporate citizenship

Audit Committee: Oversees enterprise risk management and third-party assurance of ESG disclosures

Compensation Committee: Oversees ESG goals taken by our named executive officers, with a goal weighting of 10%

↓

Chairman of the Board and Chief Executive Officer: Overall leadership for the enterprise

↓

ESG Council: Guides AbbVie's approach to ESG strategy, risk and opportunity management, reporting, data governance and assurance

Chaired by the Senior Vice President, Corporate Affairs, comprises senior cross-functional leaders with direct responsibility for teams covering AbbVie's material topics.

↓

ESG Team: Establishes and executes AbbVie's approach to ESG risk and opportunity management, reporting, data governance and assurance

Reporting to the Vice President, Corporate Responsibility & Global Philanthropy.

Our Material Topics

Our material ESG topics have been determined by a DMA, aligned with the standards set forth in the European Union's Corporate Sustainability Reporting Directive, evaluating both the financial impact of sustainability issues on our company and our impact on society and the environment. Our DMA was completed in 2024.

In conducting our DMA, we:

- Completed a comprehensive evaluation of sustainability topics affecting AbbVie and our industry worldwide.
- Reviewed relevant reporting standards and regulations.
- Established materiality thresholds for financial and impact materiality.
- Surveyed subject matter experts from across the enterprise with responsibility for sustainability topics to determine applicability and materiality for AbbVie.
- Obtained review and endorsement by the ESG Council and Executive Leadership Team.

Our Material ESG Topics

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

Our ESG Strategy

Informed by our DMA, in 2025, we established an updated ESG strategy with the objective to advance AbbVie's business sustainability and future growth in a way that makes a positive impact on patients, our people and society.

Our ESG strategy has three pillars: Patients, Our People and Culture and Business Sustainability.

Patients

Expand patient reach considerations throughout our lifecycle governance to elevate and transform standards of care for patients who need our medicines and solutions most

AbbVie is focused on elevating and transforming the standard of care for patients – and to do that, we take actions to help our medicines and solutions reach all patients who need them, including those facing barriers to accessing health care.

We are building on our successes, taking cross-enterprise actions on how we enhance patient engagement throughout clinical development and connect patients to care so they can benefit from the outcomes delivered by our medicines and solutions.

Material Topics

- Product Innovation
- Patient Access and Affordability
- Product Quality and Safety
- Protecting Patient Privacy

Our People and Culture

Advance sustainable and competitive talent practices today and into the future, enabling our goal to elevate and transform standards of care

To deliver on our mission to make a remarkable impact on patients' lives, it is important we build high-performing teams and sustain and continually improve our strong culture. Our employees are highly engaged in their work to advance AbbVie's mission, supported by our talent philosophy and approach to development, our Culture Roadmap, our approach to compensation, benefits and well-being and our commitment to inclusion for all.

Material Topics

- Our People and Culture

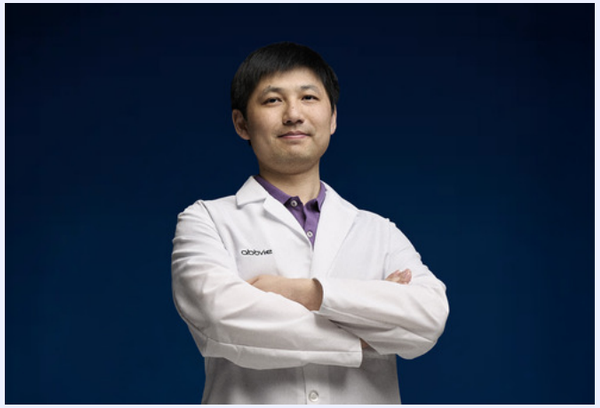
Business Sustainability

Deliver a continuous supply of medicines and solutions in a sustainable way

We are focused on AbbVie's long-term future and consider environmental sustainability, taking action to minimize potential negative impacts from our operations. We are advancing near- and longer-term decarbonization strategies, managing resources and nature and taking proactive steps to safeguard human rights in our own operations and across our value chain.

Material Topics

- Climate Change
- Business Conduct
- Privacy and Cybersecurity



Patients

* Real person with Crohn's disease.

Highlights

~74M
patients reached with AbbVie products in 2025

210K+
U.S. patients provided medicine at no cost through our patient assistance program, myAbbVie Assist

$13.8B
in adjusted R&D investment in 2025*

* Adjusted R&D investment is a non-GAAP measure, which is reconciled in our 2026 Proxy Statement.

In This Section

Our Approach

At AbbVie, patients' needs guide our work. Their experiences shape our breakthroughs and efforts to improve health outcomes.

Our relentless drive for innovation and our patient-focused expertise span a core set of therapeutic areas with unmet need. We apply our proven expertise in these therapeutic areas, where we see the greatest potential to transform disease treatment. By leveraging our deep understanding of biology, we develop world-class medicines and innovative solutions that empower patients to live longer, healthier lives.

Strategic investments in technology and research are vital for driving our innovative pipeline and achieving transformative patient outcomes. We focus our investments in precision medicine, genetics and genomics, data convergence, patient-focused disease medicine and advanced technologies, often engaging strategic partnerships with other companies, patient organizations and research institutions to amplify and accelerate our impact.

Our firm commitment to collaboration and advancing innovation involves working alongside patient advocacy and community-based organizations, care partners, clinicians, governments, regulatory bodies, payers and health care providers to ensure individual perspectives, needs and priorities are built into our clinical development process. We partner with patient advocacy and community-based organizations to help us understand and contextualize the unmet need and disease burden of living with illness, and these perspectives are integrated into our clinical development, access and operational decision-making.

Our patient support programs help people understand their condition, access and correctly use our medicines and adhere to prescribed treatment plans. These programs are informed by the perspectives of patients, care partners, patient advocacy and community-based organizations and health care providers.

Central to our approach is a steadfast commitment to product quality and safety. We embed quality across the product lifecycle through robust systems and controls and a culture of shared accountability, helping ensure that patients receive safe, effective and high-quality medicines wherever they live. We also respect and protect patient privacy, safeguarding personal and medical information and requiring informed consent in clinical research in accordance with applicable laws and ethical standards.

Together, these commitments reinforce trust in our medicines and confidence in the way we serve patients every day.

74M[9]

patients reached with AbbVie products in 2025

- **~210K+**
  U.S. patients provided medicine at no cost through our patient assistance program, myAbbVie Assist
- **~1.2M**
  patients supported through our co-pay program
- **~$374M**
  in product donations made through our partner organizations

Our Approach to Measuring Patient Reach
AbbVie's patient reach methodology uses a variety of approaches that are relevant to each of our therapeutic areas. Methods utilized at the therapeutic level include units sold adjusted for indicated usage, claims data, third-party market analysis, market-specific data sources from international affiliates and adjustments made on patient support programs or aesthetics loyalty programs, where applicable.

Partnering with Patient Advocacy and Community-based Organizations

Strategically led and coordinated through our enterprise Global Patient & Community Partnerships function, teams across the enterprise partner with patient advocacy and community-based organizations around the globe to help identify and address the real-world barriers that patients and care partners encounter. These relationships enable us to garner diverse perspectives and build a greater understanding of the unique experiences and challenges of the patient journey and care partner experience.

Processes and guidance have been developed to integrate patient advocacy and community-based organizations' expertise, through deep engagement, across the lifecycle of our medicine. This process starts as early as Phase 1 clinical studies, including through structured landscape assessments, engagement planning and cross-functional coordination with these essential partners. By partnering more deeply with these groups, we integrate their expertise into how treatments are developed. This approach creates long-term value for communities by aligning innovation with real-world needs. We view these organizations not only as partners, but sources of essential expertise in living with and managing disease. Partners are engaged across the organization and throughout key milestones of the asset development lifecycle, helping ensure engagement is proactive, strategically aligned and consistently embedded in early decision-making.

[9] Rounded to the nearest million.

The Patient Experience

Our aim to understand the patient's experience of living with their disease, as well as the perspectives of care partners, family, friends, loved ones, health care providers, payers and health systems, is at the foundation of our strategy across therapeutic areas. Our Patient Experience Framework is integrated across our lifecycle governance and brought to life through cross-functional teams from across the organization. We identify unmet needs by assessing priority barriers and enablers. To do this, we dive deep into the experiences and perspectives of relevant stakeholders, guiding the development of relevant, patient-focused solutions.

Building an exceptional patient experience is an iterative, collaborative and continuous process, informed by ongoing research, advisory boards and direct engagement with patients and caregivers. Across AbbVie Patient Services, for example, this approach informs care models that support patients as they access treatment, initiate therapy and maintain adherence.

Our aim to understand the patient experience informs our lifecycle planning in the following ways:

- Representation in Clinical Trials
- Embedding Access Considerations Throughout Clinical Development
- Patient Support Programs
- Enhancing Access to Medicines Globally

Patient

See, Feel, Live

The foundation of our work is immersing ourselves in the patient's lived experience.

See: We seek to understand the person behind the diagnosis.

Feel: We deepen our sense of what it is like to live with the illness.

Live: We internalize the story of our patients in our hearts and minds.

	Symptom awareness	Emotional impact of diagnosis	Therapy onboarding	Managing long-term, sustained adherence and lifecycle adjustments
Care Partner	Early support, emotional reassurance	Support in decision-making	Practical support, emotional encouragement	Long-term emotional and logistical support
Health Care Provider	Initial consultations, diagnostic tests	Confirm diagnosis, explain treatment options	Prescribe, educate on therapy	Maintenance care, periodic reviews
Public, Private or Payer System		Begin coverage discussions	Approve reimbursement	Long-term affordability strategies

Product Innovation

At AbbVie, we take on the toughest challenges faced by patients, their families, physicians and care partners. Guided by deep scientific expertise and a clear sense of purpose, we pursue breakthroughs that have the potential to transform how diseases are treated and improve health outcomes.

Our pipeline is focused on immunology, neuroscience, oncology and aesthetics and other specialties, including obesity. From understanding the biology of disease to advancing novel therapeutic solutions, we apply rigorous science, curiosity and conviction to turn promising ideas into meaningful medicines and solutions.

Through our areas of innovation, which include data convergence, artificial intelligence (AI), genetic medicine and genomics, patient-focused disease medicine and therapeutic modalities, we are leveraging powerful tools in order to accelerate discovery and expand the impact of medicines for patients who need it most.

Discovery and clinical development across our scientific platform are guided by strong governance that helps ensure accountability, responsible decision-making and a consistent focus on patient safety throughout the product lifecycle. Clear principles and policies support ethical research practices and help protect patients as medicines move from early research through development. In 2025, this approach supported continued progress across our portfolio, including sustained investment in R&D, advancement of mid- and late-stage programs and ongoing efforts to strengthen clinical trial practices.

Governance

AbbVie's robust R&D governance structure provides oversight and accountability across the product lifecycle, helping ensure our medicines and first-in-class solutions address the unmet needs of patients — safely, ethically and effectively accelerating the development, registration and commercialization process wherever possible. Our board of directors receives regular updates on key R&D initiatives, developments and pipeline milestones.

At the operational level, various internal groups – such as our Therapeutic Area Strategic Council, Development Review Committee and Late-Stage Pipeline & Marketed Product Governance team – assess the product throughout its lifecycle to ensure it is scientifically and commercially sound. When a product is developed alongside a partner, our governance framework is further supported through the Joint Steering Committee, which oversees the development and commercialization of licensed assets.

We also have a robust governance process in place for our clinical trials. This is designed to help ensure we meet all appropriate standards and regulatory requirements, mitigate risk and protect patient well-being. The process supports ongoing treatment for patients participating in clinical trials and promotes appropriate representation of patient populations.

Policies

Our Clinical Research and Pre-Approval Access Policy manages risk, protects patients and research participants and supports scientific integrity across the lifecycle of our clinical research and pre-approval access activities, in compliance with applicable laws, regulations and industry standards.

Clinical Research and Pre-Approval Access Policy

Purpose: Describes the requirements for the planning and conduct of AbbVie-sponsored clinical research studies and pre-approval access programs. Pre-approval access refers to health care professional access to investigational products prior to regulatory approval.

This policy governs clinical studies' conformity to the ethical and scientific principles that justify clinical research. AbbVie must ensure that the rights and well-being of human subjects are protected. To the extent possible, AbbVie works to ensure that groups that are underrepresented in medical research are provided with the opportunity to participate.

Scope: Applies to our employees responsible for and/or involved in the planning and conduct of AbbVie clinical research studies and planning and/or managing access to pre-approval access programs.

Organization Responsible for Policy: Research and Development

Availability: Internal document available to all employees.

Training

We regularly train our employees on ethics and compliance in research, covering conflicts of interest, patient privacy and safety, proper documentation, reporting of payments and appropriate publication practices.

Actions

Areas of Innovation

We are pioneering scientific breakthroughs with technology. The following areas of innovation, including those enabled by AI and machine learning, are allowing us to uncover insights and solutions faster:

- **Data convergence:** We have integrated data across our areas of expertise through technology into a unified knowledge platform, improving how we collect, analyze and apply data to generate insights faster, helping to improve patients' lives. We are centralizing and connecting data from more than 170 internal and external sources, enabling us to more quickly generate comprehensive insights to inform R&D.
- **AI:** We are integrating AI into our R&D processes to support improved drug discovery and development. We use AI to extract knowledge from data across our entire pipeline, from enabling more efficient molecule property prediction to finding new treatments for diseases with unmet need. We also use machine learning in multi-omics analysis to help with target identification, preclinical insight and understanding disease pathways, as well as to bring precision medicine to clinical trials. Read more about how we are accelerating drug discovery with AI.
- **Genetic medicine and genomics:** We leverage tools such as DNA and RNA editing to reprogram cells with greater specificity and the potential for curative treatment, while the AbbVie Genomic Research Center centralizes our genetics and genomics efforts to deepen understanding of disease biology and human data and help deliver the right medicines to the right patients at the right time.
- **Patient-centered disease medicine:** We partner with patients, patient organizations, care partners and clinicians to ensure real-world experiences, perspectives, needs and priorities help guide clinical development. At the same time, we use advanced technologies and data science to better understand disease biology, target medicines more precisely, identify combination opportunities and provide patients and physicians with actionable diagnostic tools.
- **Therapeutic modalities and platforms:** Drawing on our deep understanding of disease biology across our core therapeutic areas, we leverage a mix of traditional and cutting-edge modalities to create the most appropriate compound once a promising therapeutic target is identified. Read more about how we are leveraging therapeutic modality technology to help drive advancements in tough-to-treat diseases.

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.[10] 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.

Risk Management and Monitoring

We have robust systems and processes in place to systematically monitor risks to patient safety and data integrity within a risk-based quality management framework. Potential risks are identified early in study planning, with a focus on those that may impact patient safety or the reliability of key data. Risks are assessed and prioritized, and targeted controls are implemented to mitigate them (e.g., specific monitoring activities and quality tolerance limits). Continuous data review and monitoring facilitate prompt detection of any safety signals or data-integrity concerns, which are efficiently documented, investigated and escalated according to established procedures. The process emphasizes transparency with cross-functional stakeholders and continuous improvement, helping ensure that quality management strategies evolve in alignment with international guidelines to maintain high standards of patient safety and data integrity. Additionally, AbbVie has an R&D Quality Assurance organization that provides an additional layer of oversight and assurance.

Informed Consent for Patients in Clinical Trials

We require informed consent from individuals before they can participate in an AbbVie-sponsored clinical trial. Informed consent processes and participant protections for AbbVie-sponsored clinical trials are subject to review by an Institutional Review Board (IRB) or Independent Ethics Committee (IEC).

Trial participants with questions, concerns or complaints about an AbbVie research study can contact the study doctor or the IRB/IEC as specified in their informed consent form.

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 U.S. Food and Drug Administration (FDA), the European Medicines Agency (EMA) and the Japanese Pharmaceuticals and Medical Devices Agency.

In addition to sharing clinical trials data with regulators and health care providers, we 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.

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.

Representation in Clinical Trials

Clinical research is crucial for determining the safety and effectiveness of treatments for patients with specific conditions. We believe clinical trials should serve the needs of patients who are affected by the diseases we are studying.

Across our programs, we integrate the different perspectives of patients, care partners and health care providers into strategic decisions during the development process to help ensure our solutions are patient- and site-centric. Our Patient Inclusion 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.

We develop Global Patient Access Plans, which are long-term, disease-level strategies focused on expanding clinical trial accessibility and increasing global patient representation in our clinical trials. These plans help us assess study designs to ensure inclusion of patients based on indication-specific, science-based enrollment goals in line with health authority expectations.

An example of one core initiative focuses on engaging physicians to enhance patient access and help ensure that patient populations affected by the disease under study are not underrepresented in our clinical trials. Through a third party, we provide support and training for health care providers interested in becoming clinical researchers. To date, more than 160 health care professionals have completed this training, and we have onboarded approximately 200 experienced research sites to further promote equitable and representative participation in clinical research.

Leveraging Technology to Enhance Clinical Trials

We understand that participation in clinical trials can be demanding and present real challenges for patients, often creating barriers to access. That is why we are harnessing the power of biosensors and wearable technology to reimagine the way we gather insights, accelerating our ability to deliver meaningful treatments to patients sooner.

For example, individuals living with skin conditions such as atopic dermatitis and psoriasis experience nighttime discomfort and frequent scratching, as much as 20 to 30 times an hour, disrupting sleep and eroding quality of life. Our Digital Science team has developed an innovative app that empowers patients to record their range of motion at home and during periods when symptoms are most impactful. Additionally, patients can wear an on-body sensor to capture the frequency of scratching during sleep. By collecting real-world patient data, we gain a deeper understanding of both the condition and the patient experience.

This approach helps build richer data sets by providing the vital evidence our teams need to advance and optimize new treatment options. As biosensors and wearables evolve, we are only beginning to unlock their potential for reshaping clinical research and improving patient outcomes.

[10] International Council for Harmonisation of Technical Requirements for Pharmaceuticals for Human Use.

Rhonda, Living with Parkinson's disease

Focus on Innovation in Parkinson's Disease

For more than 20 years, we have invested heavily in exploring ways to reduce the burden of Parkinson's disease, a chronic, progressive neurodegenerative disorder that affects more than 11 million people globally. Characterized by tremors, muscle rigidity, slowness of movement and difficulty with balance, Parkinson's disease can have a profound impact not only on physical function, but also on independence and quality of life.

