



DIVERSITY, EQUITY,
AND INCLUSION
REPORT 2021





ON THE COVER

Kortni Foreman and Olivia Muñoz are high school STEM interns in Texas, USA. The internship program is one way Abbott is expanding opportunities for girls and diverse students in science, technology, engineering, and math.

Employees who lead and support the PRIDE Network, which advocates for Abbott’s global LGBTQ+ community, gather at the Abbott House.

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A Message From Our Chairman and CEO, Robert Ford

Dear Abbott Stakeholder,

Living fully means different things to each of us. But fundamental to the concept is the ability to be fully and truly ourselves and to be accepted in all of our individuality.

Helping people live their fullest lives is what Abbott is about. We do that with the healthcare products we create. And we do it in our policies and actions as an employer, a neighbor, and a citizen.

We've captured the essence of our commitment in this, our second annual Diversity, Equity, and Inclusion (DEI) Report. While we see DEI as a fundamental part of our sustainability strategy, we view it as a matter of such importance — for the company and for society — that we want to give it this dedicated, ongoing focus.

We know the value of diversity at Abbott. It's been our foundational business strategy for decades. The diversity of our businesses makes our company stronger, and it's driven by the diversity of our people.

There are 113,000 of us, doing business in more than 160 countries. Without respect for diversity, we simply and literally could not be the successful company we are.

As this report discusses in detail, we've taken many actions to ensure that diverse talent can thrive at Abbott. For example, through our Executive Diversity Council, I lead a group of diverse leaders who meet several times a year to discuss our successes, challenges, and goals related to diversity and inclusion. This group is committed to making sure that our diversity and inclusion strategy is reflected throughout our business practices and programs. But our interest and our efforts go far beyond our own walls as well. I'd like to highlight a range of actions we've taken to support DEI throughout the field of medicine broadly to improve both health and societal outcomes.

- We're working to increase diversity in clinical trials to deliver the best results for all users of our products. This means ensuring appropriate gender, racial, and ethnic representation and developing an outreach plan to build trust in communities that have not traditionally been included.
- To address health and economic disparities, Abbott made a three-year, \$5 million commitment to support an initiative from the American Diabetes Association® (ADA) to advance its Health Equity Bill of Rights. We're working with the ADA to reduce health inequities by removing barriers to tools and technology for diabetes management.
- We launched a partnership with the Local Initiatives Support Corporation™ (LISC) to support diverse, small suppliers to improve equity in the healthcare supply chain.



- We're helping to develop talent in diverse communities in multiple ways. We engage organizations such as Advancing Minorities' Interest in Engineering™ and the Society of Women Engineers™ to identify diverse talent.
- We've provided \$5 million to fund nearly 300 medical scholarships for Historically Black Colleges and Universities (HBCUs) while also working with HBCUs to bring more diverse talent into Abbott.

We've made progress, inside our company and out. But we know there's so much more to do. We'll keep moving forward; we'll keep getting better. And I hope you'll keep following our efforts — and pushing us to do even more.

Thank you for your interest and your support.

Sincerely,

Robert B. Ford
Chairman and Chief Executive Officer

SECTION ONE

A Foundation for the Future

EMPLOYEE NETWORK TIMELINE



OUR EMPLOYEE NETWORKS

ORGANIZATION FOUNDED

Diversity, equity, and inclusion have a strong foundation at Abbott.

Rooted in our people, our innovations, and our management approach, DEI unites us in our shared purpose of helping people live healthier, fuller lives. As we report on the updates of our DEI efforts, we want to recognize the progress we've made as we renew our commitment to continuous improvement.

Our efforts to support a diverse workplace and equitable society include increasing opportunities at our company for those from underrepresented groups.

We offer our employees the chance to live their best lives while working with us. Our development and advancement opportunities allow every employee to reach their full potential, from formal training to learning gigs to mentoring and more. We provide the security of compensation and benefits that allow employees to care for their – and their family's – physical, emotional, and financial well-being.

Working at Abbott provides the chance to collaborate with colleagues who share a common purpose of improving lives through better health.

This year's report showcases our commitment to the evolution of these efforts, as shown in our employee network timeline above, and celebrates our 2021 milestones.

SECTION
TWO

Building Our DEI Culture

Attracting and retaining diverse employees is essential to our success to develop the innovative health technologies needed to help more people in more places.

This means we must create a workplace culture where every person feels valued and able to contribute fully. We work to build this culture in many ways through our employee networks, mentoring, development opportunities, benefits, and programs that help our employees pursue personal and professional growth.

