



**A Decade of Impact.
Endless Possibilities.**

10-Year Impact Report

Since our launch in 2013, we have led with purpose to make a remarkable impact that lasts. And now, we reflect on how we've advanced our mission to discover and deliver innovative medicines and solutions that enhance people's lives. We foster a culture of curiosity that enables our people to find the answers that make life better for our patients and our world.

Over the past ten years, we have grown from 21,000 to more than 50,000 employees in 70 countries.

We've taken on the toughest health challenges to deliver life-changing solutions, and that's only the beginning. This report looks at how far we've come and the needs that still exist so we can continue to raise the standard of treatment for all.

Therapeutic areas of focus:

Immunology

Oncology

Neuroscience

Eye Care

Allergan Aesthetics

an AbbVie company

1st day as a company



January 2,
2013

**Approximately 21K
employees in 2013**



50K+
employees at
AbbVie today

20 conditions in 2013



75+
conditions treated

Invested over
\$55B*

to research, develop and discover new medicines
since AbbVie was founded leading to 25 major
product or indication approvals since 2013

Nearly

\$650M

in philanthropic donations to
strengthen communities around
the world

*Adjusted R&D investment, cumulative since inception

Our Principles

Our Principles are at the heart of our company. It's what we believe in. What we stand for. What guides us. It's foundational to who we are and how we operate.

Transforming lives

Acting with integrity

Driving innovation

Embracing diversity & inclusion

Serving the community

abbv.ie/OurPrinciples

Our focus at AbbVie, on people and culture, serving our communities and operating with integrity, continues to be recognized by others.



Workplace & Diversity

2022 DiversityInc "Top 50 Companies for Diversity"

FORTUNE 100 Best Companies to Work For®

Great Place to Work's World's Best Workplaces™

Human Rights Campaign Corporate Equality Index

Seramount "100 Best Companies" – #1 in 2022

Disability:IN Best Places to Work for Disability Inclusion



Business Performance

FORTUNE 100

FORTUNE World's Most Admired Companies



Environment, Social and Governance

Dow Jones Sustainability World and North America Indices

Top 1% S&P Global ESG Score; Top Biotech industry score for S&P Global ESG Yearbook Rankings

EcoVadis Corporate Social Responsibility Assessment Gold Medal

FTSE4Good Index

AbbVie ranked on the 2022 Purpose Power Index

3BL Media "100 Best Corporate Citizens"



Patients

We create positive change for people — not only through the medicines we create but through the paths we take to create them.

AbbVie has always taken on the toughest health challenges, creating high-quality therapeutic solutions for complex conditions while ensuring product safety, efficacy and accessibility for patients.

At inception, AbbVie products served more than 1 million patients, and today we reach more than 50 million people in 175 countries.

In 2013, our products treated 1 million patients around the globe and just ten years later,

we now improve the lives of 50 million people including more than 16 million in the United States.

From treating twenty conditions across all stages of life in 2013



to more than

75

conditions ten years later

175+

countries

where our products help people and patients

25

major product or indication approvals over the past 10 years*

including 4 major product or indication approvals in 2022

*In development individually or under collaboration or license agreements.

Supporting Patients

We discover and deliver life-changing medicines, but we know this only matters if they are accessible to people who need them, when they need them. That's why we keep patients at the center of our work, and why every solution starts with the patient's perspective.

We have been committed to providing patient support from our very beginning. This includes programs that offset the cost, or provide free medicines and therapies as well as other support for patients. We also fund patient education. This is an important area in which we continue to have great impact for patients and communities worldwide.

In 2013, AbbVie had
180 patient support
programs globally, and
now we have

530+
patient support
programs

1M+
patients

helped each year
in the United
States through
our commercial
patient support
programs



1/2M+

U.S. patients have
received free medicines
from AbbVie's patient
assistance program
over the past 10 years.

This program provided 198K+
patients in the United States
with free medicine in 2022. The
program helps 99% of uninsured
patients who seek assistance.



\$156.5M+

in grants, donations
and/or sponsorships

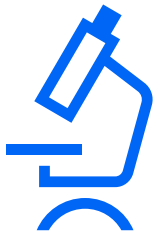
to healthcare and patient organizations in 2022

Supply Chain Sustainability

We are unwavering in assuring supply of innovative medicines to patients and life-enhancing products to customers.

AbbVie's supply chain is consistently ranked as a global supply chain leader, and in 2022, was ranked #20 in the Gartner Supply Chain Top 25.

Gartner
Supply Chain
Top
25



Science

We create medicines and solutions that change people's lives. For the last decade, our R&D teams have been chasing bold goals. The therapies and solutions that no one else has achieved or even attempted, including multiple medicines that have changed the standard of care. Our goal is to be first, faster and always for patients.