Building on our legacy of DUODOPA® intestinal gel (levodopa/carbidopa), we developed and brought to market VYALEV™ (foslevodopa/foscarbidopa), a continuous 24-hour subcutaneous infusion of levodopa-based therapy for advanced Parkinson's disease. Unlike DUODOPA, which is delivered through a surgically placed intestinal tube, VYALEV is administered via a wearable subcutaneous pump. This eliminates the need for an invasive procedure and provides more consistent delivery throughout the day and night. Clinical evidence shows that this mode of continuous infusion is associated with better management of motor fluctuations and maintenance of daily function, compared with traditional oral levodopa therapy.

In neuroscience, a therapeutic focus area for AbbVie, we are looking across all stages of development in search of novel therapeutics and drug-device combinations that have the potential to change the paradigm of care to go beyond symptom management and, over time, contribute to meaningful disease modification. In September 2025, AbbVie announced the submission of a New Drug Application to the FDA for tavapadon, a novel selective dopamine D1/D5 receptor partial agonist, for the treatment of Parkinson's disease. Tavapadon is not currently approved by any health regulatory authority.

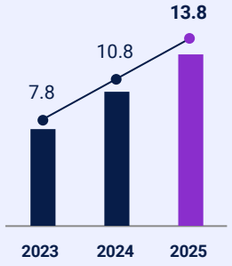
And we are not stopping there. We are looking across all stages of development in search of novel therapeutics and drug-device combinations that have the potential to change the paradigm of Parkinson's disease care and go beyond symptom management. We have initiated more than 70 research studies and publications in the field of Parkinson's disease that continue to help us understand the unrelenting challenges and uncertainty for people living with Parkinson's disease and their care partners worldwide.

To accelerate scientific discovery, our researchers are searching for better biomarkers, building more accurate models of the disease, integrating genomics and real-world clinical data to discover and validate new potential drug targets and leveraging feedback from patients and caregivers to improve clinical trial design and future research. We are determined to defy the challenges that limit or restrict people impacted by Parkinson's disease through advanced transformational therapies. We believe true disease modification is attainable, and we are unwavering in our pursuit of transformational therapies to get there.

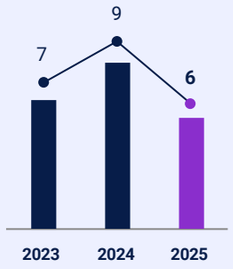
> "For many people living with Parkinson's disease, today's oral standard of care isn't effective enough to manage symptoms. We recognize the physical and mental impact that Parkinson's disease can cause and are committed to providing next-generation treatment options that will help individuals regain motor control and independence at all stages of this challenging disease."
>
> Roopal Thakkar, M.D., Executive Vice President, Research and Development, Chief Scientific Officer

Product Innovation Metrics

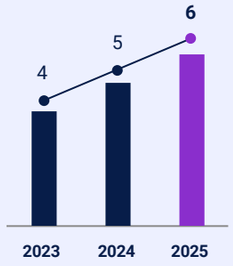
Adjusted Investment in R&D ($ Billion)[11]



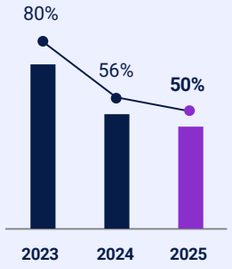
New Product or Indication Approvals Including Indication Expansions (Globally)



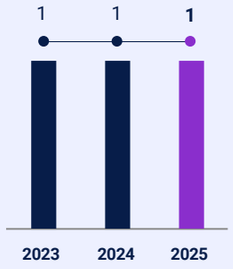
Programs Granted a Designation by at Least One Major Regulatory Authority to Expedite Development or Review



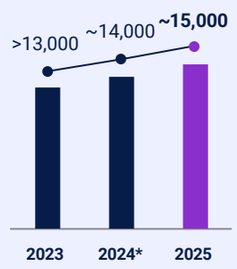
Percentage of Compounds in Late-Stage Clinical Development with Novel Mechanism of Action



FDA Breakthrough Therapy Designations Granted by Year



Employees in R&D Positions[12]

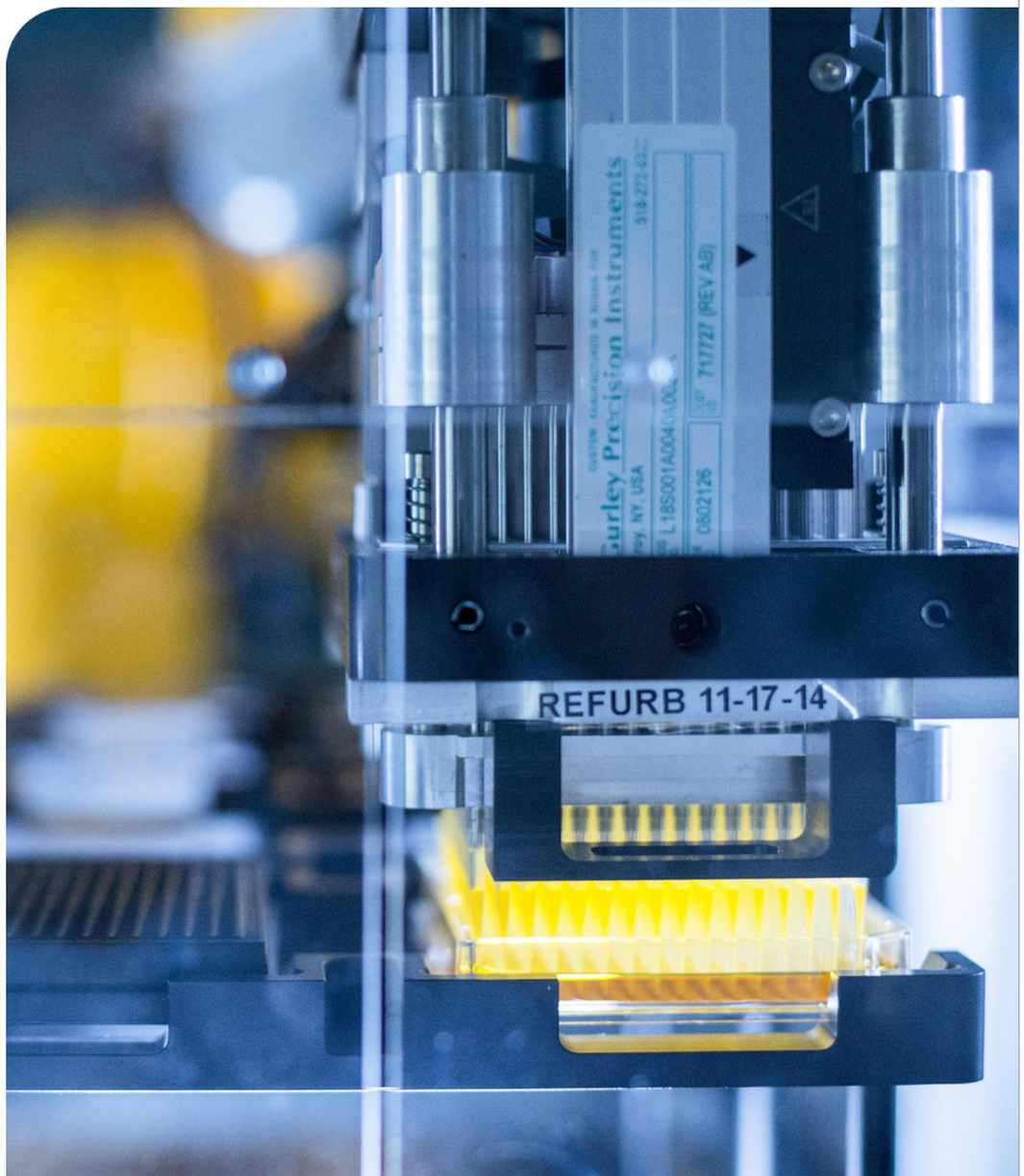


* This KPI value received third-party limited assurance in 2024.

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

[12] These values have been rounded for consistency purposes.

See our 2025 ESG Action Report Disclosure Supplement for additional product innovation metrics.



Product Quality and Safety

Product quality and safety are fundamental to meeting patient needs and maintaining trust in our medicines and devices. By embedding quality into how we work, through people, processes and performance, we seek to consistently deliver safe, effective and high-quality products for patients around the world.

We strive to deliver a best-in-class quality system across the product lifecycle, supported by robust end-to-end quality controls that help ensure a reliable and consistent supply of medicines and solutions. Our approach reflects our commitment to the highest standards of quality and safety.

Quality at AbbVie is a shared responsibility. We foster a culture in which every employee, regardless of role, is empowered to take ownership of quality, raise concerns and act when something may not meet our standards. By encouraging vigilance, accountability and continuous improvement, we reinforce focusing on quality and execution to support compliance and protect patients and customers.

Governance

AbbVie's product quality and safety governance frameworks provide enterprise-wide oversight and accountability to manage risk, ensure compliance and support continuous improvement across the product lifecycle.

Quality governance is led through the Quality Council, which is responsible for the quality strategy and direction across AbbVie. The Quality Council, which is accountable to the Chairman of the Board and Chief Executive Officer, is led by heads of quality from research and development and operations.

The Quality Council is charged with maintaining the AbbVie Quality Policy and related standards of practice including the AbbVie Quality Systems Manual, facilitating the AbbVie Executive Management Review program, addressing significant quality issues that may impact products and implementing company-wide quality-improvement initiatives.

To manage the risks associated with quality, we use an enterprise Quality System that complies with all applicable global standards and regulations for Good Practices (GxP) from the FDA, EMA and other applicable regulatory authorities. Each of our medical device manufacturing sites is independently certified to both International Organization for Standardization (ISO) 13485 – Medical Devices Quality Management Systems – and Medical Device Single Audit Program (MDSAP) standards. We have eight active ISO 13485 certificates and eight MDSAP certifications across our device manufacturing sites.

Safety governance is led by the Safety Review Board (SRB), a cross-functional forum chaired by the Vice President and Head of Global Patient Safety as the central entity within the safety governance framework. The SRB, together with the Safety Council, is accountable to the Chairman of the Board and Chief Executive Officer and executes corporate due diligence with oversight accountability for all clinical development and marketed AbbVie products' benefit-risk profile.

The SRB oversees cross-functional activities impacting products' benefit-risk profile by reviewing and responding to recommendations and facilitating consistent, evidence-based decision-making. The SRB monitors key product safety performance indicators, recommends actions and escalates safety topics to the Safety Council as appropriate.

See our 2025 ESG Action Report Disclosure Supplement for data about our ISO certifications, including ISO 13485.

AbbVie's Quality System

Process Performance and Product Quality

Drives the creation and constant monitoring of the effectiveness of control strategies at each stage of the product lifecycle.

Management Responsibilities

Accountable for helping ensure our products are fit for their intended use and comply with appropriate regulatory requirements.

Corrective and Preventive Action

Supports continuous process improvements and ensures an effective, compliant Quality System.

Change Management

Integral to the Quality System by providing a structured way to propose, evaluate, implement and review the effectiveness of changes throughout the product lifecycle.

Quality Risk Management

Systematic process for the planning, assessment, control, communication and review of risks to the patient and the quality of the product across the product lifecycle.

Documentation

Provides a systematic framework that defines and maintains our policies, procedures, processes and records to support consistent operations and regulatory compliance, and delivers clear evidence of adherence to standards.

The AbbVie Quality System complies with the applicable ISO standards, the International Conference on Harmonization, FDA, EU and other pertinent regulatory, compendial or statutory requirements.

Policies

The AbbVie Quality System Manual applies to AbbVie R&D, regulatory, manufacturing, pharmacovigilance and distribution activities and includes all requirements to comply with AbbVie's Quality System, as well as regulatory requirements and applicable industry-recognized standards or guidelines defined by the International Conference on Harmonization.

AbbVie Quality Policy

Purpose: AbbVie is committed to delivering a consistent stream of innovative medicines through a robust Quality System that ensures products meet customer and regulatory requirements. This policy sets out quality objectives to:

- Adhere to AbbVie quality standards, policies and procedures, including helping ensure product benefits and risks are identified, data quality and data integrity are maintained, and rigorous patient safety protocols, monitoring practices and risk management strategies are followed.
- Achieve product realization
- Establish and maintain a state of control
- Facilitate continuous improvement

Scope: Applies to all personnel who participate in and conduct activities for production and process control of any drug, medical device or combination product for commercial, clinical or registration purposes.

Organization Responsible for Policy: Senior management in each functional area is responsible for ensuring the policy is implemented and complied with.

Availability: Internal document available to all employees.

Patient Safety Policy

Purpose: AbbVie maintains a comprehensive product safety system to ensure that safety profiles for all products are accurately characterized, actively monitored, routinely reviewed and appropriately communicated. The policy establishes measures to minimize identified risks and aims to:

- Promote safe and effective product use by providing timely safety information to patients and health care professionals.
- Comply with legal requirements for product safety
- Undertake continuous improvement of the safety system.

Scope: Applies to all AbbVie personnel and locations/facilities involved in product development or post-authorization activities where product safety processes are performed to meet regulatory requirements and additional requirements as defined by AbbVie.

Organization Responsible for Policy: Senior management in each functional area is responsible for ensuring the policy is implemented and complied with.

Availability: Internal document available to all employees.

Training

Training plays a crucial role in shaping our company's quality culture. AbbVie utilizes a learning management system that allows us to assign training in line with each employee's requirements based on role and location, as well as measure training effectiveness and track employees' qualifications and training history.

We use a variety of methods to support employee learning, including instructor-led events, computer-based learning, on-the-job training, knowledge checks and certifications. In 2025, we conducted approximately 33,000 on-the-job training sessions and job skills training module sessions. In addition, we created approximately 670 microlearning video courses with more than 75,000 completions and 330 computer-based training courses with more than 300,000 completions.

All employees receive annual training on safety information reporting for adverse events and product quality complaints as part of AbbVie's continuous monitoring of the quality and safe use of our products, allowing us to take steps to protect our patients wherever necessary.

Actions

Quality Risk Management

Quality risk management (QRM) is a systematic process for the assessment, control, communication and review of risks to both the patient and the quality of the product across its lifecycle. The primary focus – to protect the patient or customer – is achieved by analyzing potential hazards and applying control mechanisms to reduce risk.

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 is based on scientific knowledge and linked to the protection of the patient.
- The formality and documentation of the QRM process is aligned with the level of risk.

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

Quality and Safety Control

Quality controls help ensure our products meet the desired standards and specifications before they reach our patients. This involves the systematic inspection, testing and monitoring of our processes and products inclusive of incoming materials, manufacturing processes and finished product. Our robust quality control processes help ensure only quality, safe and effective products reach the market, minimizing the chances of customer complaints, and improving customer satisfaction. Quality control also plays a significant role in preventing waste, reducing costs and increasing production efficiency.

AbbVie relies on a dedicated team of experts, advanced equipment and effective quality management systems to monitor our consistent application of quality standards. Our Contamination Control team provides specialized 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.

To ensure AbbVie is ready to rapidly and effectively react to a product quality issue in the market, AbbVie regularly conducts mock recalls — a simulated exercise to help ensure recall procedures are clear and provide effective and appropriate guidance in an actual market action situation. After a mock recall, we evaluate the effectiveness of the recall process and adopt identified changes. Mock recalls can be conducted under various scenarios – for example, addressing a local, regional or global situation.

Audits

In 2025, AbbVie sites received 87 inspections from regulatory authorities and notified bodies around the world, including one successful FDA pre-approval inspection.

AbbVie's global Quality and Compliance Excellence team assists in preparing for regulatory inspections through investigation-writing training, corrective and preventive action reviews, training on effective subject matter expert communication and conducting mock general and pre-approval inspections.

In addition, AbbVie's global Internal Audit team perform routine internal audits that provide perspective on the robustness of our Quality System and identify opportunities to strengthen processes. To further support product quality and patient safety across the value chain, AbbVie Quality auditors also frequently audit suppliers and third-party contract manufacturers to ensure compliance with Current Good Manufacturing Practices and other applicable regulatory and quality requirements.

Improving Pharmaceutical Quality

AbbVie personnel are active members of several external industry organizations, including 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, and the Parenteral Drug Association (PDA), a nonprofit organization committed to developing scientifically sound, practical technical information and expertise to advance pharmaceutical manufacturing science and regulation, so members can better serve patients. AbbVie team members have been contributing to and leading initiatives to enhance the pharmaceutical quality system and promote assurance of drug supply to patients.

Examples of AbbVie's engagement and leadership in these external industry organizations include:

- ISPE's Advancing Pharmaceutical Quality Committee, developing a comprehensive program for assessing and improving an organization's quality management maturity through a series of guidance documents.
- ISPE's Drug Shortages Initiative, focusing on the technical, scientific, manufacturing, quality and compliance issues associated with a company's supply chain and better understanding of the root causes of, and possible mitigations for, drug shortages.
- PDA's Regulatory Affairs and Quality Advisory Board, providing guidance and setting strategic direction on regulatory and quality topics spanning the lifecycle of health care products.

Pharmacovigilance and Epidemiology

AbbVie's Global Patient Safety team identifies potential safety issues and mitigates their impact to improve the patient experience throughout the product lifecycle. Our Epidemiology organization leads post-marketing safety studies required by health authorities globally and is instrumental in building real-world evidence.

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 logistics partners to implement robust and resilient processes to ensure uninterrupted supply to our patients.

Factory of the Future

Factory of the Future is our vision for how, in time, we will transform AbbVie's manufacturing operations from traditional processes to a fully connected system underpinned by interconnectivity, automation, AI and real-time data – all powered by our people.

This initiative partners with global operations sites to raise the ceiling of top-tier performance through value-based investments in the right mix of advanced automation, robotics, data access and analytics and workforce upskilling.

Our ambitions for the program include:

- Evolving our workforce through digital upskilling
- Augmenting operational performance with robotics
- Cultivating a data-driven culture
- Integrating our data and systems
- Reducing data review time
- Unleashing the power of AI and generative AI with intelligent insights to boost agility.