We also provide training to advance our diversity efforts, including unconscious bias training, which all U.S.-based Abbott employees attended in 2021. We expanded training to employees outside the United States and incorporated the course into our new hire program, helping us to exceed our initial training goal for 2021.

We also launched our “Leading With Impact” training for Abbott managers globally, in which more than 97% of our people managers worldwide participated in the first year. This training guides managers as they build trust and foster open communication through listening and understanding their teams.

EMPLOYEE NETWORKS

Everyone benefits when employees have the tools they need to reach their fullest potential. One way they can find those tools is by participating in one or more of our 10 employee networks. Our goal of achieving an accepting, inclusive culture is supported by our employee networks. They provide Abbott employees with opportunities to engage with local communities, advance professional development, and seek or provide mentorship. They also provide support for everyone to be their true self.

The nearly 15,000 members of these networks represent backgrounds and come from businesses and functions within Abbott. Our employee networks saw 45% growth in membership in 2021.



2021 EMPLOYEE NETWORK GROWTH

+87%* | Abbott disABILITY Network

+69% | Advancing Professionals Network

+68% | Flex Network

+65% | PRIDE Network

+45% | Women Leaders of Abbott

+44% | Asian Leadership and Cultural Network

+34% | LA VOICE Network

+28% | Women in STEM

+27% | Black Business Network

+17% | Veterans Network

*Growth since summer 2021 launch.

MENTORING AND INTERNSHIPS

Our people’s willingness to take time to support one another allows Abbott’s DEI efforts to thrive. Many do this through our successful mentoring programs offered around the world. In 2021, we expanded our formal mentoring program to an additional seven countries, inviting more of our colleagues globally to participate.

Abbott’s internship opportunities for science, technology, engineering, and math (STEM) high school students create a bridge for students directly into our college internship programs. From there, they can pursue one of Abbott’s professional development programs (PDPs) to start careers with us.

EMPLOYEE SUPPORT AND DEVELOPMENT

Abbott is committed to developing an environment where all employees can continue to grow and develop in their careers. That’s why we created the new FreeU program. Employees told us they wanted to earn their college degrees but faced obstacles getting started – specifically, the expense of college tuition and the time it takes to earn a degree.

FreeU allows employees to pursue bachelor’s degrees on flexible schedules and at no cost when combined with our tuition reimbursement program. The first two years of courses are free, and then tuition assistance can be used to complete remaining coursework.

Through FreeU, Abbott covers not only tuition but also the costs of books and academic advising.

FINANCIAL SECURITY

Abbott provides financial security programs so employees can care for themselves and their family members at all ages and stages of life. One such program is our first-of-its-kind Freedom 2 Save™ program, which allows U.S.-based employees with college loans to pay off their educational debt while simultaneously saving for retirement.

We work to incorporate innovation throughout our company, and this program was developed to meet the needs of employees who were finding it difficult to fit both loans and retirement savings into their budgets.

Since our Freedom 2 Save program was introduced in 2018, our employees have benefited from \$3.5 million in retirement account contributions. Employees such as clinical specialist Kyle Perez from Milwaukee, Wisconsin, USA, no longer had to choose between paying off student debt or saving for retirement.

Perez was able to pay off his roughly \$35,000 in student loan debt while Abbott deposited a contribution equal to 5% of his eligible pay into his Abbott Stock Retirement Plan. Now he’s chasing new goals. “I’m moving on to saving for other things I’ve always dreamed of, like traveling the world,” he says.

A version of the program has also been expanded to support Abbott employees in the Netherlands.



DEVELOPMENT BY THE NUMBERS

Female representation within the mentoring program: **60%**

Female representation within the professional development programs:

50% | Global

51% | United States

Race/ethnicity representation within the U.S. professional development programs:

14% | Asian

10% | Black or African American

11% | Hispanic or Latino

5% | Two or more races

Letter From Executive Vice President of Human Resources, Mary Moreland

At Abbott, we work hard to support and sustain a culture where inclusiveness is second nature. This is not something driven by an initiative or project – but by how we naturally approach working with each other day in and day out. We are committed to a culture where each person can bring their total self to work, where everyone is valued for their contributions, and where we work together with no barriers.

We foster this culture by offering our employees three basic things: opportunity, security, and our common purpose.

We want our employees to reach their full potential. We offer opportunities and resources, including formal mentoring and training programs, to help employees achieve their goals.

Our benefits provide the security employees need to take care of themselves and their families – from their physical and emotional health to their financial well-being.

Beyond our development and benefit offerings, working at Abbott has the additional aspect of having 113,000 other employees who are united in working to improve lives through health. Our people are part of a community built on that shared purpose and a foundation where everyone can bring their true selves to work each day.