Since our launch in 2013, we have invested more than \$55 billion in R&D, demonstrating our ongoing commitment to solving patients' most challenging health issues. From drug discovery to clinical trials to regulatory approval, our scientific work is inspired by curiosity and collaboration.

From our very beginning, we have also sought to address the greatest unmet needs, which directs our efforts toward oncology, immunology, neuroscience, eye care, and medical aesthetics. Today, R&D has more than 12,000 employees.

From \$3 billion invested in R&D in 2013 to \$7.1 billion invested in R&D in 2022 with more than

\$55B

invested collectively throughout the decade

12K+
R&D employees

Our commitment continues with

110+

new study starts planned for 2023

From 20 mid to late stage clinical programs in 2013 to

→ **80+**

clinical programs in 2022

Nearly

2K



papers published by AbbVie scientists allowing others in the medical research community to build on scientific knowledge we developed

75% of the medicines in our pipeline are considered first-in-kind with

~50

new molecular entities

240+ clinical trials in
55+
countries
in 2022 with more than
9K
study sites

Clinical trials are a critical component to developing and delivering life-saving medicines for patients. We believe clinical trials should reflect the populations we serve as we aim to help patients live healthier, longer lives.

AbbVie is committed to being an industry leader in improving clinical research diversity. We rely on real-world data and evidence to guide our diversity and inclusion strategies to ensure that participation in AbbVie-sponsored clinical trials appropriately represents patients living with the diseases we are studying. We continue to analyze our clinical trials to ensure they reflect diversity in race, ethnicity, age and gender.

abbv.ie/clinicaltrialdiversity

Innovation Takes All of Us

At AbbVie, external scientific partnerships have always been essential to creating medicines and solutions that put impact first – for patients, communities, and our world. We have more than 250 partnerships, made up of leading biotechs, universities, nonprofits and government organizations to advance science.

~70 partners in 2013 to

250+
partnerships
in 2022

Areas of Innovation

We invest in key areas that will drive innovation within our pipeline for years to come. We do this in an effort to bring about better therapies that are more targeted and effective. abbv.ie/innovationareas

Data convergence

Convergence is the next step in the digital health revolution. We're leading the way with a data infrastructure that enables more efficient knowledge sharing and understanding across the entire organization – the ultimate goal: a platform that creates new connections and opportunities to better treat disease.

Precision medicine

Our ~200 dedicated researchers are pushing the boundaries of personalized treatment to transform how we treat disease.

Patient-focused drug development

Patients fuel our passion to create new approaches that help advance the standards of care for diseases with high unmet needs.

Genetics and genomics

From leveraging massive data sets to studying more than 1 million genomes, our scientists are challenging how we better understand and treat disease.

Therapeutic modalities

We use a mix of traditional and cutting-edge modalities – to create the best compound for that specific target including:

- Monoclonal and multispecific antibodies
- Antibody-drug conjugates
- Targeted protein degradation
- Gene therapy
- Cell therapy
- Small molecules

Advanced technologies

We leverage technology to accelerate science.

Key capabilities:

- Artificial intelligence
- Green chemistry
- DNA-encoded library platform
- B-cell discovery platform
- Specialized Research in Chaotic Systems (SPaRCS) team

Neglected
Tropical
Diseases
(NTDs)

1B+
people are
impacted by
NTDs globally

400+
scientists have
donated 195K
pro bono hours

to develop treatments
reflecting both
scientific excellence
and commitment
to society

abbv.ie/journeyofsight



Jobs

Our People, Jobs and Economies

We are driven by a shared passion to improve lives everywhere. This is as true today, as it was when we first opened our doors. Since day one, we knew that how we worked together would be central to our success. So, together with our employees, we defined our Ways We Work behaviors. These five behaviors set the expectation for how we deliver results and guide how our people work with each other every day. AbbVie's culture continues to empower individuals, teams and the company to be innovative, collaborative and high performing, delivering results that change lives.

All For
One AbbVie

Decide
Smart
& Sure

Agile &
Accountable

Clear &
Courageous

Make
Possibilities
Real

We Are AbbVie

From approximately 21K to

50K+

employees

more than doubling in
strength and talent in
one decade

From 20 to more than

40

top workplace
recognitions

across the globe, honoring
us as a great place to work

**Flexible workplace
since inception**

In 2022, we launched
Where We Work, our
hybrid work model, which
provides flexibility without
sacrificing collaboration

From 5,000
scientists to

12K+

R&D
employees

57%
of employees

in STEM-related
positions are
women

37%*
of employees

are from
underrepresented
populations

*U.S. only statistic

20
countries

with manufacturing
and/or R&D
facilities

Our 5 largest employee populations



In the United States, we have a presence in all 50 states and Puerto Rico.