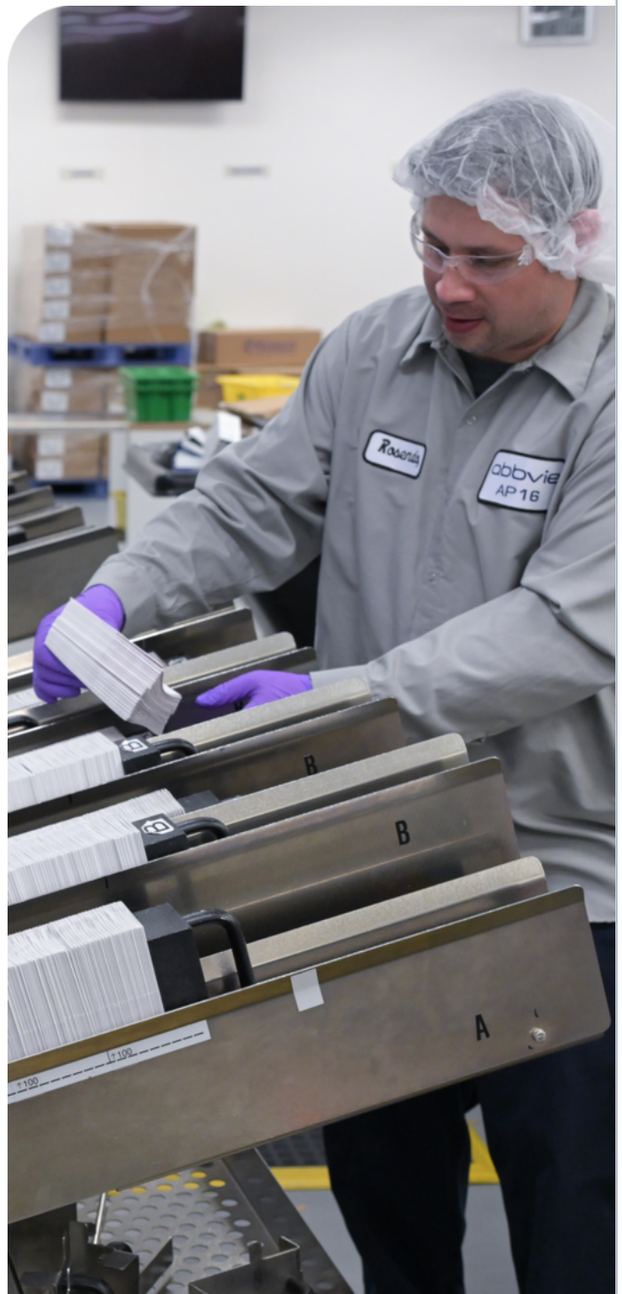
> "We are evolving toward an exciting future state for operations, in which every member of the team is empowered to harness technology to work with agility and maximize strengths."
>
> James Hughes, Vice President, Operations AI & Digital Transformation

Lab of the Future

Lab of the Future focuses on enabling our Global Quality Control lab network to embrace transformational change, deliver consistent and trusted quality and support the enterprise with the capabilities needed to deliver AbbVie's pipeline for our patients. The initiative is designed to bring together the systems, processes and partnerships needed to strengthen agile decision-making, transparent performance and continuous improvement.

There are three key strategic pillars supporting this initiative:

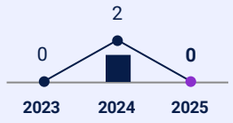
- **Strategic Network**: Proactively establish partnerships to drive alignment, strengthen collaboration and support the adoption and impact of Lab of the Future initiatives, enabling successful new product introductions across the Global Quality Control network.
- **Technology, Innovation & Data**: Advancing digital, data and new technology capabilities across the network. This includes AI-ready standards, enterprise systems and automation to improve efficiency, reduce error and enable increased capacity.
- **Enterprise Foundation**: Establishing the core governance, standards and training needed to create a more harmonized and scalable foundation for future technology, new product introductions and enterprise-wide consistency.



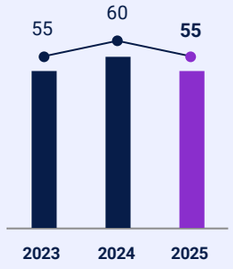
Product Quality and Safety Metrics

FDA Class I Product Recalls

FDA Class II Product Recalls[13]



External Regulatory Inspections of AbbVie Commercial Manufacturing Facilities



FDA Warning Letters

0

FDA Import Alerts

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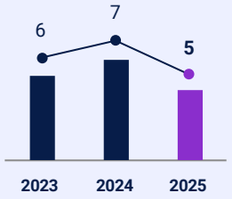
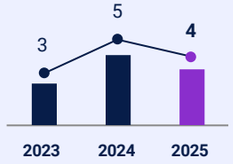
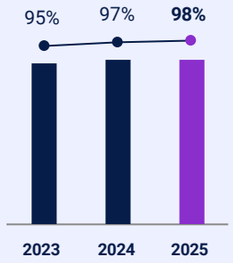
FDA Regulatory Inspections of AbbVie Commercial Manufacturing Facilities



FDA Regulatory Inspections with Observations



Rate of Expedited Adverse Event Reporting (European Medicines Agency)



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

Patient Access and Affordability

At AbbVie, we believe that medicines make a remarkable impact when they are safe, effective and accessible to the people who need them. Guided by a commitment to take on the toughest challenges for patients, their families and the future, we work to deliver accessibility that creates value for society.

Putting patients at the center of our approach, we work collaboratively with a range of stakeholders and deliver patient support programs that help ensure people can benefit from our medicines. In the United States, we offer a range of programs and services including personalized disease education and product support, education and resources to navigate insurance or access challenges, co-pay assistance and our U.S. patient assistance program, myAbbVie Assist, which provides free medicines to eligible patients. Evidence evaluating the impact of these programs shows they can help patients start and stay on treatment, consistent with their treatment plans, and in turn, support improved clinical outcomes.

In countries where we operate, we develop a variety of patient support offerings in line with local laws and regulations. We recognize that during the launch of a new medicine, patient access often depends on evidence-based reimbursement decisions. We work with governments, payers and regulators to pursue early access pathways for patients who are in need. In geographies where commercial launch is not feasible, we evaluate and, where appropriate, undertake alternative models to help address unmet needs. These include product donations, voluntary licensing agreements and partnerships with governments and supranational organizations.

We take a comprehensive view of the value our medicines provide, informed by the perspectives of patients, their care partners and health care providers, supported by real-world evidence and patient-centered outcomes research. This approach helps us demonstrate how addressing disease burden and overcoming access barriers with improved treatment outcomes benefits patients, health systems and society.

Governance

At AbbVie, we anchor our patient access and support programs in a strong governance framework designed to ensure transparency, ethical conduct and compliance with applicable laws and regulations. Oversight is provided by leaders from across our organization, including representatives from medical, legal, compliance, pharmacovigilance, privacy, market access and patient services, guiding program decisions and putting safeguards in place that protect patient safety, privacy and program integrity in line with local market regulations.

We translate governance expectations into practice through key policies that shape our approach to patient access. In the United States, our AbbVie Patient Services organization sets safeguards to help ensure we effectively support patients through their treatment journeys, while implementing measures that prevent improper influence on prescribing decisions. Our U.S. patient assistance program, myAbbVie Assist, is an independent program that sits within our Corporate Affairs organization, independent of the Commercial organization. Outside the United States, leaders responsible for patient support programs oversee eligibility criteria, operational standards and service provider performance to promote consistency and responsible delivery across markets.

We also apply rigorous governance to pricing decisions, guided by our commitment to affordability, accessibility and the sustainability of innovation. Internal bodies, including our Executive Leadership Team, oversee evidence planning and go-to-market strategies throughout our lifecycle process. Across the enterprise, pricing strategies and contracting approaches are subject to oversight by the Chief Commercial Officer. In the United States, pricing and contracting approaches are reviewed by a cross-functional committee with oversight by business unit presidents. Outside the United States, overall pricing strategies are tailored to local environments and guided by the International Pricing Council, which sets pricing guardrails and considers country-specific access plans. Through this governance, AbbVie ensures its pricing decisions support broad and rapid access to medicines, address diverse stakeholder needs and sustain innovation in tackling serious health challenges, now and in the future.

The Value of Our Medicines

Beginning early in the development lifecycle, we define and demonstrate the holistic value of our medicines across four dimensions: clinical, humanistic, economic and societal.

Clinical

We create medicines and devices that are safe and effective, improving medical outcomes.

Economic

We consider the value the medicine brings to the health care system, including reducing health care resource utilization and total costs of care.

Humanistic

We develop medicines and devices that help patients' quality of life and daily functioning with dignity and independence, while reducing care partner burden.

Societal

When the health and well-being of patients who use our medicines and devices improve, society benefits – increasing productivity and public health.

Policies

Our policies guide how we support patients who may experience medical, access or financial barriers to treatment. These policies establish principles to ensure our patient access and support programs are delivered ethically, consistently and in compliance with applicable laws and regulations.

Establishing and Managing Patient Support Programs Directive

Purpose: Establishes enterprise-wide expectations for the design and implementation of patient support programs, which provide non-promotional services to help patients understand their condition, navigate their treatment experience and use AbbVie medicines safely and appropriately. We also establish protocols for program design, review of program materials, privacy protections, identification and reporting of safety information and qualified oversight of service providers. Our international affiliates implement our enterprise-wide policies in accordance with relevant local laws and regulations.

Scope: Applies worldwide to all personnel who are responsible for establishing and maintaining a patient support program.

Organization Responsible for Policy: AbbVie Exceptional Patient Experience and AbbVie Patient Services

Availability: Available to all AbbVie employees globally in English, Italian, Spanish and French.

Patient Assistance Programs Policy

Purpose: Establishes requirements for AbbVie's U.S. patient assistance program, myAbbVie Assist, which provides free medicines to qualifying patients without insurance or for patients who have insurance but still have difficulty affording their medicine. We ensure those with program oversight have the responsibility to adhere to key principles for program management, outline high-level eligibility expectations and help ensure patient assistance is focused solely on disease management and product education and support, without improperly influencing prescribing decisions. We also set standards related to the review of program materials, appropriate patient consent, medication distribution and program oversight.

Scope: Applies to all employees involved in the management of patient assistance programs operated in the United States and Puerto Rico.

Organization Responsible for Policy: Corporate Responsibility & Global Philanthropy

Availability: Available to all AbbVie employees involved with patient assistance programs in the United States and Puerto Rico.

Training

At AbbVie, we view patient-centricity as an essential part of every employee's role. Teams involved in patient assistance and support programs are trained on policies and local requirements, including overall operational principles, real-life scenarios that patients may encounter when seeking coverage or financial assistance and how to deliver relevant education, resources and services.

For myAbbVie Assist, we train personnel on the program's eligibility criteria and non-promotional guardrails. Our training helps contextualize where our program fits within the broader patient experience – from application to eligibility verification to treatment delivery. We prepare personnel to engage with patients and health care providers and to understand anticipated and unanticipated processing delays and help resolve them, including through appropriate escalation channels.

For our patient support programs, we require all personnel and third parties involved worldwide to complete training on patient support program policy requirements, as well as relevant product and clinical information they need to best serve patients. Our personnel and third parties who support patient support programs must complete training prior to working on a program with annual refreshers. We also have protocols to rapidly update AbbVie personnel and third parties on critical policy, processes or product information updates (e.g., product label changes).

Actions

Embedding Access Considerations Throughout Clinical Development

We embed patient insights early in the R&D process, partnering with patients, patient organizations, care partners and clinicians to ensure that individual experiences, perspectives, needs and priorities are part of our clinical development process. We work together to anticipate potential access barriers and to determine the evidence that health systems, payers and policymakers will need to make coverage and reimbursement decisions. Through our efforts, we provide data that is relevant for evidence-based access decisions that commonly influence patient access to medicine.

Our teams collaborate to plan crucial elements of clinical development, including the choice of comparators, selection of patient populations and identification of outcomes that matter for real-world decision-making. By integrating patient access insights and considerations early in trial design, we strive to reduce the likelihood of evidence gaps or misaligned data packages that could limit coverage, delay access or create affordability challenges once a medicine is approved.

To assess implications for access in different geographies throughout trial development, we have a formalized process to engage with international affiliates to evaluate evidence needs across different regulators and health systems, plan evidence generation and periodically refresh our analysis throughout development with the aim of meeting varying regulator and payer evidentiary requirements. Evaluation of these factors strengthens the likelihood that our clinical programs will generate data relevant to a wide range of markets and, crucially, support the availability of our medicines in both established and emerging health systems.

Patient Support Programs

We take measures to support patients in navigating their treatment experience, including through education and support where permitted by law.

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 to empower patients with knowledge about their condition, help patients navigate their treatment experience and adhere to their prescribed therapy and assist patients with medication administration. Ambassadors provide information about the medicine and the nature of the disease, help patients understand their medication fulfillment and treatment initiation process and connect them to resources that can support navigation through treatment access considerations.

Patients also have access to resource specialists that support them in navigating financial assistance, insurance coverage and our co-pay programs. For example, in the United States, AbbVie Complete Access operates as our in-house patient access hub, designed to help patients navigate administrative and insurance-related requirements that can delay treatment. Through the program, we support access needs across multiple therapeutic areas, including immunology and oncology, by providing assistance based on coverage requirements for our medicines.

Outside the United States, our AbbVie Care programs support patients in accessing, understanding and adhering to their treatment. We provide support through a variety of services and patient resources that are permissible in market according to applicable laws and regulations. Our programs include helping patients navigate reimbursement and accessing available financial assistance, providing specialist care coaches for one-on-one support regarding the safe and appropriate use of our medicines, such as injection training and creating an array of tools to help patients safely adhere to their medications, including smartphone apps and websites.

Patient Assistance in the United States

At AbbVie, we believe a patient facing a life-threatening or chronic illness should not have to worry about accessing their prescribed medication — whether due to a job loss, having limited health insurance or having no health insurance at all. 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.

99%

of uninsured patients who seek our assistance are helped through our U.S. patient assistance program, myAbbVie Assist

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 their health and well-being. myAbbVie Assist provides free medicines to patients with limited or no health insurance coverage and demonstrated qualifying financial need. The program helps 99% of uninsured patients who seek our assistance. In 2025, our Patient Assistance Program provided medicines at no cost to more than 210,000 patients in the United States.

Additionally, we make 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.

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. When utilizing co-pay assistance, the majority of eligible patients pay $0 per month for their AbbVie medication.

Enhancing Access to Medicines Globally

From the earliest phases of clinical development through commercialization, AbbVie evaluates regulatory, health system and payer requirements to determine whether commercial launch is viable and develops an integrated evidence, regulatory and access strategy that supports commercialization. Where commercial launch is not possible, we evaluate alternative methods for patients who can benefit from our medicines to access them. Our products are available in approximately 180 countries and territories through a combination of government partnerships, commercial channels, patient financial assistance programs, access to clinical trial medicines, pre-approval access programs and product donation programs.

We 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 hepatitis C, and Aluvia FD, an antiviral treatment for human immunodeficiency virus (HIV).

To facilitate access to 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 World Health Organization's Model List of Essential Medicines so that procurement agencies may easily find patent holders and communicate directly with companies selling the medicines they need.

We provide our partner organizations, including Americares, Direct Relief and ProjectHOPE, 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-governmental organizations to fill in the gaps in health care not met by government programs or commercial product availability in LMICs. In 2025, we supported 71 LMICs with product donations of 109 unique AbbVie medicines[14] for eye care, mental health, pediatric health and anesthesia for surgical and dental treatments, as well as medical missions and emergency response efforts.

In the United States, we use flexible models for our medicines when doing so supports patient access and affordability, particularly for individuals who may face challenges navigating insurance requirements. One example is the Synthroid Delivers Program, a home delivery pharmacy service that offers SYNTHROID® independently of insurance coverage. Patients enrolled in the program can purchase SYNTHROID at consistent prices for 30-, 60- or 90-day supplies, reducing potential concerns related to varying co-pays, filing claims, waiting for reimbursement or changes in insurance coverage.

We also collaborate with government and health system partners to expand access through alternative contracting approaches. One example is Missouri's Project Hep Cure, launched in July 2021 in partnership with MO HealthNet (Missouri Medicaid) to expand access to hepatitis C treatment for Medicaid participants. Under this initiative, MAVYRET is available at no cost to MO HealthNet participants who have tested positive for hepatitis C.

Improving Health Literacy

We support educational programs that equip patients, their families and caregivers with the knowledge and resources to understand and manage their diseases. The cognitive and emotional toll of illness on people and the seemingly endless sources of information of varying quality at people's fingertips creates challenges to informed decision-making and navigation of their experiences.

Our Office of Health Literacy works across all of our products to apply best practices when designing and developing information for patients, care partners and providers. This team creates tools and provides insight for use in informed consent forms, patient information leaflets, patient education, websites and other sources of information that make it easier to communicate medical, scientific and technical information in plain language that everyone can understand.

We also ensure that teams working directly with patients, such as our Nurse Ambassadors and care coaches, 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.

Advancing Patient Value and Access Through Health Economics and Outcomes Research

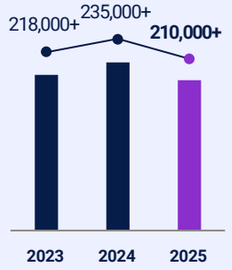
The Value and Evidence team within our Medical Affairs + Health Impact organization delivers deep health economics and outcomes research expertise to demonstrate the value of our medicines and solutions across clinical, humanistic, economic and societal dimensions. This includes characterizing the patient experience and identifying outcomes that matter most for novel endpoint development and measurement in both randomized controlled trials and real-world studies.

We rigorously integrate real-world data on patient experience, treatment patterns and care outcomes to help us uncover unmet needs by understanding disease burden, medical care gaps, patient behaviors and how treatments work for different groups of patients. This is particularly important for populations that face disparities in care and health outcomes. Our research helps health care decision-makers such as patients, regulators, payers, providers and policymakers understand the holistic value of our medicines, allowing us to highlight treatment benefits and outcomes that are meaningful to patients.

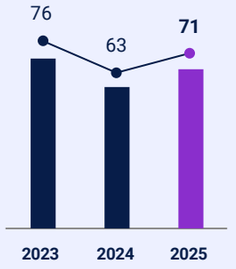
For example, we conducted a recent real-world evidence study that collected data from more than 2,200 inflammatory bowel disease patients across 103 clinical sites in 10 countries, examining how people experience and manage their condition in a real-world setting. The results of the study highlighted persistent unmet need across diverse regions. We used insights from this research, which combined clinical, economic and humanistic data, to inform a multi-pronged innovation strategy that includes the exploration of combination therapies, new mechanisms of action and precision medicine approaches. Findings like these deepen our understanding of disease burden and patient experience and support evidence generation that is relevant to patients, providers, payers and health systems.

Patient Access and Affordability Metrics

U.S. Patients Provided Medicine at No Cost Through Patient Assistance Programs



Low- to Middle-income Countries that have Received Product Donations[15,16]



[14] Represents the total number of distinct product dosages donated in 2025.
[15] Low- to middle-income countries as defined by the World Bank, including low-income, lower-middle-income and upper-middle-income countries.
[16] The specific countries in which AbbVie's products are donated are solely determined by our partners, who receive and distribute those donated products; their decisions are driven by identified needs, such as natural disasters or armed conflicts.

Protecting Patient Privacy

Protecting patient privacy is fundamental for AbbVie. Along the patient journey – whether the patient is a participant in a clinical trial or enrolled in a patient support program – AbbVie strives to protect patient privacy. As part of our Global Privacy Program, we have developed controls designed to help us safeguard and responsibly use personal information we maintain. This program applies to patients, research subjects, health care providers, employees and other individuals.

