

# A SUSTAINABLE FUTURE STARTS WITH HEALTH

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

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

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

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

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

## OUR PRIORITY

## INNOVATE FOR ACCESS AND AFFORDABILITY

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

### INNOVATE

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

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

### TRANSFORM

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

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

### PARTNER

**Advance health access** through partnership

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

# SUSTAINABILITY IN EVERYTHING WE DO

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

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

## OUR PEOPLE

### Build the diverse, innovative workforce of tomorrow

- Provide 2 million development and job opportunities for current and future employees.
- Create opportunities in Abbott's STEM programs and internships for more than 200,000 young people.
- Continue to create a meaningful employee experience and advance Abbott's culture.
- Achieve at least 45% female representation across our global management team.
- Achieve at least 45% female representation in STEM roles.
- Support workforce representation that is reflective of the communities we serve around the globe.
- Anticipate Abbott's future workforce needs and achieve talent readiness.
- Continue to drive 100% leadership accountability by tying executive compensation to talent and succession planning targets.
- Maintain or improve rates of internal succession for leadership roles.
- Fill 50% of targeted new jobs with internal talent by up-skilling, cross-skilling and creating learning opportunities.
- Continue to provide industry-leading programs that help people achieve their personal health and well-being.
- Support financial security of employees by helping those with college debt to save for retirement, expanding Abbott's *Freedom 2 Save* program by providing \$10 million in matching contributions to participant retirement accounts.

## DATA

### Responsibly connect data, technology and care

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

## SUPPLY CHAIN

### Ensure a resilient, diverse and responsible supply chain

- Certify that newly contracted direct material spends incorporate responsibility requirements.
- Ensure ethical sourcing from all suppliers with high-risk sustainability factors through 100% auditing.
- Continue to help safeguard our supply chain to mitigate single-source and supply shocks.
- Increase small business spend to support supply chain strength and resilience.

## ENVIRONMENT

### Protect a healthy environment

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