Our 26,000 U.S. employees have a total impact on employment of nearly five times that amount through direct and indirect business activity.*

Our largest employee populations by location include:

Illinois ~10,500

Texas ~2,100

Massachusetts ~1,500

California ~3,500

New Jersey ~1,500

Puerto Rico ~1,200

Our Supplier Partners Help Us Meet Patient Needs

Because AbbVie delivers critical, lifesaving and impactful medicine to patients, maintaining and assuring a stable supply chain is a core goal. Supporting diverse suppliers, including underrepresented populations, women, military veterans, and the disabled community, is important to AbbVie's EEDI strategy.

In 2013, we began with a network of 25,000 trusted suppliers which has expanded to

>62K
today

Total supplier spend was \$6.6 billion in our first year as a company, and this investment has grown to an annual spend of

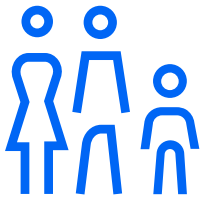
\$15B
today

Our suppliers sit in 134 countries around the globe and in all 50 U.S. states plus Washington, D.C. At launch we worked with 500+ small and diverse U.S. suppliers across twenty industries, and in 2022,

our network has grown to approximately 2,425 small and diverse businesses in the United States and Puerto Rico with a total spend of \$897M+ in 2022.

Providing patients with the critical products they need when they need it is essential. In the last two years, while backorders and shortages impacted multiple industries around the world, we were able to make our products available to our patients over 99% of the time.

*<https://phrma.org/-/media/Project/PhRMA/PhRMA-Org/PhRMA-Org/PDF/0-9/2020-Biopharma-Jobs-ImpactsMarch-2022-Release.pdf>



Communities

We launched AbbVie with a commitment to help communities around the world achieve healthier, more sustainable, more equitable lives. Ten years later, we're still committed.

In 2018, five years after our launch, we committed \$350 million to nine organizations that align with our priorities of strengthening healthcare systems, supporting effective educational programs and building strong communities; our partners include:

- City Year
- Communities in Schools
- Direct Relief
- Family Reach
- Habitat for Humanity
- Neal Math & Science Academy
- Ronald McDonald House Charities
- St. Jude Children's Research Hospital
- University of Chicago Education Lab

AbbVie and the AbbVie Foundation have worked over the past 10 years to create impact.



**Employee
Giving
Campaign**

**21K+ employees
contributed \$21.7M to
12,600 charities in 50+
countries in 2022.**

Since 2014,

\$100M+

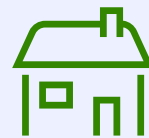
has been donated

by AbbVie employees and the
AbbVie Foundation giving and
matching program.



\$35M

donated in
COVID relief



\$13.8M+

supporting disaster
relief

200K+

service hours

by AbbVie volunteers
during Week of
Possibilities since it
began in 2014.



260+

unique philanthropic
partners



Nearly

\$650M

in philanthropic donations driving impacts and making a remarkable difference in communities around the world.

AbbVie Foundation Employee Assistance Program Highlights

AbbVie Possibilities Scholarship

Since its inception in 2019, the AbbVie Possibilities Scholarship program has awarded 1,209 scholarships to students of employees in pursuit of higher education goals.

AbbVie Foundation Employee Relief Program

2022 completed our third year administering AbbVie's employee relief program. In that time, we have awarded over 2,400 applications and over \$7.3 million in support.

This includes over \$2.2 million provided in financial assistance to employees in 16 countries (including the U.S.) and 14 states in the United States in 2022.

Commitment to Advancing Racial Equity

In 2020, AbbVie pledged \$55 million to advance racial equity, including a \$50 million five-year commitment to advance health and education equity in Black and other marginalized communities. Learn more about the progress of AbbVie Foundation's six racial equity partners. abbv.ie/racialequity

Environmental Stewardship

Our SPARK Innovation Accelerator launched in 2019 and serves as an incubator for employee-driven sustainability ideas. In Year 4, the program is supporting 17 winning teams who will pilot action in 2023. In total, 51 winning teams from 11 countries have participated.

SPARK teams (Year 1 + Year 2 + Year 3) have saved or avoided spending \$4.2 million by piloting new ideas to reduce AbbVie's greenhouse gas emissions, energy, waste and water.



CO₂e

The equivalent of driving 1,298 gas-powered cars for a year



Energy

The equivalent of 847,500 solar panels or the energy used to mine 1,170 bitcoins



Waste

The equivalent of 20 garbage trucks in the United States or 103 trucks in Europe/Asia



Water

The equivalent of 19 Olympic-sized swimming pools

For more information on our impact, visit:

abbvie.com

abbv.ie/HistoryofImpact



Contains data current through 2022.

AbbVie Inc.

1 North Waukegan Road

North Chicago, IL 60064 U.S.A.

abbvie.com

©2023 AbbVie. All rights reserved.

ALL-ABBV-230225

abbvie