AbbVie's overall approach, governance, policies and actions on privacy are covered in the Privacy and Cybersecurity section of this report.

Evan,
Principal Research Scientist,
AbbVie

Our People and Culture

Highlights

~57K
employees working in more than 70 countries

84%
employees indicating they feel engaged in their work, up 3% from 2023

Great Place to Work®
Worlds Best Workplaces™

In This Section

Our Approach

Patients are at the heart of everything we do, and it is our people who deliver on our patient-focused mission. The strong organizational culture we have built and continue to amplify ensures a sustainable talent pipeline. We continue to plan for the workforce needs of the future by attracting talent, gathering insights on our employees' experience, developing our people and managing performance.

Importantly, inclusion shapes the way we lead. By welcoming diversity of thought, we unlock a level of performance we could not otherwise achieve.

We invest in our employees by offering competitive health and well-being programs that empower employees to be their best at work and at home. Additionally, our comprehensive compensation programs support and drive performance, outcomes and behaviors.

To maintain a healthy, safe workplace free from accidents and injuries, we uphold high standards that all employees are required to follow.

Governance

AbbVie's approach to people and culture is underpinned by a strong governance framework designed to promote fairness, accountability, safety and respect across the organization.

AbbVie's board of directors oversees the company's approach to our people and culture. Our strategy and implementation are overseen and driven by the Chairman of the Board and Chief Executive Officer, Chief Human Resources Officer and Executive Leadership Team.

Clear policies, procedures and practices support this governance framework and help ensure compliance with applicable laws, protection of human rights and a safe, inclusive workplace. AbbVie expects all individuals to promptly report complaints or concerns regarding discrimination, harassment or retaliation so that rapid and constructive action can be taken. Supervisors or other managers who witness or discover any possible discrimination, harassment and/or retaliation must immediately notify Human Resources, Employee and Workplace Relations – via our HR software solution – or the Office of Ethics and Compliance.

To the extent practical, all reported concerns are investigated promptly, handled confidentially on a "need-to-know" basis where possible, and resolved through appropriate corrective action, up to and including termination, when policy violations are confirmed. Retaliation is strictly prohibited and will lead to disciplinary action.

AbbVie's governance framework also helps ensure that our human rights commitments are upheld across the organization. We have policies, procedures and practices in place to evaluate and address workplace concerns raised by employees and to facilitate compliance with applicable laws. We reinforce these expectations through training and ongoing education, including programs on anti-harassment and anti-discrimination practices, and by maintaining processes that verify employees' right to work in the countries in which they are employed. Together, these measures help uphold our human rights commitments and support a culture of trust and respect.

Our Executive Vice President, Chief Operations Officer is responsible for AbbVie's Operations organization, which includes Environmental, Health and Safety (EHS) support for headquarters, operations and commercial, consisting of regional EHS teams, site representatives and local committees. Together, these groups work collaboratively to foster workplace safety, implement proactive safety measures and continuously strive to reduce safety incidents across all AbbVie locations.

Our approach to compensation and benefits is governed through established oversight mechanisms and aligned with our broader people and culture strategy. Additional details on the board's oversight of our culture, employee engagement and the overall management of human capital can be found in our 2026 Proxy Statement.

AbbVie's Culture

At AbbVie, our culture is a competitive differentiator and driver of performance, thanks to which employees feel engaged, valued and empowered to make an impact.

In 2025, we launched a comprehensive Culture Roadmap that outlines our strategy to strengthen our performance-driven and people-focused culture and support our business objectives through 2029.

The Culture Roadmap was activated across the enterprise through facilitated workshops, learning and development opportunities, integration into talent reviews and succession planning, team discussions and our annual Celebration of Culture event. Thousands of employees participated in formal learning events, including a two-day workshop for senior leaders, helping ensure that essential behaviors were embraced at every level of the organization.

Our culture is built on:

Our Principles

Represent who we are and what we stand for:

- Transforming Lives
- Acting with Integrity
- Driving Innovation
- Embracing Diversity and Inclusion
- Serving the Community

The Ways We Work

Provide clear expectations for all employees, reflect our culture and reinforce that how we work together to deliver breakthroughs matters:

- All For One AbbVie
- Decide Smart & Sure
- Agile & Accountable
- Clear & Courageous
- Make Possibilities Real
- Talent Philosophy

Talent Philosophy

Guides how we lead and develop talent:

- Performance
- Behaviors
- Differentiation
- Accountability
- Transparency

Employee Feedback

AbbVie's Employee Survey is our primary tool for understanding the collective employee experience.

Through a blend of biennial surveys, annual pulse checks and Great Place to Work® certification, we gather insights on how our people experience leadership, teamwork and organizational culture across the globe. This helps us identify what is working well and where we can focus our efforts to strengthen engagement and alignment to AbbVie's mission.

In 2025, global participation in our employee survey reached 91%, reflecting strong employee commitment to shaping our culture. Our engagement scores rose by 3 percentage points to 84%, with survey results holding steady or improving across all measured categories. We noted gains in our Culture, Agility and Innovation scores, showing that our sustained focus on listening, acting and learning is driving meaningful improvement.

Our CEO shared enterprise-wide survey results through an all-employee communication and people leaders shared their team results, using the insights to co-create action plans with their teams to ensure feedback leads to visible change and continued progress toward an even stronger AbbVie culture.

Diversity and Inclusion

Everything we do at AbbVie is grounded in our Principles. One of our Principles is embracing diversity and inclusion, which is centered on treating everyone equally and with dignity while embracing diverse backgrounds and perspectives. Our Principles have helped our company make a remarkable impact since our founding in 2013.

Developing innovative, life-changing medicines and bringing them to patients requires diversity of thought and innovation, which comes from different perspectives and an inclusive workplace. Inclusion shapes the way we lead. It connects us to possibilities we would not otherwise see and unlocks a level of performance and growth we could not otherwise achieve.

We are proud to offer an environment that allows our colleagues around the world to achieve their full potential. When everyone can be themselves at work and when they are treated with respect and dignity, we maximize every employee's potential. By unlocking the exponential potential found in each person and amplifying a culture where all can achieve their best, we strengthen the entire business. Inclusion is for all people, at all places and at all times.

Actions

Fostering an Inclusive Workplace

We amplify our culture by taking steps to encourage inclusion and belonging for all. As a world-class employer, we support the development of our leaders, employees and teams, providing all with the opportunity to grow and succeed, and we cast a wide net for talent.

At AbbVie, prioritizing accessibility unlocks value for our employees, patients and communities. Our enterprise-wide approach meets legal and ethical standards, advances patient care, reinforces our leadership in inclusive innovation and helps us attract and retain talent.

Established in 2025, our Accessibility Taskforce aims to advance accessibility through a comprehensive multiyear strategy. Comprised of cross-functional business leaders, the Taskforce sets global standards for accessibility that go beyond compliance — empowering all to thrive. In 2025, key achievements of the Taskforce included:

- Creation of a communications playbook, outlining best practices for emails, meetings, web design and more.
- Engagement of an architectural firm to audit our physical spaces and enhance facility design guidelines.
- Integration of a global inclusive recruitment guide shared with hiring managers and interview panelists.
- Broader activation of digital accessibility and delivery of a strategic plan for enterprise-wide digital accessibility.

Building Inclusive Leadership

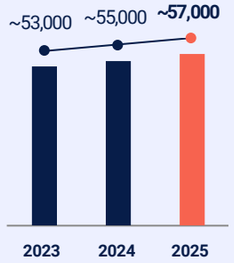
We design and deliver offerings to build inclusive leadership among all people leaders while creating space for teams to have dialogue about inclusive team dynamics. In 2025, we introduced Collective Uniqueness, an optional global program to strengthen teams by promoting inclusion for all. More than 6,500 people leaders and their teams participated. Additionally, through our Fearless Leadership program, we delivered training across all functions reaching 5,000 AbbVie people leaders in 2025.

Strengthening Community, Well-being and Belonging

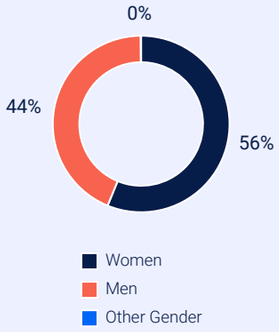
We continue to support our global Employee Resource Groups, which are open to all employees and reflect our belief that inclusion benefits everyone and drives high performance. From helping AbbVie advance patient outcomes and supporting our employees, our Employee Resource Groups are driving change. Learn more about how our Employee Resource Groups create meaningful impact at AbbVie.

Employee Demographic Metrics

Total employees[17]



Gender Diversity in Total Workforce (%)[18]



U.S. Representation[18]

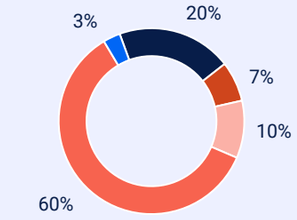
40%
U.S. Employees Who Are Members of Underrepresented Populations

2%
U.S. Employees Who Are Veterans

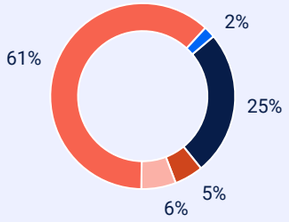
3%
U.S. Employees Who Have Disabilities

U.S. Workforce by Race and Ethnicity[18]

Share in Total Workforce
(as % of total workforce)



Share in all management positions[20]
(manager level and above as % of total management workforce)



- Asian
- Black or African American
- Hispanic/Latinx
- White
- Other (Includes Native American/Alaska Native, Native Hawaiian/Other Pacific Islander and Two or More Races)

Gender Representation[18]

Board of Directors

Executive and Board Positions[19]

VP Positions

Top Management Positions[21]

Director Positions

Manager Positions

Management Positions in Revenue-Generating Functions[22]

Professional Positions[23]

STEM-related Positions[24]

Women Men Other Gender

[17] This value received third-party assurance in 2024 and 2023.
[18] Employees are asked to self-identify on these metrics.
[19] Includes senior leaders, VP-level and above, including AbbVie's board of directors.
[20] The metrics reported here do not sum to 100% due to the applied rounding methodology.
[21] Represents a new metric in the 2025 ESG Action Report.
[22] "Revenue-generating functions" means a position with AbbVie's commercial organization.
[23] Includes all employees in positions below manager-level.
[24] Science, Technology, Engineering and Mathematics (STEM).

Employee Recruitment, Development and Performance Management

We are sustaining our talent pipeline through our multiyear talent strategy to attract and develop our people and prepare for future workforce needs.

We focus on helping ensure our talent practices are efficient, scalable and transparent, and that leaders prioritize the highest impact areas to drive performance.

Building on a strong operating model, we have optimized processes and technology, delivered excellence in talent acquisition capabilities, and enhanced reporting and forecasting of future needs.

Performance management is critical to employee development and retention and includes structured goal-setting, transparent feedback mechanisms and performance-review processes that contribute to fair, inclusive and merit-based compensation decisions.

Actions

Employee Recruitment

Our ambition is to attract and recruit top talent who will have a remarkable impact on our business and the patients we serve around the world. Our recruitment approach is grounded in our talent strategy, which defines our talent needs across the business to support how and where we want to grow. We leverage partnerships with professional organizations, universities and other institutions, in addition to growing external talent communities to build a future talent pipeline that allows us access to talent from entry level to executive – and everything in between.

Enhancing employees' visibility of future career opportunities at AbbVie is helping us meet our future talent needs while accelerating career growth internally. We have harnessed the power of technology to proactively alert employees to internal job opportunities aligned with their experience.

Employee Development

Employee development is critical to business performance. We encourage all employees to set a development goal based on the skill or behavior that will best elevate their performance or increase their readiness for their next role. More than 80% of employees have established a development goal.

Learn. Develop. Perform. (LDP), our award-winning global employee development program, provides accessible, flexible learning resources that help employees learn new skills, grow their professional networks and build their careers. Available to all employees, LDP offers world-class content through webinars, online tools, articles and interactive resources. In 2025, nearly 30,000 employees engaged with LDP, accessing industry insights, thought leadership and practical strategies that support professional growth.

Annually, we hold LDP Week, and in 2025, participation reached record levels, with more than 23,000 employees across 75 countries. Content is delivered by AbbVie senior leaders and recognized external experts covering topics such as leadership, decision-making, business acumen, career growth and personal brand.

AbbVie also invests in advanced learning tools and leadership development experiences to support capability-building at scale. Launched in 2025, our new Skill Builder platform offers self-paced access to more than 90,000 resources in 47 languages, using AI-driven curation and personalized learning journeys to align development with strategic business priorities.

Also in 2025, employees began receiving tailored recommendations for educational courses and resources that matched their development goals. We supplement this approach with company-wide training opportunities and differentiated investments in key talent.

In addition, a 360˚ feedback tool provides individuals with structured insights into their leadership strengths and areas for improvement after an assessment from stakeholders and colleagues is completed.

23K+
employees participated across 75 countries during LDP Week

79%
of employees indicate that AbbVie equips them well to perform in their role[25]

~30K
employees visited our LDP website in 2025

[25] Source: AbbVie Employee Survey, 2023 and 2025. The AbbVie Employee Survey is conducted every two years. The survey was not conducted in 2024.

Executive Development

AbbVie's approach to executive education cultivates world-class leadership and delivers demonstrable business impact. Purpose-built to accelerate leadership growth, strengthen enterprise capabilities and ensure organizational continuity, it features a portfolio of high-impact, cohort-based programs intentionally mapped to pivotal leadership transitions ranging from director to senior executive level.

Programs are tailored to prepare executives for specific milestones across their leadership development journey, in addition to being scaled globally to harness diverse perspectives, ensuring an annual reach of hundreds of leaders worldwide. In 2025, we complemented these programs with immersive sessions, live executive panels and rigorous business simulations. Strategic collaborations with universities, including the University of North Carolina Kenan-Flagler and INSEAD Business School, integrate leading academic perspectives into our executive education programs.

In addition to equipping leaders to build high-performing teams, AbbVie develops future leaders through formal mentoring and sponsorship programs, including our Executive Mentoring Program and the Executive Sponsorship Program, which expand leadership capability, development opportunities and enterprise visibility to AbbVie senior leaders.

AbbVie utilizes advanced diagnostic tools within all executive pathways to provide holistic, multidimensional insights into individual strengths and growth areas. The outcomes are targeted development plans, high-impact coaching and leadership pipelines aligned with enterprise needs – objectively identifying, readying and advancing talent to ensure the sustainability of AbbVie's future.

Performance Management

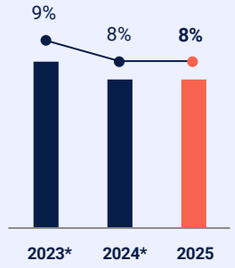
All employees use our Raise the Bar performance management process to set three to five ambitious business goals each year. Employees receive formal feedback through semiannual Time to Talk performance conversations and are assessed against the achievement of business goals and demonstration of behaviors that amplify our culture in their performance reviews. This process guides merit-based pay increases and, for those eligible, annual bonuses and long-term incentive program stock grants.

A Time to Talk conversation guide is available to increase transparency, trust, shared accountability and inclusion in the process. A pulse survey about Time to Talk sessions conducted in September 2025 indicated that the formal feedback leaders are delivering is clear (85%) and employees know how to apply the feedback received (84%).

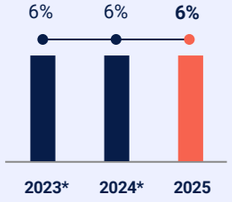
In preparation for performance reviews, employees are invited to update progress against their goals and leaders are encouraged to solicit feedback on their direct reports. Once calibrated, this feedback enables them to fairly and accurately assess performance and behaviors.

Employee Recruitment and Development Metrics

Overall Turnover Rate



Voluntary Turnover Rate



Employees Who Indicate That AbbVie Equips Them Well to Perform in Their Role

79%[29]

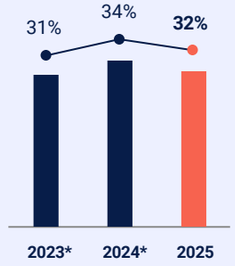
Up from 77% in 2023

Employee Engagement Rate

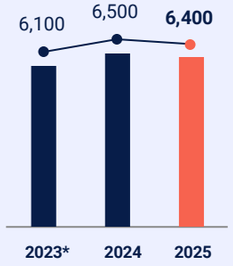
84%[29]

Up from 81% in 2023

Open Positions Filled by Internal Candidates



New Hires[26,27,28]



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

[26] These values have been rounded for consistency purposes.

[27] The number of New Hires excludes temporary and fixed-term employees.

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

[29] Source: AbbVie Employee Survey, 2023. The AbbVie Employee Survey is conducted every two years. The survey was not conducted in 2022 or 2024.

Compensation, Benefits and Well-being

At AbbVie, we aim to help enable employees to live their healthiest lives – at work and at home – because when they are at their best, AbbVie is too.

We offer a combination of robust and meaningful benefits, compensation and well-being programs to provide differentiated, impactful rewards and recognition. We also recognize well-being needs vary around the world and take an intentional approach to designing compensation and benefits plans intended to meet employee needs and align with local regulations and requirements.

Training

Our Total Rewards programs are designed to be easy for all employees to find, understand and use. At the same time, we offer people leaders and employees multiple optional training opportunities to grow understanding of their compensation, benefits and well-being programs and the value they provide.

Additionally, we offer webinars for all employees on a variety of mental health and well-being topics to help employees be their best selves at work and at home.

To support employee mental health and well-being through empathetic conversations, leaders participate in learning opportunities to develop the skills and confidence to identify and support employees struggling with mental health challenges.

Actions

AbbVie Vitality

AbbVie Vitality, our global well-being initiative, offers numerous resources and programs to support employees year-round.

- 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 2025, a record-breaking year, more than 19,000 participants recorded over 29 million minutes of physical activity.
- Our online platform for global well-being programs has more than 43,000 employee registrants and includes on-demand fitness classes, cooking demonstrations, meditations, videos, articles and other resources.

Mental Health Awareness and Support

AbbVie supports and strengthens the mental health of our employees and their families by listening with care, acting with purpose and empowering every employee with the tools to thrive. Through AbbVie Vitality's Employee Assistance Program (EAP), all AbbVie employees and their dependents and household members have access to care and support. The EAP offers mental health assistance, referrals to legal and financial experts, training and critical incident support, as well as consultations for people leaders.