I hope you see in our stories shared in this report that diversity, equity, and inclusion unite us in our shared purpose to help people live fuller, healthier lives. While there is still much for us to do, we have worked hard to create an environment that welcomes and supports everyone. And we will continue to work hard because we firmly believe that our success is rooted in the strength of our diversity.

Sincerely,



Mary K. Moreland
Executive Vice President
Human Resources



SECTION
THREE

Increasing Diversity Across Our Workforce

As a global company, we need diverse perspectives and ideas to fuel our innovative health technologies that serve people in more than 160 countries.

We've said it before: Diversity fuels creativity. Creativity drives innovation. And innovation produces ideas that can change lives for the better. New ideas come from different places and points of view.

We are bringing this to life through the talent goals in our [2030 Sustainability Plan](#). For example, we are working to achieve gender balance across our global management team by the end of the decade. Through 2021, 40% of our global management positions have been filled by women. And we have already met another important goal: one-third of our leadership roles are held by people from underrepresented groups. We want to continue to take steps like these as part of our journey to make Abbott an even more diverse workplace.

FEMALE REPRESENTATION

Mentorship is critical to building the diverse talent pipelines. Our internships and professional development programs mentor young women early in their STEM careers. In our 2021 high school internship program, 62% of the interns were female, and 84% of the STEM interns were from underrepresented groups. In the 2021 college internship program, 58% of the interns were female, and 76% of the STEM interns were from underrepresented groups.



2030 GOAL

Achieve gender balance across global management and STEM roles with at least 45% female representation.

WOMEN AT ABBOTT

45% | GLOBAL

47% | UNITED STATES

WOMEN IN STEM

44% | GLOBAL

43% | UNITED STATES

WOMEN IN MANAGEMENT

40% | GLOBAL

41% | Managers

39% | Directors

32% | DVPs* and Officers

43% | UNITED STATES

43% | Managers

43% | Directors

38% | DVPs* and Officers

*DVP = Divisional Vice President



RECRUITMENT AND RETENTION

Our commitment to internal development means that our people have many opportunities to grow and develop in their careers at Abbott. We value leaders with deep knowledge of our business and our culture. That’s why we encourage a long-term commitment across our businesses and divisions. We are on track to reach our commitment of providing 1 million development and job opportunities for current and future employees by 2030.

DEI is built into our recruitment and retention strategies and practices. In 2021, Abbott decided to strengthen our relationships with groups such as the Association of Latino Professionals for America, Getting Hired™, National Black MBA Association®, National Sales Network™, National Society of Black Engineers™, Reaching Out™ MBA, Society of Hispanic Professional Engineers™, Society of Women Engineers™, and MBA Veterans®.

By creating more sustainable relationships with organizations focused on underrepresented groups in the industry, we can create a long-term commitment to diverse and sustainable hiring practices.

We partner with HBCUs (Howard College, North Carolina Agricultural and Technical State University, and Prairie View A&M University) as well as Hispanic-serving institutions (HSIs) (University of Puerto Rico Mayagüez, University of Illinois at Chicago™, and University of Texas at Arlington™) to reach future hires from diverse talent pools.

Abbott recruiters work hard to reach as many people as possible with job opportunities. We collaborate with our employee networks to amplify our employee referral programs. We know job experience doesn’t look the same in every community for everyone, which is why the [Careers](#) section of our website includes a digital tool that translates military skills to help veterans best match with current job openings. The site is also equipped with multiple accessibility options for individuals with disabilities.



2030 GOAL

Ensure one-third of leadership roles are held by people from underrepresented groups by 2025.

RACE AND ETHNICITY REPRESENTATION IN THE UNITED STATES

| 42% U.S. OVERALL | 33% U.S. MANAGEMENT |
|--|--|
| 0.3% American Indian or Alaska Native | 0.3% American Indian or Alaska Native |
| 19.3% Asian | 19.2% Asian |
| 9.0% Black or African American | 4.4% Black or African American |
| 10.9% Hispanic or Latino | 7.0% Hispanic or Latino |
| 0.5% Native Hawaiian or Pacific Islander | 0.3% Native Hawaiian or Pacific Islander |
| 2.3% Two or more races | 2.3% Two or more races |

EMPLOYEE SPOTLIGHT



Swati Dalal

General Manager
Nutrition International
 Mumbai, India

Swati Dalal's 27 years at Abbott have been defined by two constants: continued momentum as a leader and a focus on DEI strategies.