In 2025, we further enhanced the EAP in the United States by increasing the number of free annual mental health visits available to employees and their dependents and household members. For international employees, we created a new Mental Health Champion network to provide additional support at a local level. Our comprehensive resources destigmatize mental health challenges and recognize the continuum of needs across the workforce, highlighting education on self-care, taking time away from work to rest and recharge, seeking support during times of crisis and more.

Flexible Ways of Working

Our flexible ways of working help our employees work in ways most effective for them. Through our hybrid work model for site- and office-based employees, employees have predictable flexibility without sacrificing in-person collaboration. The model consists of a minimum three set days in the office and two days of remote work per week. Countries have established their designated in-office days for hybrid employees. Depending on an employee's role, we may offer other types of flexibility, including part-time, remote work, job sharing, shift changes, compressed work weeks and more.

Targeted Programs

We also provide specific support for AbbVie employees and their families living with some of the diseases in AbbVie's core therapeutic areas. In 2025, we:

- Expanded support for employees and family members with cancer, affirming our commitment to provide a supportive workplace and benefits for employees who need them most.
- Delivered a global "Migraine at Work" education program, complementing our resources to create a migraine-friendly workplace and help employees talk to their doctor, explore treatment options and manage stress, a common trigger for migraines.
- Continued the cross-functional partnership between AbbVie Vitality, the Ability at AbbVie Employee Resource Group and our neuroscience franchise to grow mental health literacy and opportunities for mental health wellness for all AbbVie employees.

Pay Equity

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

Human Rights of Our Workforce

AbbVie is committed to developing and maintaining policies that respect and promote human rights across our workforce, operations and value chain.

We seek to comply with all applicable employment laws in countries where we operate and provide a safe, respectful and inclusive workplace. This includes promoting equal employment opportunities, preventing discrimination and harassment, complying with applicable laws relating to the freedom of association and collective bargaining and protecting employees' personal information.

We prohibit child labor, forced, bonded or involuntary labor, human trafficking and unfair wages or benefits. Our commitment extends beyond compliance with laws and regulations, encompassing policies, programs and practices that address employee concerns, promote open communication and encourage accountability throughout the organization.

Through these measures, we aim to uphold the dignity, rights and well-being of everyone in our workforce.

Training

All employees and contractors receive annual training on the Anti-Harassment/Discrimination Policy.

Policies

AbbVie believes in the inherent dignity of every human being and respects individual rights as set out in the United Nations' Universal Declaration of Human Rights and Guiding Principles on Business and Human Rights.

Through our Commitment to Human Rights, Code of Business Conduct and related employment, ethics and procurement policies, we set clear expectations for how we operate and how we expect others to operate on our behalf. Together, these policies help prevent human rights abuses across our own operations and throughout our supply chain, while supporting an inclusive, respectful and ethical working environment.

Commitment to Human Rights

Purpose: Articulates AbbVie's commitment to respecting internationally recognized human rights and preventing human rights abuses across its operations and business relationships. The policy references the principles of the United Nations' Universal Declaration of Human Rights and Guiding Principles on Business and Human Rights.

Scope: Applies to AbbVie's global operations and supply chain, including employees, contractors, subsidiaries, suppliers and business partners. The policy explicitly prohibits child labor, forced or involuntary labor, human trafficking, unfair wages and benefits and harassment, discrimination or intimidation of any kind.

Organization Responsible for Policy: Corporate Affairs

Availability: Publicly available on AbbVie's website.

Code of Business Conduct

Purpose: Establishes ethical standards and expected behaviors for conducting business with integrity, fairness and respect. The Code reinforces AbbVie's commitment to human rights, ethical conduct and lawful business practices.

Scope: Applies to all employees and extends to contractors, suppliers and business partners acting on AbbVie's behalf. The Code prohibits discrimination, harassment, intimidation and other conduct inconsistent with AbbVie's values and ethical standards.

Organization Responsible for Policy: Office of Ethics and Compliance

Availability: Publicly available and internally communicated to all employees.

Anti-Harassment/Anti-Discrimination Policy

Purpose: Supports AbbVie's commitment to a workplace in which everyone is treated with dignity and respect, consistent with AbbVie's diversity and inclusion principles and in compliance with legal obligations.

Scope: Applies to all employees, applicants, vendors, customers, clients or any third party engaged in business with AbbVie. AbbVie prohibits employees from treating any current or former employee or applicant adversely for reporting harassment, discrimination or retaliation, exercising legal rights or participating in investigations or complaints.

Organization Responsible for Policy: Human Resources

Availability: Internal document available to all employees.

Employee Problem Solving Policy

Purpose: Provides employees with a formal process to request review of certain employment decisions, including performance-related actions such as performance reviews and performance management documentation and compensation-related issues. Allows employees to seek review if they believe internal policies or guidelines were not followed or when relevant information may not have been appropriately considered.

Scope: Applies to all employees, with additional specific measures applicable in compliance with any local laws and regulations.

Organization Responsible for Policy: Human Resources

Availability: Internal document available to all employees.

Actions

Global Helpline Portal

AbbVie expects all employees, applicants, vendors, customers, clients or any third party engaged in business with AbbVie to promptly report any known or suspected breach of our policies or illegal or unethical behavior, and we provide resources like our Global Helpline Portal — a telephone- and web-based hotline maintained by a third party for the purpose of gathering information regarding compliance and ethics concerns — to support reporting and follow-up actions as indicated. Employees may also contact our Office of Ethics and Compliance or the Chief Ethics and Compliance Officer directly.

No Retaliation

AbbVie does not tolerate retaliation against individuals making a good faith report. Any employee found to be involved in inappropriate conduct or in violation of our Code of Business Conduct, our policies, our procedures and/or applicable laws or regulations is subject to corrective action, up to and including termination of employment.

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 24% of our employees are represented by an independent trade union or covered by collective bargaining agreements. Our AbbVie European Employee Forum represents more than 10,000 employees, allowing for constructive dialogue with employee representatives in countries across the region.

Protecting Our Workforce

AbbVie is committed to providing a safe and healthy work environment for all our employees and the communities in which we reside.

"Zero. Believe It. Achieve It." is the philosophy that guides our approach to workplace health and safety. It reflects the belief that every EHS incident is preventable if we all adopt a preventive mindset. We foster an EHS culture where everyone is responsible for their safety and the safety of others.

Training

All employees[30] complete an online health and safety training course with knowledge checks. Health and safety training programs cover safety and environmental regulatory requirements, education on hazards and accident prevention, site-specific safety and environmental training, case management, incident reporting and recording standards.

As part of AbbVie's commitment to continuous improvement of our health and safety systems and performance, our internal standard on Reporting, Recording and Management of Work-Related Events was revised with training completed by health and safety professionals in 2025 to ensure consistent and effective application across the organization.

Policies

Our policies set clear expectations for maintaining a safe, secure and healthy workplace and provide structured guidance for assessing risks, preventing harm and responding effectively to incidents. They apply across all aspects of our business and reflect our commitment to compliance with legal requirements, ethical standards and our own internal safety and security principles.

Environmental, Health and Safety Policy

Purpose: Guides worldwide operations to deploy risk-based assessments prioritizing prevention of injuries, establishing safety trainings and promoting continuous improvement.

Scope: Applies to all employees, contingent workers and sites worldwide.

Organization Responsible for Policy: Environmental, Health and Safety

Availability: Internal document available to all employees; an external statement is publicly available.

Workplace Violence Policy

Purpose: Supports AbbVie's commitment to a work environment free from intimidation, violence or threats of violence. Aims to prevent workplace violence before it begins and reserves the right to address behavior that suggests a propensity toward violence, even prior to any violent behavior. Outlines responsibilities for maintaining a safe working environment and applies to conduct on and off site during work-related activities.

Scope: Applies to all AbbVie employees, contractors and temporary workers, and anyone else on AbbVie property.

Organization Responsible for Policy: Human Resources

Availability: Internal document available to all employees.

[30] The training is distributed to AbbVie employees and contingent workers (individuals employed by an external organization to provide services to AbbVie on a temporary and/or contractual basis who are overseen on a day-to-day basis by an AbbVie employee).

Actions

Health and Safety Management Framework

We have established internal health and safety management and technical standard requirements for all employees and contingent workers based at locations owned or operated by AbbVie. This internal management system operates as a framework to manage risks and improve health and safety performance.

Our framework is guided by our EHS Policy and underscored by leadership commitment, established and measured objectives, ongoing continuous improvement initiatives, active worker participation, strategic planning, legal and regulatory compliance and health and safety training. Our internal Health and Safety audit program ensures a credible, documented and consistent review of sites to evaluate compliance with applicable regulations and internal technical standards.

External Certification and ISO 45001 Alignment

Our sites may voluntarily seek to certify against external third-party occupational health and safety management system requirements such as the International Organization for Standardization (ISO) 45001 – Occupational Health and Safety Management Systems standard. Ten of our internal manufacturing locations (two of which are shared R&D facilities) and two commercial affiliate offices are currently ISO 45001 certified.

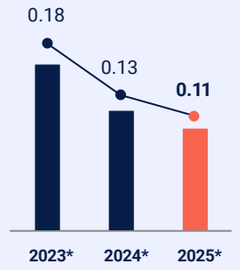
To strengthen our commitment to ISO 45001, our certified R&D and manufacturing sites undergo regular audits. A surveillance audit is performed annually by a third-party registrar, and a recertification occurs every three years. Internal audits are conducted and planned in intervals determined by each site. Read more about our ISO certifications in our 2025 ESG Action Report Disclosure Supplement.

Safety Awareness and Engagement

In June 2025, AbbVie held Safety Month, featuring a range of activities designed to raise awareness of key hazards and resources across the organization, further reinforcing our commitment to workplace health and safety.

Workplace Safety Metrics

Recordable Incident Rate (Per 200,000 Hours Worked)[31]



Lost Time Injury Frequency Rate (Per 200,000 Hours Worked)[31]

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

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

Kimberlee,
Associate, Study Management,
AbbVie

Business Sustainability

Highlights

20.1%
reduction in absolute water withdrawal (including noncontact cooling water) compared to the 2015 baseline, surpassing our target of 20%

39%
reduction in absolute Scope 1 and 2 greenhouse gas (GHG) emissions compared to the 2021 baseline

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

In This Section

Our Approach

At AbbVie, our purpose is to discover and deliver innovative medicines that address complex health challenges and improve people's lives, and we seek to do so in a sustainable way. Our scale, global reach and geographic footprint give us the opportunity to help address challenges affecting the health of the planet, our patients and the communities we serve.

We integrate environmental stewardship and ethical business conduct across our own operations and value chain. We focus on managing risk, building resilience and earning trust by embedding sustainability into our strategic decision-making and day-to-day operations. We are committed to taking climate action and advancing progress toward our science-based targets. We are working to reduce our water use, minimize our waste, protect biodiversity and advance a more sustainable supply chain.

We undertake responsible business practices across our operations and value chain, including respect for human rights, ethical business conduct, data privacy and cybersecurity. We uphold the highest standards of integrity in all our activities, helping ensure that our research, commercial operations and partnerships are guided by transparency, accountability and fairness.

We continually evaluate sustainability-related risks and opportunities and, where appropriate, take actions across all levels of the organization to strengthen resilience, manage impacts and support long-term value creation.

> "Together, we are taking a proactive approach to embed environmental sustainability considerations into our growth ambition – advancing our commitment to making a real impact in people's lives and creating a positive impact on the world for generations to come."
>
> Stephen Muldoon, Senior Vice President, Operations Transformation

Environmental Sustainability and Climate Change

Environmental sustainability is integral to how we ensure our own operations and value chain are prepared to deliver on AbbVie's ambition to innovate and improve people's lives for the long term. We have taken steps to reduce emissions in our own operations and across our value chain, considering natural resources and reducing our overall environmental impact.

Climate Change was identified as a material topic for AbbVie in our DMA, and we take a continuous approach to evaluating climate scenarios on AbbVie's operations – today and in the future. We have established an enterprise-wide Decarbonization Plan with clear, measurable targets, and we report progress on an annual basis. We also embed resilience considerations into decision-making across our operations and value chain.

Our operations are supported by a robust, enterprise-wide environmental management system that promotes operational integrity and continuous improvement. As we work toward our environmental goals, we continually assess risks and opportunities, investing in efficiency and innovation and strengthening collaboration with our suppliers and partners.

Governance

AbbVie's board of directors oversees climate-related risks and strategies with support from its Public Policy & Sustainability Committee. The board, primarily through its Audit Committee, also provides leadership and oversight of enterprise risk management.

Our Executive Vice President, Chief Operations Officer provides periodic updates to the board on environmental strategy, action plans, objectives and progress toward goals. AbbVie's ESG Council, which includes senior cross-functional leaders across our material topics, advances AbbVie's ESG priorities and actions.

The Executive Vice President, Chief Operations Officer is responsible for AbbVie's global Operations organization, which includes the global Environmental, Health and Safety (EHS) organization. EHS leads efforts to identify and monitor climate-related risks as well as opportunities to pursue strategic environmental initiatives to drive operational efficiency and reduce AbbVie's environmental impact.

More information on environmental sustainability governance and oversight is available in our Climate-Related Risk Report, available through our 2025 ESG Action Report Disclosure Supplement.

Training

In 2025, AbbVie's global EHS team hosted two cross-functional Environmental Sustainability Summits for site and headquarters employees. These summits featured educational sessions on topics such as energy-efficiency strategies, green chemistry, fleet fuel reductions and product carbon footprints. Attendees also participated in interactive workshops aimed at generating innovative ideas to further support AbbVie's GHG-, water- and waste-reduction objectives.

Policies

AbbVie has developed and implemented a structured set of environment-related policies in line with our Science Based Targets initiative (SBTi) commitment and informed by voluntary frameworks like International Organization for Standardization (ISO) 14001, ISO 50001, the Greenhouse Gas Protocol and the Task Force for Climate-related Financial Disclosures.

See our 2025 ESG Action Report Disclosure Supplement for data about our ISO certifications.

Environmental, Health and Safety Policy

Purpose: Guides worldwide operations to deploy risk-based assessments, prioritizing environmental sustainability enhancements, business-interruption prevention, efficient resource use and setting short-term and long-term targets for continuous improvement.

Supporting our overall EHS policy, we have established separate policies for Environmental Sustainability, Energy Management, Water Management and Waste Management. These policies outline measures to identify and manage key environmental factors, such as energy use, wastewater and stormwater effluent sources, and both hazardous and non-hazardous waste.

Scope: Applies to all employees, contingent workers and sites worldwide.

Organization Responsible for Policy: Environmental, Health and Safety

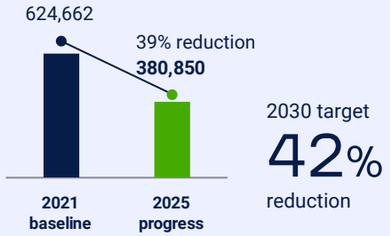
Availability: Internal document available to all employees. Additionally, we have a public external environmental stewardship position statement and an external statement on AbbVie's EHS approach.

Progress Against Our Environmental Targets

Emissions

Reduce absolute Scope 1 and 2 (market-based) GHG emissions by 42% by 2030 from a 2021 base year[32]

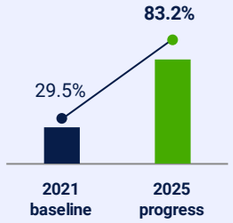
Metric tons CO_2e



2030 target
42%
reduction

Renewable Electricity

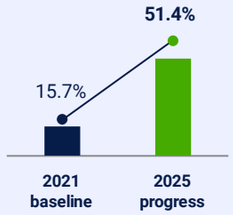
Increase active sourcing of renewable electricity from 29.5% in 2021 base year to 100% by 2030[32]



2030 target
100%

Suppliers

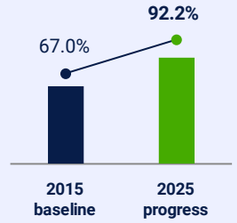
Increase % of suppliers by emissions that will set science-based targets to 79.1% by 2027[32]



2027 target
79.1%

Waste to Landfill[34]

Achieve 100% zero waste to landfill (excluding leased commercial offices) by 2035[33]

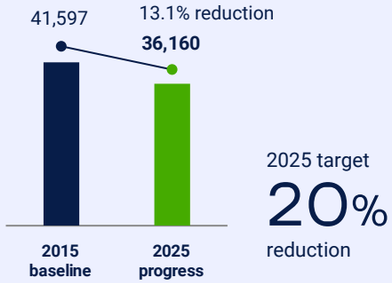


2035 target
100%

Waste Reduction[34]

Reduce absolute total hazardous and non-hazardous waste generated (excluding construction and demolition waste) to 20% by 2025 vs. 2015 base year[33]

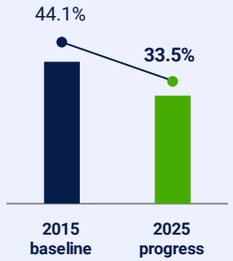
Metric tons



2025 target
20%
reduction

Recycling

Achieve and maintain combined recycling rate for hazardous and non-hazardous waste (excluding construction and demolition waste) of 50% by 2025[33]

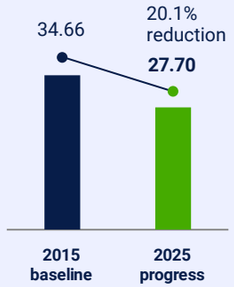


2025 target
50%

Water

Reduce absolute water withdrawal (including noncontact cooling water) to 20% by 2025 vs. 2015 base year[33]

Million cubic meters



2025 target
20%
reduction

[32] These targets were validated by the SBTi in March 2023.
[33] AbbVie measures progress toward our water, waste and recycling targets by analyzing the same sites each year. As a result, the 2025 absolute total for our progress measurement reflects only changes from the sites captured in the initial baseline year.
[34] Includes waste disposed of in the following manners: landfilled, recycled, composted, treated, incinerated with energy recovery and incinerated without energy recovery.

AbbVie's New Environmental Targets

In 2025, we made positive strides toward our environmental targets, including our near-term SBTi-aligned targets for Scope 1 and 2 reductions, renewable electricity and supplier SBTi-aligned target-setting.

Three of our historical targets concluded in 2025. We are proud to have surpassed our 2025 target for reducing absolute water withdrawal. We have made progress in reducing total waste generated and improving recycling compared to our baseline, with a 38% non-hazardous waste reduction and a 47.3% recycling rate for non-hazardous waste.

Since establishing these targets a decade ago, AbbVie has grown significantly, as have our manufacturing operations – all in support of of our shared purpose to make a remarkable impact for our patients. For example, AbbVie has made a $100 billion commitment to research and development and capital investments, including manufacturing, in the United States over the next decade. While we anticipate continued growth, we aim to take steps to integrate resiliency, energy efficiency and decarbonization into the design and construction of new and expanded facilities as we move forward into the future.