Dalal's success at Abbott started with her first role as a brand manager in Abbott's Neurology business. She progressed into more senior roles, eventually moving into the Pharmaceutical business. In the years since, Dalal has advanced her career to today, leading the company's Nutrition business in India.

She feels it's critical to pay that success forward, creating environments where diverse employees can find support to achieve their own personal and professional goals. For Dalal, diversity is a crucial component of a thriving business.

"I feel this journey [of inclusion] has definitely strengthened at Abbott. If I expect it from my team, I can't just say 'Drive this,'" Dalal says. "We have to role model it, demonstrate its value, and discuss the value of diversity and inclusion."

"For me, it's been so many roles, so many opportunities, that it always feels fresh," Dalal says. "And you feel you have so much more to learn and do."

EXPANDING OPPORTUNITIES

Diversity has multiple meanings depending on where you are in the world. In India, Dalal says, gender diversity is an important part of the DEI conversation because, compared with locations such as Western Europe and the United States, India has a lower percentage of women in the workforce.

Providing opportunity and support for women in India is a large part of Dalal's DEI work at Abbott. Her particular focus is on young professionals and women leaders. She sponsors the Advancing Professionals Network (APN) for early-career employees and is active with the Women Leaders of Abbott (WLA) network, which recently launched a working mother's group in India.

WLA has become an integral part of the recruitment strategy in India, Dalal says, and she is excited about the group's programs that support women pursuing second careers after becoming parents.

"Many talented professional women find it difficult to cope post-maternity and take a break from their careers. And very often, after taking a career gap, it's very difficult to come back into the workforce.

That's why we launched ASCENT, which supports women's second careers at Abbott," Dalal shares. ASCENT supports women returning to the workforce after a career break/gap of six months or more.

GLOBAL STRATEGIES, LOCAL SUCCESS

Dalal has seen her roles at Abbott take on new meaning as she and other leaders strive to innovate DEI strategies that work across employee communities. Working with employee networks, speaking on various platforms, and joining the mentoring program are all DEI priorities for her.

Actions like these allow DEI to live and breathe at Abbott, she says.

"DEI must be part of the fabric of our organization," Dalal says. "DEI is owned by every leader in Abbott, and I think over the years, I've definitely seen it grow across the globe. Equity is also about ensuring that we have what we need to support different diverse people in the organization and that everyone is treated equitably for the needs that they have. As an organization, we should be geared for that."

EMPLOYEE NETWORK SPOTLIGHT



Members of Abbott's Black Business Network celebrate the employee group's 20th anniversary. The network aims to engage, encourage, and energize Black employees across the company.

Black Business Network: More Than 20 Years of Progress

Two decades ago, 30 employees gathered at Abbott's headquarters to create an employee network that would engage, encourage, and energize Abbott's Black workforce while advocating for underrepresented groups.

Today, the Black Business Network (BBN) has more than 1,800 members and 14 chapters around the world that connect the company's global workforce.

One of the many ways that BBN has helped create spaces of community is by honoring Black leaders in the medical field and partnering with other employee networks to create impactful employee programming.

Historically, BBN chapters have joined together to honor Henrietta Lacks, whose cells played an important role in fighting cancer, and the extraordinary work of Charles Drew, the forefather of modern blood banking.

Programming like this provides an important reminder of the contributions Black scientists, leaders, and physicians have made and are making to the medical device and healthcare field.

Partnerships with other employee networks have been key for BBN, such as joining forces with WLA for an International Women's Day event focused on the importance of challenging gender inequality.

SUSTAINABILITY AND BBN'S FUTURE

BBN celebrated its 20th anniversary in 2021 with an event called "Sustainability Through Inclusive Leadership" that honored the group's past, celebrated the present, and looked to its future. This theme echoed the broader diversity and inclusion goals in Abbott's [2030 Sustainability Plan](#).

Achieving those goals isn't possible without support and guidance from engaged employee networks like BBN, which Samer Saleh, a BBN Executive Council member and a divisional vice president in Abbott's Rapid Diagnostics business, says has the membership base to make an impact. "What really keeps the flame moving is knowing that what we do matters," Saleh says. "Abbott as a whole, our work really matters."

IMPORTANT MOMENTS FOR BBN IN 2021

BBN took on a new role supporting the company after the 2020 murder of George Floyd by guiding conversations throughout the organization, Saleh says. Examples include milestones listed below.