AbbVie is committed to environmental sustainability while we advance our pipeline to elevate and transform standards of care for patients. Effective in 2026, we have established new environmental targets that reflect that commitment, outlining a credible path to progress alongside our growth ambitions.

Water Stewardship

Establish and implement water management plans at all high-risk sites by 2030. (AbbVie uses an internal methodology to determine high-risk sites. Risk level is determined by water intake and local water stress.)[35]

Water Reduction

Reduce net water intake normalized to revenue by 10% by 2035 from a 2025 base year. (Excludes noncontact cooling water.)

Waste Reduction

Reduce total hazardous and non-hazardous waste generated normalized to revenue by 10% by 2035 from a 2025 base year. (Excludes construction and demolition waste.)

For more details of our progress against these targets, see the Climate Change Metrics and Resources and Nature Metrics sections of this report.

[35] Manufacturing and R&D sites are screened annually for water stress using the World Resources Institute Aqueduct Water Risk Atlas.

Actions

Assessing Climate Risk

Pre-2025 Assessments

2020

Physical climate risks
Assessed current and future extreme weather risks through 2050 across manufacturing, research and development (R&D), warehouses, select offices, critical suppliers, logistics facilities and data centers, informing site-level resilience measures.

2021–2023

Transition and market risks
Evaluated potential impacts from policy developments (including carbon pricing), supplier and customer dynamics and reputational considerations.

2024

Climate risk reassessment
Leveraged global and regional climate models and scenario analyses to evaluate current and future physical and transition risks to inform our business strategy over the short to long term.

2025

AbbVie completed qualitative and quantitative climate risk assessments to evaluate the potential adverse impacts of climate change on its operations, assets and overall business objectives. These assessments included scenario analyses to understand how climate-related risks and opportunities may materialize across varying climate scenarios and time horizons.

As part of the assessment, AbbVie identified that increased severity of climate-related weather events (physical risk) has the potential to impact operations and the supply chain. Disruption to manufacturing and operations sites could impact assurance of supply if resilience plans are not implemented or are ineffective.

To address these risks, AbbVie invests in and creates business continuity plans to mitigate identified climate-related weather events. AbbVie also makes significant investments in assurance of supply activities. These investments include, but are not limited to, obtaining redundant suppliers for raw materials, manufacturing certain products at multiple locations globally and using redundant shipping supply chains to deliver our products.

We realize that weather events may impact not only AbbVie but also the partners we rely on within AbbVie's supply chain. To mitigate climate-related disruptions, AbbVie works with our supply chain partners to ensure they have robust continuity plans and make their own investments in assurance of supply activities.

Additionally, AbbVie may also be subject to increased operating expenditures as a result of carbon pricing mechanisms (transition risk). AbbVie has established near-term science-based targets aimed at reducing our environmental impact, including mitigating potential financial effects of carbon pricing. AbbVie continues to monitor emerging regulations and legislation related to carbon pricing.

Further details on the climate risk assessment can be found in our Climate-Related Risk Report, available through our 2025 ESG Action Report Disclosure Supplement.

Our Decarbonization Plan

To achieve our 2030 science-based targets, we have developed a five-pillar Decarbonization Plan. Each pillar – energy efficiency, fleet efficiency and electrification, renewable energy, physical footprint and supplier engagement – is designed to reduce our GHG emissions, expand our use of renewable electricity and strengthen engagement with suppliers, even as AbbVie continues to grow.

Energy Efficiency

Centralized Capital Expenditures fund for energy-efficiency and GHG-reduction projects across the enterprise

Progress through 2025

8%

Scope 1 and 2 GHG emissions reduction since 2021

Projected Reduction Target Range

5%–7%

Projected to achieve a 5%–7% Scope 1 and 2 GHG emissions reduction by 2030

Fleet Efficiency and Electrification

Transitioning internal combustion engine fleet vehicles to hybrid, electric and flex fuel vehicles

Progress through 2025

1.5%

Scope 1 GHG emissions reduction since 2021

Projected Reduction Target Range

7%–10%

Projected to achieve a 7%–10% reduction in Scope 1 GHG emissions by 2030

Renewable Energy

Centralized Renewable Energy fund to increase active sourcing of renewable electricity

Progress through 2025

10%

Scope 2 GHG emissions reduction since 2021

Projected Reduction Target Range

25%–30%

Projected to achieve a 25%–30% reduction in Scope 2 GHG emissions by 2030

Physical Footprint

Ongoing assessment of the global affiliate real estate footprint and optimization of our manufacturing capabilities and sites

Progress through 2025

21.5%

Scope 1 and 2 GHG emissions reduction since 2021

Projected Reduction Target Range

10%–15%

Projected to achieve a 10%–15% Scope 1 and 2 GHG emissions reduction by 2030

Engaging Suppliers on Scope 3 Emissions

Efforts are focused on encouraging suppliers to set their own GHG-reduction targets through the SBTi in the following Scope 3 categories: Purchased Goods and Services, Capital Goods and Upstream Transportation and Distribution.

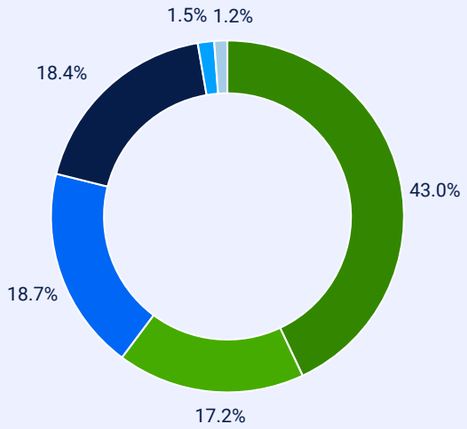
Our supplier engagement strategy includes identifying high-impact suppliers, understanding their GHG targets and reduction plans and encouraging SBTi target-setting.

By the end of 2025, 51.4% of our suppliers (in the three Scope 3 categories listed above) had set science-based GHG reduction targets.

Actions to Reduce Energy Use

AbbVie invests in new technologies, infrastructure and updated processes to reduce emissions and increase efficiency at manufacturing, R&D and commercial sites. We have established dedicated capital funds to support energy efficiency and decarbonization initiatives in our direct operations to further advance our sustainability goals.

2025 Non-renewable Energy Sources (% of Total Non-renewable Energy)



* Liquefied natural gas (LNG) and liquefied petroleum gas (LPG).

In 2025, the energy efficiency and decarbonization fund approved an allocation of $15.1 million to approximately 65 projects including upgrades to solar panels, boilers, chillers, insulation, heat recovery, air compressors, pumping variable speed drives, LED lighting, steam trap monitoring and heating, ventilation and air conditioning (HVAC), collectively expected to lower AbbVie's carbon footprint by approximately 3,700 metric tons of carbon dioxide equivalent (CO_2e). Our Campoverde site in Italy, for example, completed an upgrade to its wastewater-treatment plant. The installation of a new blower and aeration system improved the wastewater-treatment process, reduced energy use and avoided an estimated 616 metric tons of GHG emissions.

In 2025, AbbVie advanced energy efficiency initiatives and decarbonization programs, which included reductions in purchased electricity, motor fuel and other fuel sources. Additional progress was supported by achievements of several of our R&D and operations sites worldwide, which earned My Green Lab certifications during the year, demonstrating our dedication to sustainability and minimizing our environmental impact. For instance, our Pringy, France site achieved Green Level Certified Lab status due to a combination of enhanced training and communication on sustainability practices, increased focus on sustainable purchasing and order consolidation and regular reviews of equipment to enable energy-saving measures such as switching off or placing devices on standby.

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. Supported by the launch of Project Green Wave, which promotes business prioritization and employee selection of electric vehicles, hybrid and biofuel technology to reduce global emissions, at the end of 2025 we had more than 4,800 electric and hybrid vehicles across the globe, which is an increase from approximately 1,300 in 2021.

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

Switching to Renewable Energy

AbbVie continues to reduce reliance on fossil fuels by switching to renewable forms of energy. We have increased the amount of renewable electricity we purchase to more than 80% globally as of year-end 2025 as we work toward achieving 100% by 2030.

As of the end of 2025, AbbVie had on-site photovoltaic solar installations at six sites: Ballytivnan, Ireland; Barceloneta, Puerto Rico; Campoverde, Italy; Ludwigshafen, Germany; Heredia, Costa Rica; and Liège, Belgium. In Campoverde, Italy, our site expanded its solar plant to increase renewable energy generation, resulting in annual emissions savings of approximately 900 metric tons of CO_2e.

Scope 3 Emissions

During 2025, we made efforts to enhance the calculation of our Scope 3 emissions. For example, we developed robust calculator tools to measure emissions across applicable Scope 3 categories and created visual overviews that define the Scope 3 emissions data-collection process from source to aggregation and computation.

Building on these advancements, we will also continue to evaluate our overall strategy and additional technologies that will help us to successfully decarbonize over time.

Enhanced Environmental Sustainability Data Management

In 2025, we enhanced our EHS controls, procedures and documentation for environmental sustainability data. These refinements reflect our dedication to continuous improvement and risk management while supporting ESG reporting.

Defining Our Long-term Actions

We anticipate climate change may have long-term impacts on our business beyond 2030. To ensure business sustainability, we will continue to develop and refine robust steps to address those impacts.

We have publicly committed to three near-term science-based targets and to implementing emissions-reduction and supplier-engagement initiatives across our global operations and value chain. To support these efforts, we are actively developing a long-term approach that will extend our decarbonization pathway beyond 2030.

We are designing this approach in line with a 1.5°C pre-industrial baseline, informed by emerging sustainability reporting requirements. This long-term decarbonization plan will outline AbbVie's actions and organizational accountability and will be complemented by investment priorities and dependencies such as access to low-carbon technologies and renewable energy infrastructure. Further details of this long-term strategy will be disclosed as part of future environmental sustainability reporting.

Climate Change Metrics

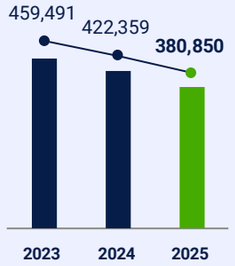
AbbVie has an EHS information management system where quarterly energy, water, waste and GHG emissions data from across our operations is recorded, monitored and stored. This supports year-round monitoring of progress against our goals. We annually measure total Scope 1 and 2 GHG emissions, renewable and non-renewable energy consumption, water withdrawal and waste generation and disposal.

In 2021, we committed to setting a near-term target, using the SBTi target-setting framework and aligning with the Paris Agreement's global goal to limit climate change to 1.5 degrees Celsius above pre-industrial levels. In 2022, we established a global, three-part emissions target which was validated by the SBTi in March 2023.[36, 37] This target guides our efforts to reduce Scope 1 emissions from business operations, dramatically reduce Scope 2 emissions and support development of the renewable energy market. It also supports supplier engagement on Scope 3 emissions and as suppliers continue to set their own emissions commitments, reduction strategies will follow suit, ultimately supporting reductions in our own emissions. Additionally, AbbVie procures renewable electricity through the purchase and use of Energy Attribute Certificates, such as Renewable Energy Certificates, International Renewable Energy Certificates and European Guarantees of Origin. We have not purchased, and do not currently anticipate purchasing, carbon offset credits to meet our near-term targets.

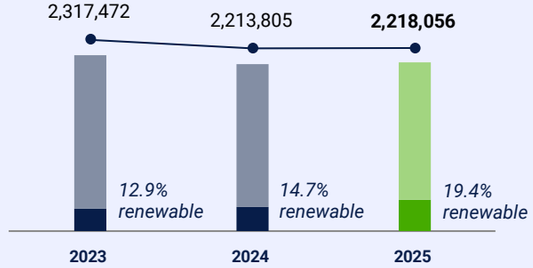
Our Scope 1 and 2 emissions inventory is prepared in accordance with the WRI/WBCSD Greenhouse Gas Protocol Corporate Standard. We include all relevant Kyoto-defined GHGs in our inventory including carbon dioxide, methane, nitrous oxide and hydrofluorocarbons. AbbVie's operations did not result in emissions of perfluorocarbons, sulfur hexafluoride or nitrogen trifluoride in 2025. To perform its calculations, AbbVie uses emission factors from widely accepted databases including the GHG Protocol, U.S. Environmental Protection Agency eGRID and the International Energy Agency. Our 2025 Scope 1 and 2 measurement approach, inputs and assumptions are consistent with those from 2024.

In 2025, AbbVie's absolute Scope 2 market-based and location-based emissions decreased compared to 2024. The decrease in market-based emissions was driven primarily by the increased purchase of renewable electricity from 60% globally in 2024 to over 80% in 2025. Location-based emissions also decreased as AbbVie reduced the overall amount of non-renewable electricity purchased and increased on-site energy generation through combined heat and power (co-generation) systems.

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



Absolute Total Energy Consumption (MWh)



[36] Jurisdictional commitments were not used to inform AbbVie's near-term climate goals. In the future, mandatory reporting requirements, in addition to the Paris Agreement, will inform AbbVie's work to develop long-term science-based climate targets and actions.
[37] Scope 1 and 2 GHG reduction targets apply to gross emissions.

GHG Emissions Metrics

Carbon Emissions	2023	2024	2025
Absolute Scope 1 GHG Emissions (Metric Tons CO_2e)[38,39]	**328,259***	**300,072***	**304,649***
Scope 1 Stationary Combustion GHG Emissions (Metric Tons)	212,851	198,801	210,154
Scope 1 Mobile Combustion GHG Emissions (Metric Tons)	105,566	94,175	87,733
Scope 1 Fugitive GHG Emissions (Metric Tons)	4,840	2,387	3,873
Scope 1 Office Activities GHG Emissions (Metric Tons)	5,002	4,708	2,889
Absolute Scope 2 Location-based GHG Emissions (Metric Tons CO_2e)[40]	**237,714***	**241,142***	**210,407***
Absolute Scope 2 Market-based GHG Emissions (Metric Tons CO_2e)[38,40]	**131,232***	**122,287***	**76,201***
Scope 2 Purchased Electricity GHG Emissions (Metric Tons)	85,935	75,539	28,706
Scope 2 Purchased Steam GHG Emissions (Metric Tons)	22,982	23,560	24,032
Scope 2 Purchased Chilled Water GHG Emissions (Metric Tons)	22,315	23,187	23,463
Scope 1 and 2 (Market-based) GHG Intensity (Metric Tons CO_2e/$ Million Revenue)	**8.46**	**7.50**	**6.23**
Scope 1 Absolute Non-carbon Emissions (Metric Tons)	**6,314**	**3,696**	**5,154**
CH_4 (Metric Tons)[41]	458	456	454
N_2O (Metric Tons)[41]	1,016	853	827
HFC (Metric Tons)[41]	4,648	2,305	3,769
Other (Metric Tons)	192	82	104

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

Energy Metrics

Energy	2023	2024	2025
Absolute Total Energy Consumption (MWh)	**2,317,472***	**2,213,805***	**2,218,056***
Absolute Total Non-renewable Energy Consumption (MWh)[38]	**2,018,707**	**1,887,381***	**1,788,071***
Natural Gas (MWh)	778,406	740,271	769,258
LNG, LPG and Propane (MWh)[41]	346,542	305,298	328,248
#2 Fuel Oil (MWh)	17,849	23,835	21,270
Jet Kerosene (MWh)	32,906	30,080	27,712
Motor Fuel Gasoline/Diesel (MWh)	393,070	357,393	334,163
Purchased Electricity & Utilities (Steam and Chilled Water) from Non-renewable Sources (MWh)	449,934	430,504	307,421
Absolute Total Renewable Energy Consumption (MWh)	**298,765**	**326,424***	**429,985***
Purchased Renewable Electricity (MWh)	297,349	324,649	427,268
Self-generated Renewable Electricity (MWh)	1,416	1,775	2,717

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

See our full data set in our 2025 ESG Action Report Disclosure Supplement.

[38] The metrics reported here do not sum to the absolute figure due to the applied rounding methodology for certain years.
[39] Scope 1 emissions include emissions from natural gas, liquefied natural gas (LNG), liquefied petroleum gas (LPG), propane, #2 fuel oil, jet fuel, kerosene, motor fuel (gasoline, diesel and E85) and fugitive emissions associated with refrigerants. Scope 1 emissions from stationary and mobile combustion and fugitive emissions under AbbVie's operational control are calculated by multiplying fuel consumed by relevant emission factors and refrigerant losses by relevant global warming potentials.
[40] Scope 2 location-based GHG emissions capture purchased electricity and purchased utilities (including steam and chilled water) from the global facilities in the reporting boundary. Scope 2 market-based GHG emissions reflect purchased renewable electricity through Energy Attribute Certificates (EACs) including Renewable Energy Certificates, International Renewable Energy Certificates and European Guarantees of Origin at the global facilities within the reporting boundary. EACs are contractual instruments representing consumption of renewable energy. Scope 2 emissions from purchased electricity, steam and chilled water for operations under AbbVie's operational control are calculated using the location-based and market-based methods. Scope 2 location-based emissions, derived from purchased electricity, are calculated by multiplying electricity consumed by the relevant electric grid emission factors. Scope 2 market-based GHG emissions reflect active procurement of renewable electricity by AbbVie and are used to determine progress toward emissions goals.
[41] Methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (HFCs). Liquefied natural gas (LNG) and liquid petroleum gas (LPG).

Resources and Nature

Effective and thoughtful management of natural resources contributes to sustainable operations at AbbVie. We are committed to monitoring our processes to ensure the manufacture, use and disposal of our products do not adversely affect human health or the environment. Our key areas of environmental stewardship include water and waste management, protecting natural environments and preserving biodiversity.

We take a risk-based approach to reduce water use and minimize related impacts by prioritizing efficiency, strengthening site-level management and focusing efforts where water stress is highest. To further reduce our environmental footprint, we have set a target of zero waste to landfill by 2035. We have also committed to new targets for water stewardship, water reduction and waste reduction.

As dependencies and impacts on nature and biodiversity continue to evolve, we are strengthening our understanding of how our operations interact with natural systems. We continually assess risks and opportunities and integrate resource stewardship into operational decision-making.

Product Sustainability

We integrate environmental considerations throughout the product lifecycle to proactively manage environmental impacts, improve resource efficiency and ensure regulatory compliance.

We are advancing product-level environmental sustainability assessments through our Product Carbon Footprint (PCF) Roadmap, launched in 2025. Following the first product pilots in select markets, we plan to expand PCF analysis across more of our product portfolio over the next three years. Applying state-of-the-art international lifecycle assessment frameworks such as Publicly Available Specification (PAS) 2090:2025 alongside strong industry collaborations, this roadmap will identify opportunities to improve and optimize product design and supply chain management.