BBN'S 2021 MILESTONES

- Hosting DEI conversations with senior leaders through the year-long “Continuing the Conversation Series: Myth Busting.” Topics discussed during webinars included systemic racism, becoming a leader, and dismantling stereotypes. More than 800 employees participated in the sessions.
- Collaborating with Illinois partners (Something Good in Englewood, Rush University Medical Center™, and the Illinois Department of Public Health) to support and educate the underserved communities in Chicago on COVID-19’s impact on the community. Specifically, this included providing personal protective equipment (PPE), on-site COVID testing, food, and care packages for more than 250 families. They also supported testing and screening for diabetes, heart disease, and mental health issues.
- Donating \$5,000 to Something Good in Englewood to help fight COVID-19 while members assembled PPE kits.
- Volunteering to pack food boxes for the Martin Luther King Jr. Day holiday.

Everett Tucker, divisional vice president and general manager of Abbott’s Hematology division, is the executive sponsor of the Black Business Network.





Growing With PRIDE

As representatives of Abbott's LGBTQ+ community, one of Abbott's PRIDE Network's priorities is working on ways to create inclusive workplaces for our employees around the world.

PRIDE Network members approach this in many ways, from developing a global education video series, to promoting and supporting allyship programs, to reaching out personally to help colleagues. A powerful example is how network members supported a transgender colleague in Brazil who was struggling to transition.

"We told her, 'This is a safe space. We can talk about this,'" PRIDE Network cochair Bruno Becker, counsel in our Rapid Diagnostics legal division in Abbott Park, Illinois, USA, remembers. "She was having difficulties transitioning into society, but she wanted to bring her true self to work at Abbott."

Her situation inspired the PRIDE Network to publish a guide that Abbott employees could reference to better understand and best support nonbinary and transgender colleagues and contribute to a more inclusive workplace.

Current PRIDE Network cochairs Becker and Jenna McGuire, risk management manager in Structural Heart's quality assurance division in Plymouth, Minnesota, USA, drafted the guide in 2020.

The intention was to provide knowledge for all employees, particularly managers, about their transgender and nonbinary coworkers. The guide was released in 2021.

Abbott's Transgender and Nonbinary Inclusion Guide includes information on:

- Why a chosen name is so important and how managers can ensure its implementation in Abbott systems.
- Clarity on Abbott's dress code.
- Restroom usage guidance.
- Personal privacy guidelines.

The guide is also included as a resource in our workplace training courses, helping others embody allyship for and affirmation and celebration of their transgender and nonbinary colleagues.

2021: THE YEAR OF GROWTH

The PRIDE Network has seen significant growth, and McGuire and Becker say a key factor is visibility.

"We are in 40 countries, 11 new countries, half of the members are outside the United States. We now have 1,700 employees enrolled globally," Becker says.

As a global company with offices in geographic locations where social stigmas and legal restrictions may exist around queer identities, it is vital for employees to receive support. Launching local groups has helped the PRIDE Network take actions locally — like in Singapore, where the PRIDE chapter donated to a local shelter for transgender people.

TAKING ACTION TO CONTINUE PROGRESS

The PRIDE Network's momentum produced a global ripple effect in 2021. Many Abbott offices worldwide flew rainbow PRIDE flags during PRIDE month in June and hosted transgender awareness weeks.

In another noteworthy milestone, the PRIDE Network created an LGBTQA Allyship Education Series with Out and Equal Workplace Advocates™ (O&E). The PRIDE Network developed a curriculum for the course and conducted a pilot. This course has been added to the global Abbott employee course catalog, making it available to all interested colleagues worldwide.

As the network looks to the future, PRIDE Network leadership is actively thinking about implementing strategies that respect and prioritize multicultural experiences in the network's educational materials and events.



High school intern Olivia Muñoz, center, at an assignment in Texas, USA. She is one of about 50 U.S. high school STEM interns Abbott hires each summer.



2021 INTERNSHIPS AT ABBOTT

1,000+

College and high school interns globally

84%

Underrepresented STEM high school interns

62%

Female high school interns

76%

Underrepresented STEM college interns

58%

Female college interns

Sincerely, the Future of STEM

Abbott's high school and college internships are changing the face of STEM.

In June 2021, if you opened a copy of *The Wall Street Journal*[™] — or one of six other prominent U.S. newspapers — you would have found handwritten letters addressed to CEOs, urging them to provide more access to STEM training programs, identify more diverse STEM mentors, and place more focus on inclusivity in STEM. These letters weren't written by corporate executives but by female interns in Abbott's high school STEM program as part of a pivotal campaign to change the face of STEM.

Olivia Muñoz, a high school intern from Texas, USA, was one of those letter writers. She says she feels less alone in STEM since writing her letter.

"Interning with Abbott the past two summers has made me feel more confident in myself," Muñoz says. "I'm surrounded by people from many different backgrounds, and I learn something new every day. With such a welcoming environment, I feel encouraged to try my best, even if I end up failing miserably. I don't feel judged."

Muñoz is one of the hundreds of interns looking for their place in the worlds of science, technology, engineering, and math with Abbott's guidance.

DIVERSITY SERVES STEM SUSTAINABILITY

Behind the scenes, leaders like Bryan Quick, director, global university relations, talent acquisition, are hoping to ignite a passion for STEM while creating sustainable internship programming that brings students long-term success.

"High school is a formative time to get students excited and engaged," Quick says. "The college program helps us get them in the right lane so when they've graduated, they move into our professional development program (PDP) and ultimately to a career with us."

In addition, Abbott's high school interns, college interns, and PDP participants are encouraged to explore to see what areas spark their interest.

"Our goal is to provide access to students who don't have that opportunity," Quick says. "It's compelling when you hear students say, 'Before the Abbott STEM program, I never saw a scientist or engineer who looked like me.'"

Recruitment from diverse student populations is built into the program's structure to drive diversity efforts from the beginning. Interns come from partner high schools with racial, ethnic, or income diversity.

EMPLOYEE SPOTLIGHT



Nikhita Ramachandrula

**Manufacturing Process Engineer
Professional Development Program**
Zwolle, Netherlands

During Nikhita Ramachandrula's first internship with Abbott as a high schooler from Illinois, USA, she found herself on an airplane to northern California, USA. In a few hours, she would have the chance to see one of Abbott's cardiac devices up close — an experience that changed her future STEM career trajectory.

“That was my very first and biggest aha moment,” Ramachandrula says. “As soon as I saw the demo, was able to touch it, and was able to see the different steps that it took to make it, I was like, ‘This is it. This is what I want to do.’”

This year, Ramachandrula booked another flight. This time to the Netherlands for her final rotation in Abbott's PDP, which she joined after graduating from the University of Iowa™ with a degree in neuroscience.

PROFESSIONAL DEVELOPMENT THAT STANDS OUT

Abbott's three-year PDPs give early-career employees the experiences they'll need for successful, long-term careers with the company. Participants rotate among divisions, exposing them to different businesses while being mentored and receiving professional guidance.

In the Netherlands, Ramachandrula's priorities include learning operations and project management. Her three PDP rotations have already given her opportunities to work with COVID-19 rapid tests and to supervise a team for the first time. As a college intern with Abbott, she worked in diabetes care, electrophysiology, and neuromodulation, her college focus.

“That was the biggest connection I was able to make between what I was studying and what I was working on at Abbott,” she says. “I knew the vocabulary. I knew what they were talking about. That I got to do that was amazing.”

Moreover, for Ramachandrula, it made all the difference to see leaders that looked like her, asked for her input, and were truly accessible. Today, she hopes to be that same type of leader in STEM.

“I came in with no experience, and now I'm managing a team of five. When I picture myself 10, 15 years from now, I just know I want to be in a role where I can impact people around me.”

SECTION
FOUR

Promoting an Equitable Society

Fostering broader access to healthcare is where our DEI efforts extend beyond our doors and into the communities where we live and work.

We are striving to advance health equity by working closely with the communities we serve to address health disparities, expand access, and remove barriers to care. We prioritized innovating for access and affordability in our [2030 Sustainability Plan](#) and have made equitable care a key principle for our community partnerships.

We're working across our business to embed access and affordability into our innovations at every stage — creating our technologies and products to reach more of the people who need them.

This aligns with our goals around expanding affordable access to healthcare for underserved, diverse, and at-risk communities, including women and children. We do this by delivering innovative, decentralized models of care that advance prevention and early diagnosis, improve nutrition, provide quality treatment and care, and lower total costs.

We know that to meet the healthcare challenges of today and beyond, we need to not only work across our business but also in partnership with others. That's why we are working with stakeholders to build strategic partnerships and invest in community projects and sustainable infrastructure to help ensure equitable access to quality healthcare.

In 2021, Abbott products made a difference in the lives of more than 2.2 billion people. Our goal is to improve the lives of one in every three people on the planet by 2030. And we are making strong progress in getting there.

NOTABLE EQUITY EFFORTS



We build infrastructure, offer training, and provide resources to help decentralize care and transform healthcare standards in communities around the world. In 2021, we provided more than 705,000 people with decentralized services globally.



We established the Abbott Center for Malnutrition Solutions, pledging a \$45 million annual investment to enhance the identification, treatment, and prevention of malnutrition.



Since early 2020, Abbott and The Abbott Fund have provided more than \$22 million in investments to address health disparities and other challenges affecting communities of color in the United States.