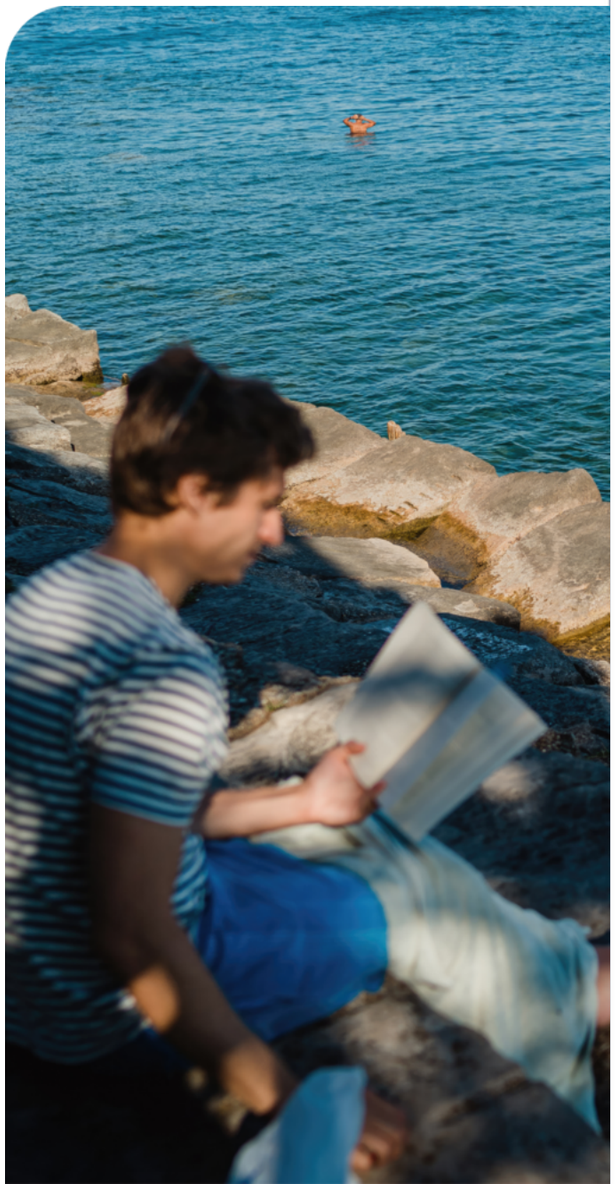
Managing Water

We invest in innovative technologies and new processes that enable greater water-use efficiency.

In 2025, one of AbbVie's Barceloneta, Puerto Rico sites optimized its hot water sanitization process by installing separate heating for primary and secondary water-distribution loops. This improvement reduced the duration of the sanitization process by four hours per cycle, lowering the site's water consumption by approximately 227 cubic meters annually while increasing operational efficiency. Similarly, our Pringy, France site launched a project to optimize the operation of water system units through a new control strategy that ensures the systems only run when tank-filling or system circulation is required. This initiative is projected to save approximately 6,500 cubic meters of fresh water annually.

Water Risk Assessment Results

Globally, water stress and water scarcity are becoming increasingly pressing issues, including in some regions where we have operations. We conduct annual water risk assessments for all our operations and R&D sites using the World Resources Institute (WRI) Aqueduct Water Risk Atlas tool. We also review local water sources to understand site-specific water risks and mitigation plans that water providers or municipalities have implemented. We are focusing on establishing water efficiency and management programs at those facilities we have identified as high risk.



Managing Waste

We characterize our waste streams to determine waste classification and proper disposal methods. To drive shared responsibility and awareness, we 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.

As part of our commitment to sustainability, our Worcester, Massachusetts site expanded its recycling initiatives to address high-volume non-hazardous plastics. These materials are now sent to a vendor where they are given a second life and converted into new products such as furniture. In 2025, the site recycled more than 18 metric tons of plastic through this process. Lower-quality plastics that cannot be recycled are diverted from landfill and sent to waste-to-energy facilities.

To further reduce hard-to-manage waste streams, we piloted a new approach to lab waste in 2025 through a partnership with a specialized recycling vendor serving the life science and biotech industries. By recycling single-use non-hazardous plastics such as nitrile gloves and PPE into new laboratory products, more than half a metric ton of lab plastic waste was diverted from incineration.

Green Chemistry

Our green chemistry efforts support our environmental sustainability commitments, fostering the safe use of more environmentally-friendly substances and advancing processes that maximize material use and minimize waste production. We follow the Twelve Principles of Green Chemistry to promote the selection and use of environmentally preferable chemicals in R&D, process development and manufacturing processes. At the same time, we train scientists and engineers on green chemistry during onboarding to ensure it remains at the forefront of innovation.

We use established green chemistry teams' metrics to identify opportunities to reduce the environmental footprint of our processes and to benchmark our commercial active pharmaceutical ingredients (API) manufacturing processes against industry standards. We also use these metrics to explore how we can leverage technologies to enhance the sustainability of our processes. As well as enhancing performance, these technologies are often more energy and material efficient than conventional approaches. Two examples of these technologies are pervaporation and thin film evaporation.

Reducing Solvent Waste with Pervaporation

To help reduce solvent requirements, our Green Chemistry team is testing a novel, membrane-based technology called pervaporation, which can selectively remove water from these solutions. With financial support from our Global EHS organization, a pilot unit was installed in our North Chicago, Illinois API Pilot Plant and has demonstrated its intended capability to reduce solvent usage and waste, showing potential to be scaled beyond the pilot.

Accelerating Chemical Removal with Thin Film Evaporation

Thin film evaporation (TFE) is an advanced technology that efficiently removes unwanted chemicals from liquids by spreading them as a thin film across a heated surface. Thanks to its special design, which increases mixing and accelerates chemical removal, the evaporator is much more effective than traditional methods. We have successfully used TFE at our North Chicago, Illinois API Pilot Plant to concentrate solvent mixtures and produce drug components, making the process more energy efficient and enabling continuous operation.

Pharmaceuticals in the Environment

AbbVie safeguards human health and the environment by implementing internal water-protection standards that guide hazard identification, risk assessment and Pharmaceuticals in the Environment (PiE) control at our manufacturing sites. Our ambition is for the 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 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 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.

Sustainable Packaging

We believe packaging should be designed and manufactured with circularity in mind, ensuring it can be diverted from landfill while meeting customers' needs and achieving the lowest possible carbon footprint. For example:

- We have introduced new bottle packaging for our SYNTHROID product, reducing the amount of plastic content by more than 23% for all 40cc presentations with no impact on package performance, aesthetic or patient experience.
- We have introduced new blister packaging for MAVYRET, reducing the physical size as well as plastic use by more than 280g per pack and paper use by 120g per pack.
- We have introduced new packaging for our SkinMedica® product with 90% of primary packaging components by weight and 100% of secondary cartons are recyclable, contributing to a potential 71% reduction in landfill waste each year.

Progress Against Sustainable Packaging Goals

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

By 2035

All packaging shall be considered widely recoverable and recyclable

In 2025, we began phasing out film and foil laminations for SKYRIZI® on paperboard packaging. This will result in packaging that is **100%** recyclable, reducing our overall carbon footprint.

By 2035

All packaging not classified as contact sensitive will include 30% recycled content

In 2025, we began phasing in paperboard packaging with a **minimum of 30%** recycled content.

By 2030

The physical footprint of transportation packaging (shipper case) shall not exceed 40% empty space inside the package

Currently, **100%** of new product introductions and **over 75%** of on-market finished goods already meet this target.

Resources and Nature Metrics

Water Metrics

Water	2023	2024	2025
Absolute Water Withdrawal (Million Cubic Meters)	**28.98***	**28.85***	**27.86***
Withdrawal: Fresh Surface Water (Million Cubic Meters)	24.18	24.09	23.20
Withdrawal: Groundwater (Million Cubic Meters)	1.74	1.71	1.68
Withdrawal: Third Party (Million Cubic Meters)[42]	3.05	3.05	2.98
Net Water Intake (Million Cubic Meters)[43]	**4.80***	**4.80***	**5.15***
Percentage of Water Withdrawal from Water-Stressed Areas[44,45]			**3.9%**

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

Waste Metrics

Waste	2023	2024	2025
Combined Recycling Rate for Hazardous and Non-hazardous Waste (Excluding Construction and Demolition)	**0.40**	**0.37**	**0.33**
Absolute Total Hazardous and Non-hazardous Waste Generated (Excluding Construction and Demolition Waste) (Thousand Metric Tons)[46]	**30.20***	**33.20***	**38.08***
Absolute Total Hazardous Waste (Thousand Metric Tons)[46]	**13.35***	**16.42**	**19.46**
Recycled Hazardous Waste (Thousand Metric Tons)	3.61	3.83	4.30
Landfilled Hazardous Waste (Thousand Metric Tons)	0.005	0.003	0.010
Treated Hazardous Waste (Thousand Metric Tons)	1.47	1.82	5.13
Incinerated Hazardous Waste with Energy Recovery (Thousand Metric Tons)	6.78	9.07	8.04
Incinerated Hazardous Waste without Energy Recovery (Thousand Metric Tons)	1.49	1.69	1.97
Absolute Total Non-hazardous Waste (Thousand Metric Tons)[46]	**16.81***	**16.79**	**18.63**
Recycled Non-hazardous Waste (Thousand Metric Tons)	8.37	8.40	8.08
Composted Non-hazardous Waste (Thousand Metric Tons)	0.36	0.36	0.38
Landfilled Non-hazardous Waste (Thousand Metric Tons)	3.34	2.83	4.50
Treated Non-hazardous Waste (Thousand Metric Tons)	0.69	0.68	1.17
Incinerated Non-hazardous Waste with Energy Recovery (Thousand Metric Tons)	3.75	4.27	4.05
Incinerated Non-hazardous Waste without Energy Recovery (Thousand Metric Tons)	0.30	0.25	0.44

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

See our full data set in our 2025 ESG Action Report Disclosure Supplement.

[42] The "Withdrawal: Third Party" metric has been renamed from "Withdrawal: Municipal" to better clarify the water withdrawal source and to align with internal categorizations.
[43] The "Net Water Intake" metric has been renamed from "Absolute Total Water Consumption" to more accurately reflect AbbVie's calculation methodology for this metric.
[44] Data sourced from the WRI Aqueduct Water Risk Atlas tool using locations with "high" and "extremely high" water stress as of August 2025 to align with AbbVie's CDP submission.
[45] Represents a new KPI in the 2025 ESG Action Report.
[46] The metrics reported here do not sum to the absolute figure due to the applied rounding methodology.

Protecting Nature and Biodiversity

AbbVie's Biodiversity Roadmap is designed to build a progressively deeper understanding of how our operations interact with nature. In recent years, we conducted geographic and site-level assessments across manufacturing and R&D locations using established biodiversity indicators and internationally recognized frameworks to identify areas of potential sensitivity and priority focus. Through this work, we identified five priority sites for further evaluation of biodiversity-related dependencies and impacts, enhancing our understanding of how each site interacts with and depends on natural ecosystems. The assessment resulted in the identification of potential risks and opportunities.

We also developed impact and dependency pathways for each of these sites using guidance from the Natural Capital Protocol. These pathways evaluated how each site's activities may affect biodiversity and surrounding communities and continue to inform progress against our roadmap. This includes ongoing evaluation of our value chain and the development of a business case for strategic action.

In 2025, we looked beyond our direct operations by conducting a geographic biodiversity risk screening of our third-party manufacturing locations. Using the WWF Biodiversity Risk Filter, we assessed both physical and reputational biodiversity risks across a range of indicators. Physical risk reflects the ways in which operations depend on nature, while reputational risk relates to actual or perceived impacts on biodiversity.

The assessment found that the majority of third-party manufacturing locations present low to medium overall biodiversity-related risk.

Business Conduct

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.

We pride ourselves on our unwavering principles and our commitment to ensuring the resilience of our business and our long-term success. We comply with, if not exceed, legal, regulatory, industry and relevant institutional 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.

Governance

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, sustainability 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, who regularly reports on compliance matters to the Chairman of the Board and Chief Executive Officer, other senior-level leaders, AbbVie's board of directors and the board's Public Policy & Sustainability Committee and Audit Committee.

To support the organization day-to-day, dedicated OEC business teams partner closely with each of our therapeutic areas and international affiliates, providing guidance on policies, procedures and emerging compliance risks. Regular leadership forums are held to share trends and reinforce compliance expectations across the enterprise.

Training

To support ethical decision-making across the organization and reinforce our commitment to integrity, AbbVie deploys a comprehensive global ethics and compliance training program. The training program equips all employees with the knowledge needed to uphold our Code of Business Conduct, relevant compliance policies and procedures, and key risk areas. Our governance framework ensures training content remains aligned with the company's evolving regulatory, legal and operational risks and incorporates real-world scenarios that reflect issues employees may encounter in their day-to-day work.

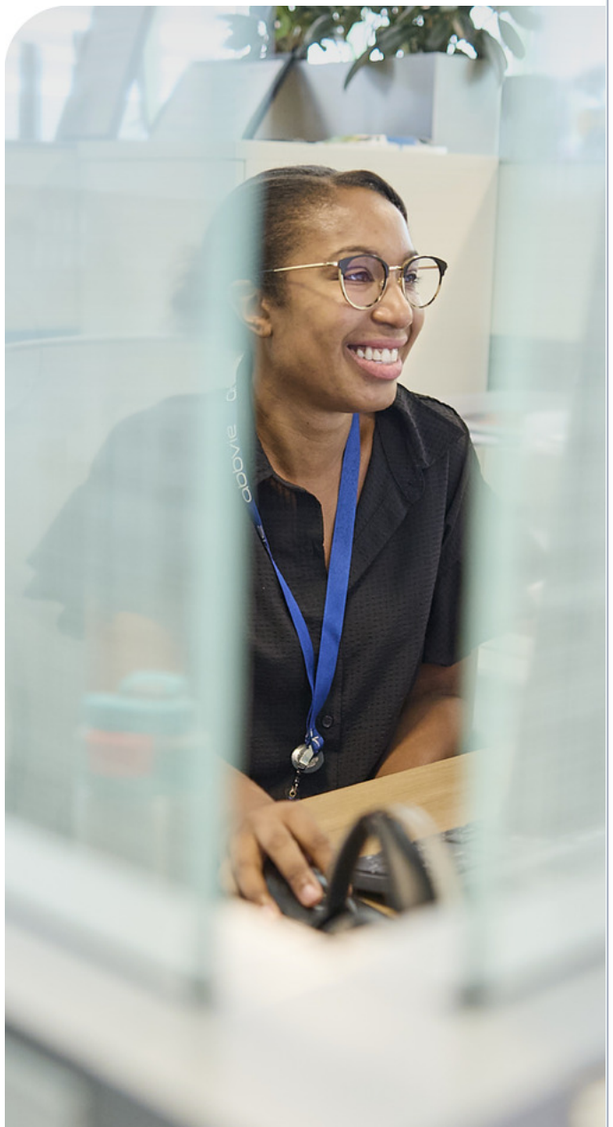
All employees and functions complete mandatory annual training through various learning platforms. Examples of core topics include:

- Anti-bribery and anti-corruption
- Conflicts of interest
- Code of Business Conduct

Foundational modules are assigned to new hires and we regularly update training materials to ensure content remains relevant and aligned with emerging risks and to incorporate relevant scenarios. In addition, employees complete training that is tailored to specific roles, functions or locations.

We measure program effectiveness through knowledge checks and employee feedback and supplement digital learning with live, scenario-based sessions, when appropriate. This risk-informed, continually evolving approach helps ensure that our global workforce is prepared to act with integrity and maintain AbbVie's strong culture of ethics and compliance.

For example, in 2025, we began developing enterprise-wide training on the ethical use of AI with implementation planned for 2026. AbbVie has also established an AI governance program, overseen by cross-functional stakeholders, which includes establishing enterprise-wide responsible AI principles, training, risk assessment and enterprise controls to support an ethical approach to AI as well as compliance with applicable laws and regulations.



Policies

AbbVie's policies provide a clear framework to help ensure ethical conduct, legal compliance and strong corporate governance across all levels of the organization. They define expected behaviors, outline accountability and support employees in making decisions that uphold the company's values, protect our reputation and manage business risks. These policies are reinforced through mandatory training, oversight and continual updates to reflect evolving regulatory and business requirements.

Code of Business Conduct

Purpose: Establishes the foundation of AbbVie's commitment to uncompromising integrity. It helps employees understand and adhere to ethical expectations globally and is supported by additional policies and training covering topics such as anti-bribery and corruption, conflicts of interest, appropriate customer materials and the prohibition of off-label promotion.

Scope: Applies to all AbbVie employees globally. The Code of Business Conduct (Code) is available in 17 languages and all employees must be trained on and attest to it annually.

Organization Responsible for Policy: Office of Ethics and Compliance

Availability: The Code is publicly available.

Anti-Bribery and Anti-Corruption Policy

Purpose: Supporting the Code, the Anti-Bribery and Anti-Corruption Policy reinforces our commitment to ethical and transparent business practices, affirms our zero tolerance for improper payments and clearly prohibits accepting, offering or giving anything of value to influence a business decision or gain an unfair advantage. The policy includes the following sections: Governing Principles; Permitted Expenditures; Internal Controls, Books and Records; Interactions with Government Officials; Lobbying; Facilitating Payments; Commercial Bribery; Employee Safety and Third Parties.

Scope: Applies to global operations. All employees are annually trained on and must comply with the procedures.

Organization Responsible for Policy: Office of Ethics and Compliance

Availability: Internal document available to all employees.

Intake and Investigation Policy

Purpose: Establishes guidelines for:

- Reporting suspected noncompliance with applicable laws and regulations, AbbVie's Code or other compliance policies and procedures.
- A centrally coordinated Global OEC investigations process to provide a fair, thorough, consistent and independent internal review of compliance issues.
- Prohibiting any form of retaliation for questions or reports of suspected noncompliance made in good faith or for participation in the OEC investigation process

Scope: Applies to global operations. All employees must comply with the procedures.

Organization Responsible for Policy: Office of Ethics and Compliance

Availability: Internal document available to all employees.

"It is against AbbVie policy, in any country, to offer or receive bribes or participate in corruption, either directly or indirectly. It is also prohibited to make unofficial facilitation payments to individual government officials."

Anti-bribery and anti-corruption training

"AbbVie employees must not engage in bribery or corrupt activities. No AbbVie employee may, either directly or indirectly, accept or agree to receive, offer, give or promise anything of value in exchange for business or with the intent to gain business or secure any other sort of improper advantage or any form of preferential treatment for AbbVie or our products."