Equitable access to healthcare looks different around the world. As a global company, we do not have a one-size-fits-all approach and instead turn to our greatest resource for guidance: our communities worldwide.

Our outreach efforts allow us to offer solutions or partner directly with organizations already invested in the community. We offer expertise, resources, and support while listening to the guidance of local community leaders.

Abbott and The Abbott Fund collaborate with organizations to build stronger health infrastructure in different ways around the world.

- Partnered with the Ministry of Health Rwanda and the Society for Family Health Rwanda to strengthen healthcare in rural areas for approximately 260,000 people through December 2021. Additionally, we launched an antenatal care panel and started the development of panels for fever and malnutrition.
- Partnering with the Real Madrid Football Club and the Real Madrid Foundation to support children at risk of malnutrition in 80 countries by delivering education, sports, and social welfare activities.

- Collaborating with CARE® Philippines to confront noncommunicable diseases within the Philippines.
- Partnering with the Tanzanian government over a span of 20 years to enhance the country's emergency medicine and healthcare system, serving more than 1 million patients.

SUPPLIER DIVERSITY

Suppliers are an important part of our DEI efforts. By sourcing from diverse suppliers, we actively invest in the long-term health of communities. We work alongside suppliers from diverse backgrounds to help them grow, which is just one of the ways DEI extends across our business efforts.

Roughly 50% of diverse small business owners in the United States face challenges such as restricted access to loans for business growth. We partnered with LISC on a \$37.5 million initiative to provide diverse small businesses with financial support.

We are also steadily increasing the amount our organization spends with diverse suppliers. In 2021, we spent \$3.22 billion, a 37.5% increase from \$2.34 billion in 2020, and a 69% increase over the \$1.9 billion in 2019. Our Supplier Diversity program supported more than 3,783 jobs and had an estimated economic impact of \$2.5 billion in the communities where our diverse suppliers operate.

To advance our supplier diversity efforts, Abbott partners with the Women's Business Enterprise National Council, National Minority Supplier Development Council™, Diversity Alliance for Science, National Veteran Business Development Council, Diverse Manufacturing Supply Chain Alliance, and National LGBT Chamber of Commerce. We seek out small and diverse business partners at a variety of events and trade fairs hosted by these organizations.

As part of our [2030 Sustainability Plan](#) goals, Abbott has committed to a 50% increase in spending with diverse and small businesses by 2030 and a 150% increase with Black- and women-owned businesses by 2025, from a 2020 baseline.

- Total diverse spend in 2021: **+37.5%**
- Spend with Black suppliers in 2021: **+30.8%**
- Spend with women suppliers in 2021: **+15.3%**



Children play football during an Abbott and Real Madrid Foundation event in Stockton, California, USA. Our partnership with the foundation aims to address childhood malnutrition.

EMPLOYEE SPOTLIGHT



Julie Tyler

Senior Vice President

Vascular

Santa Clara, California, USA

Julie Tyler wasn't always open with colleagues about the details of her personal life. That changed over the course of her 27 years at Abbott. During her time with the company, she has personally witnessed the devastating effects of heart disease and peripheral artery disease (PAD), ultimately changing her approach to life and her work. By sharing her personal experiences, Tyler, who serves as senior vice president of Abbott's Vascular business, has cultivated understanding and a greater sense of purpose across her teams.

"My aunt Dorothy was the pillar of my family — and had diabetes and PAD," Tyler says. Unfortunately, she underwent an amputation and passed away less than a year later. "I saw my aunt Dorothy go from this strong woman to just a shell of herself, and that was a defining moment in my life." Years later, the same thing happened to one of Tyler's uncles.

"I view this role as a mission and my purpose. I truly view our work from the perspective of a mother having the opportunity to be in the room when her granddaughter is born or a father walking his daughter down the aisle when she's getting married."

Then, in 1996, Tyler gave birth to her daughter, Meredith, who was born with a congenital heart defect. Despite this, Meredith was a sweet and active young girl who loved to dance, read books, and enjoy the theater. She wanted to be a cardiologist when she grew up, like the wonderful doctors who helped her. After numerous therapies, multiple devices, and seven surgeries, Meredith had a stroke at nine and passed away at the age of 11. The loss was devastating for Tyler, so she vowed to channel her grief into her work where she could make a difference for families.

Tyler's work isn't only about getting life-changing technologies to the people who need them — it's personal. Knowing that PAD disproportionately affects the African American community, Tyler and her team discuss the disparities in healthcare and what her team is going to do differently to reach people who had been marginalized, underserved, and underrepresented.