Anti-Bribery and Anti-Corruption Policy

Actions

Global Compliance Risk Assessment

Our Global Compliance Risk Assessment is designed to continually assess risk specific to pharmaceutical and life sciences and includes participation and input from all of AbbVie's international affiliates. Privacy-related risks are also integrated into the assessment process in partnership with the OEC Privacy Team.

We focus on core laws – for example, the Foreign Corrupt Practices Act, False Claims Act, Anti-Kickback Statute and 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, relevant data collection and review (e.g., audit results and external enforcement trends) and validation interviews to more appropriately assess our risks.

Our risk assessment results and mitigation plans are formally documented, reported to senior management and 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.

Results from our risk assessment also inform ongoing monitoring by the OEC. A risk-based live email- and data-analytics-monitoring program uses data-driven insights to review areas of evolving risk. Where matters are identified, they are addressed through coaching, additional training or, where appropriate, escalation to the Investigations team.

Grievance Mechanisms

AbbVie supports a culture where employees and external stakeholders can raise questions and concerns, helping advance our commitment to ethical behavior. We have established systems and processes for reporting suspected or actual violations of our Code, policies and procedures, or the law. These include AbbVie's Global Helpline Portal – a 24/7 telephone and web-based helpline that can be used anonymously. Employees are able to raise concerns to, as well as directly contact, the Chief Ethics and Compliance Officer.

All reports are promptly reviewed and, if appropriate, investigated. When violations are confirmed, we take corrective and/or disciplinary action as appropriate, up to and including terminating employment or ending supplier relationships.

Anti-Retaliation Principles

We speak up

Our culture encourages open communication and respectful discussion.

We do not retaliate

Our no-retaliation principles align with our commitment to integrity and encourage employees to express and report concerns freely.

A culture of integrity is built on employees feeling safe to speak up. AbbVie strictly prohibits retaliation against anyone who raises a concern in good faith or participates in an investigation. This commitment is reflected in our Code, our internal investigation guidelines and procedures and our Global Helpline Portal materials, which clearly state that concerns can be raised without fear of retaliation. Speaking up is everyone's responsibility. AbbVie encourages open discussion so concerns can be identified and addressed quickly.

Claims of retaliation are taken seriously, thoroughly reviewed and investigated as appropriate. Anyone found to have engaged in retaliation is subject to corrective action, up to and including termination of employment. Employees who believe they have been subject to retaliation are encouraged to report the matter to a manager, a member of the OEC, Legal, Human Resources/Employee and Workplace Relations or the Global Helpline Portal.

Beyond our Code, our comprehensive policies, procedures and training programs help employees and contingent workers comply with applicable laws, regulations and industry codes, as well as our internal standards and expectations for responsible conduct. We remain vigilant to evolving global regulatory requirements to ensure ongoing and timely compliance.

Engagement and Recognition

AbbVie holds an annual Ethics and Compliance Week featuring a range of events, panels and activities designed to further reinforce and promote the organization's strong ethical culture.

Additionally, in 2025, the OEC function introduced the annual Global Ethics and Compliance Award. This recognizes teams and employees who lead with integrity, champion ethical decision-making and drive meaningful impact through initiatives that strengthen compliance, risk awareness and AbbVie's Speak Up culture.

Business Conduct Metrics

99%

assigned employees certifying to the AbbVie Code of Business Conduct globally[47]

99%

completion of assigned conflict of interest training by full- and part-time employees globally[47]

99%

completion of assigned anti-bribery and anti-corruption training by full- and part-time employees globally[47]

[47] 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.

OEC Internal Investigations Process

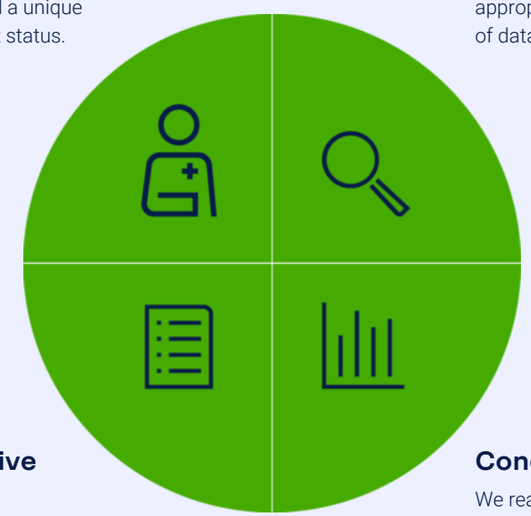
Our OEC conducts fair, objective, independent and consistent reviews of significant compliance concerns. When a report is received, the OEC assesses whether an investigation is warranted, identifies the appropriate investigative team and consults with Legal as needed. In addition to being compliant with AbbVie's internal Investigations Policy and processes, the OEC Internal Investigations team ensures its processes are compliant with external regulations, such as the EU Whistleblower Directive.

Intake

Anyone, internal to AbbVie or external, can make a report to the Global Helpline Portal and can choose to be anonymous. 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 and investigate, as 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 preventive measures are implemented.

Corrective and Preventive Measures

Corrective measures are tailored to each case. We make recommendations about how to mitigate similar instances in the future, such as additional training, revised monitoring and/or policy enhancements.

Ethical and Responsible Use of Animals in Research

In support of our scientific mission, we uphold 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 and Japanese Pharmaceuticals and Medical Devices Agency. 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 R&D 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 sets the foundation for the ethical and responsible use of animals in our research, development and production activities. The policy ensures that all employees, contractors, suppliers and partners understand their responsibilities, comply with applicable laws and regulations and follow industry-leading standards to protect 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 specialists collaborate to develop industry-leading programs for animal care, incorporating innovative enrichment and species-appropriate housing and socialization practices.

AbbVie voluntarily maintains accreditation from the 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 alternative 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 3D-printed anatomic models, artificial tissues, microphysiological systems (e.g., organ on a chip), digital biomarkers and other computer modeling techniques, and cell-based assays.

Privacy and Cybersecurity

AbbVie obtains personal information and confidential information from patients, customers, employees, health care professionals and other business partners worldwide as part of our business and administrative activities. Our Global Privacy and information security programs establish governance frameworks and enterprise controls designed to help us safeguard and responsibly use this information in accordance with applicable legal requirements and company principles.

Governance

Privacy Program

AbbVie maintains a Global Privacy Program with roles, policies and controls that are informed by relevant privacy laws and industry frameworks. This program helps us support consistent oversight of how personal information is collected, used, protected and shared internally and with third parties.

Our Global Privacy Program is led by our Chief Privacy Officer, who oversees our Global Privacy Office and is responsible for assessing and managing privacy risks globally across the company. The Global Privacy Office develops the company's internal data protection controls, oversees their implementation and our ongoing compliance, and advises business leaders on privacy compliance and risk management strategies. Core responsibilities and objectives of the Global Privacy Office and our associated legal function include:

- Establishing internal policies governing the processing and protection of personal information, including related to the cross-border transfer of personal information.
- Advising on and leading our company's implementation of new requirements from applicable privacy laws and regulations.
- Identifying, assessing and monitoring privacy risks, including those associated with data disclosures to third parties.
- Supporting data classification and mapping initiatives.
- Disclosing privacy notices to provide transparency in our use of personal information.
- Overseeing AbbVie's response to individual rights requests and privacy-related inquiries.
- Providing privacy training and leading privacy awareness initiatives.
- Conducting privacy impact assessments to support our accountability obligations with sensitive data.
- Performing monitoring reviews to evaluate compliance and effectiveness of the Global Privacy Program.

As part of our Global Privacy Program, we maintain a Privacy Center to promote transparency around AbbVie's processing of personal information. The Privacy Center is a centralized hub for information about our privacy practices and how we process and protect the personal information of individuals (such as patients, customers, health care providers, clinical investigators and staff, AbbVie employees and online users) in countries in which we operate. Through our Privacy Center, patients, customers and other individuals can review our Privacy Notices and learn more about their privacy rights and choices.

Cybersecurity Program

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.[48]

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.

Our board of directors has risk oversight responsibility for AbbVie and administers this responsibility both directly and with assistance from its committees. Each of the committees periodically reports to the board of directors on its risk oversight activities. 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 data 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, composed solely of independent directors, oversees our enterprise risk management program and assists the board of directors in fulfilling its oversight responsibility with respect to our information security and technology risks (including cybersecurity), which are fully integrated into our enterprise risk management program. The Audit Committee reviews and discusses our information security and technology risks (such as cybersecurity), including our information security and risk management programs.

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.

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 advisers to assess the effectiveness and capabilities of our cybersecurity program, strengthen our cybersecurity policies and practices and identify potential vulnerabilities of our systems.

[48] Please see more details regarding our cybersecurity program in our 2025 Annual Report on Form 10-K.

Policies

Protecting personal information and maintaining information security safeguards are essential components of AbbVie's compliance program and privacy and cybersecurity risk management approach. Our policies establish requirements and standards for the responsible processing, protection and sharing of personal information, helping to support compliance with applicable privacy and data protection laws and maintain trust with patients, health care professionals and other stakeholders.

Policies Governing Privacy and Information Security

Overall Approach: AbbVie's Global Privacy Program Policy establishes enterprise-wide privacy principles for personnel to follow when processing personal information throughout the data lifecycle. The policy sets expectations for how personal information is collected, used and protected across the organization.

We also maintain additional information security policies and procedures – including those governing the acceptable use of Iinformation technology systems – that define requirements for handling and securing AbbVie's information and systems. Together, these policies help mitigate risk and support compliance throughout our operations and supply chain.

Scope: Applies to all AbbVie legal entities globally, all AbbVie employees and all third parties processing personal information on behalf of AbbVie, including suppliers and contractors.

Organization Responsible for Policy: Office of Ethics and Compliance and Information Security and Risk Management

Availability: Policies available to all employees globally.

Read more about our externally available Global Privacy Notices.

Training

Applicable AbbVie employees are required to complete mandatory privacy training to reinforce our expectations for handling and protecting personal information in the course of business. This training educates employees on their compliance responsibilities and the importance of complying with applicable privacy laws and policies when processing personal information.

We have also implemented a cybersecurity awareness program designed to educate and train our entire workforce 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.

Actions

Cross-functional Incident Response

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 data security scenarios and provide for the assembly of an 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 that is tailored to a particular incident so that individuals with appropriate experience and expertise are available. We regularly conduct exercises to help ensure the plans' effectiveness and our overall preparedness.

We have also 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, advisers and others) in connection with our processes for assessing, identifying, managing and reducing cyber risks.

Third-party Service Providers

With respect to third-party service providers, our Global Privacy and information security programs conduct due diligence of relevant service providers' information security programs and privacy practices prior to onboarding. We also contractually require third-party service providers with access to our information technology systems, sensitive business data or personal information to implement and maintain appropriate security controls and contractually restrict their ability to use our data, including personal information, for purposes other than to provide services to us, except as required by law. To oversee the risks associated with these service providers, we work with them to help ensure that their cybersecurity protocols are appropriate to the risk presented by their access to or use of our systems and/or data, including notification and coordination concerning incidents occurring on third-party systems that may affect us. These relevant service providers are contractually required to notify us promptly of information security incidents that may affect our systems or data, including personal information. While we conduct due diligence on the privacy, security and business controls of our third-party service providers and take steps to monitor their compliance with our security requirements, we may not have the ability in all cases to effectively monitor or oversee the implementation of these control measures.

Sustainable Supply Chain Management

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. To support this, we maintain a comprehensive supplier management program, designed to ensure a consistent supply of innovative medicines while minimizing risks and promoting sustainable practices throughout our value chain.

Our program is built around four central components, which help us engage with suppliers in a structured, responsible way and ensure alignment with AbbVie's standards and values.

Elements of Our Comprehensive Supplier Management Program

- Criticality assessment and stratification
- Criticality-based controls
- Relationship management
- Continual monitoring and assessment

Actions

Assurance of Supply

Since AbbVie delivers 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. As of 2025, this includes our robust U.S. manufacturing network with more than 6,000 employees across 11 sites producing active pharmaceutical ingredients (API), biologics, toxins and small molecules.

We continually 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 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, 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 and alert internal stakeholders accordingly.

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 helps us to distribute our products to patients, regardless of what happens in a particular location.

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 resilience 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.

Supplier Sustainability

Guided by our Supplier Sustainability program, we expect all our suppliers to maintain fair labor practices, foster worker safety, actively assess and manage risks and maintain environmentally responsible manufacturing processes. These expectations and our supplier requirements are detailed in our Supplier Code of Conduct.

Year-over-year, we seek to enhance our Annual Supplier Sustainability Survey. To do so, our Supplier Sustainability team continues to partner with EcoVadis. The EcoVadis platform was used to launch our third annual survey in 2024, which went to over 100 critical AbbVie suppliers, many of whom have also partnered with EcoVadis. The survey results allow us to better understand our suppliers' sustainability efforts, specifically on topics such as their environmental sustainability programs and metrics, reducing impacts (GHGs, waste and water), restricted substances, labor practices and policies and ethical conduct practices.

Not only do EcoVadis results ensure suppliers align with our Supplier Sustainability program requirements, they also enable us to work proactively with suppliers on developing higher standards and discussing best practices and topics of interest.

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, where applicable, 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.

A refreshed process of Supplier Code of Conduct attestation has been integrated into the supplier onboarding process, supported by new technology. To ensure consistency and compliance, incumbent suppliers complete attestations through the new tool upon request.

Identifying Critical Suppliers

AbbVie places a high priority on the management of our suppliers and strives to maintain a standard of excellence. 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 products that rely on single and sole-source suppliers and implement measures to mitigate potential supply disruption. In addition, we assess suppliers that provide technically complex or difficult-to-substitute materials or services to ensure the appropriate controls are in place.

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 we evaluate our suppliers to ensure alignment with our Supplier Code of Conduct.

Through PSCI's third-party manufacturers (TPMs) audit program, AbbVie gains access to the audit findings and remediation plans for the TPMs with whom we are contracted. These audits focus on topics including ethical standards, human rights policies and assessments, fair labor practices, environmental sustainability, health and safety topics and risk management processes. The 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 TPM.

Supplier Inclusion

An inclusive approach to supplier selection is key to safeguarding supply continuity. It also helps enhance our market competitiveness by advancing opportunities to partner with small- and medium-sized businesses. We take a broad and active approach to connecting with businesses and developing our supplier network.

We actively engage with small- and medium-sized enterprises and prioritize partnerships that reflect our commitment to responsible sourcing, innovation and agility in our supply chain. Our inclusive supplier strategy not only supports economic development but also advances best practices throughout our network, supporting long-term sustainability across our value chain.

AbbVie Foundation and Employee Impact

The AbbVie Foundation is an independent 501(c)(3) nonprofit working to drive transformative change in communities worldwide so that everyone can live their healthiest life. Since 2013, the Foundation has provided $389 million in grants to more than 310 organizations globally.

The Foundation collaborates closely with nonprofit partners to address the unique needs of their communities with a focus on addressing systemic barriers, increasing access to care and investing in innovative solutions with the potential to drive lasting change.

Actions

Employee Impact

Aligned to our Principle of serving the community, we support and empower employees to volunteer in a variety of ways, ranging from corporate-sponsored volunteer activities to providing employees with two paid days off a year for personal volunteering. Since 2013, AbbVie employees have volunteered more than 428,000 hours in their local communities, and this year alone employees volunteered more than 58,000 hours.

The AbbVie Foundation leads and coordinates AbbVie's employee impact programs, including our annual, week-long global volunteer program, Week of Possibilities, uniting colleagues around the world in community service. In 2025, nearly 14,000 AbbVie employees across 58 countries and territories volunteered more than 44,000 hours.

Our year-round employee giving and matching program includes our annual Employee Giving Campaign. Since its inception, we have donated more than $185 million to support thousands of nonprofits. In 2025, more than 17,000 employees raised approximately $25 million for around 13,000 organizations globally through donations matched by the AbbVie Foundation.

Employee Support

The AbbVie Foundation assists our employees 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 helps support tuition costs so that the children of AbbVie employees can achieve their full potential through post-secondary education.

58K+
hours volunteered by AbbVie employees in 2025[49]

~$25M
raised for charities globally in 2025[50]

$800K
in financial assistance provided to employees in 12 countries (including the United States) through the AbbVie Employee Relief Program in 2025

399
scholarships awarded to students in 35 countries (including the United States) through the Possibilities Scholarship Program in 2025

[49] Across all AbbVie-sponsored volunteer activities in 2025.
[50] Through donations matched by the AbbVie Foundation.

AbbVie Foundation Partnerships

Addressing Systemic Barriers

The AbbVie Foundation and CARE, alongside Morehouse School of Medicine, Lyft and the Atlanta Community Food Bank, launched a new program providing complete connected support and services to pregnant women in underserved communities in the greater Atlanta, Georgia area, with the aim of addressing critical disparities and improving maternal health. The two-year program offers holistic support that goes beyond traditional health care, including pre- and post-natal education, the delivery of iron-rich foods, transportation to and from appointments and cash assistance. This innovative, cross-sector collaboration is creating an ecosystem of support that will directly impact the health and well-being of 150 pregnant women and their families, and indirectly, as many as 3,600 people across Atlanta.

In 2025, the Foundation concluded a partnership with Partners in Health United States, supporting their work to embed teams in communities and providing technical, operational and strategic support to advance local health equity initiatives. This collaboration supported 56 organizations, reached over 15,000 patients through primary care outreach and indirectly impacted over 1.7 million people.

Increasing Access to Care

The AbbVie Foundation's work also focuses on strengthening community-centered health systems. Together with CommunityHealth, the Foundation is expanding access to free, quality primary and preventive health care throughout the greater Chicago, Illinois area. In 2025, two new microsite clinics were created in existing community spaces, enabling CommunityHealth to serve thousands of patients with free health care, wellness coaching, virtual appointments and support navigating the health care system. CommunityHealth awarded AbbVie with their 2025 Catalyst for Care award for the Foundation's commitment to driving meaningful change.

Innovative Impact

The AbbVie Foundation empowers nonprofit partners to accelerate new ideas and approaches that have the potential to break through health disparities and advance health equity in communities. Through the AbbVie Foundation Health Equity Accelerator, created in 2025 in partnership with MATTER, the Foundation provides mentorship and resources to organizations with innovative approaches addressing complex health equity challenges so they can scale their initiatives and impact. The inaugural 2025 accelerator cohort included Banco de Alimentos de Puerto Rico, Healing California, Health Betterment Initiative, Healthy Hood Chicago and Vecinos.

Additionally, the Foundation began a five-year partnership with Health Leads to design technology solutions connecting underserved communities to essential health and social services. In 2025, we launched an initial site in Costa Mesa, California, to develop, test and implement transformational technology tools and governance models designed to enhance health care accessibility for community members and reduce inequities.

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