Her team targeted clinical trials — the primary tool available to test and investigate the safety and effectiveness of new medical therapies and technologies.

Clinical trials have historically excluded people from underrepresented communities, yet the therapies being investigated must be safe for the general population. Knowing this, Tyler's team designed trials to be more inclusive.

Altering the design of clinical trials to be more inclusive has had a ripple effect across Abbott. The work from Tyler's team led to Abbott's [corporate initiative](#) to launch several programs to improve the diversity in clinical trials.

- The LIFE-BTK clinical trial, which evaluates a drug-eluting resorbable scaffold for treating PAD, focused on improving patient diversity so that the study participants mirror the populations most affected by the disease.
- Abbott partnered with Women as One to train and recruit more underrepresented physicians to pursue clinical trial research.

SECTION FIVE

Always Striving for Progress

DEI is a dynamic and ever-evolving area of importance for Abbott. We are focused on building the diverse, innovative workforce of tomorrow.

When we come together from different places, backgrounds, and perspectives, we create a space that is unique. As an organization, we are constantly assessing where we are, how we can continue to improve, and how we can better serve one another and our customers. Continuing to review our progress and striving to do better helps Abbott become a more inclusive and welcoming space for all.

COMMITMENT TO THE FUTURE

At Abbott, we are united by one purpose: to help people live more fully through better health. We do not take this lightly. We know that to serve more communities, we must address the disparities and inequities that prevent people from accessing healthcare. That is why we are actively expanding affordable access to healthcare for underserved, diverse, and at-risk communities.

Our [2030 Sustainability Plan](#) shares how we are advancing disease prevention and early diagnosis, improving nutrition, and providing quality treatment with lower total costs. We know that reducing health disparities in the future requires that our innovations are accessible and affordable for everyone. These actionable steps help us reach underserved communities by delivering innovative, decentralized models of care. We can't meet the needs of our communities alone, which is also why we continue to invest in diverse suppliers to work together to improve the lives of everyone involved.

None of this would be possible without the people at Abbott. We strive to create a work environment where every employee feels welcome and able to bring their whole self to work. This means integrating diversity, equity, and inclusion in all areas of our business and building teams reflective of the communities in which we live and serve.

Abbott is a long-term home for so many of our employees. The path to success at Abbott starts early, and we have multiple mentorship and professional programs. One of our 2030 goals is to create opportunities in Abbott's STEM programs and internships for more than 100,000 young people, 50% of whom are from underrepresented backgrounds. So far, we have integrated 24,000 young professionals into Abbott's meaningful work.



2030 GOAL

Anticipate Abbott's future workforce needs and achieve talent readiness.



OUTSIDE RECOGNITION

We are proud that our work is recognized externally. Here are a few noteworthy honors Abbott's DEI efforts have received.

- Firsthand™ No. 1 Best Internship Program in Healthcare
- Firsthand No. 1 Best Internship Program in Engineering
- Firsthand No. 1 Best Internship Program in Sales, Marketing, and Communications
- *DiversityInc*™ No. 4 in Top 50 Companies for Diversity (18 years in Top 50)
- Seramount™ (formerly *Working Mother*™) 100 Best Company (for 21 years)
- Seramount Top Companies for Executive Women
- Seramount Best Companies for Multicultural Women
- Seramount Inclusion Index
- Human Rights Campaign Corporate Equality Index™ score of 95/100



2030 GOAL

Create opportunities in Abbott's STEM programs and internships for more than 100,000 young people, including 50% from underrepresented groups.

Kaliah Linear, a former Abbott high school intern and current college intern, studies mechanical engineering in college.



EMPLOYEE SPOTLIGHT

Benjamin Block

Senior Project Manager

Nutrition

Abbott Park, Illinois, USA

For Benjamin Block, senior project manager of cost leadership in our Nutrition business, allyship among the company's employee networks is what makes Abbott strong. Each group supports the others, making one another stronger and allowing Abbott's DEI efforts to flourish and grow.

"It's foundational to our success and critical in our journey partnering across communities, across backgrounds, across perspectives," shares Block.

Active in the Flex Network, PRIDE Network, and Advancing Professionals Network, Block is keenly aware of the power of working together to seek shared solutions. "I've learned to be intentional about listening and making sure I am seeking to understand before being understood — and how it can make me a more effective colleague and leader."

Block took up a junior leadership role in the PRIDE Network in 2020 but is now the corporate cochair of the Flex Network, a group that empowers employees and managers to advocate for flexibility in the way we work.

"Allyship is in part building a community, and that's what we're trying to do," Block says. "Across networks, we are trying to drive more awareness about what allyship is and what it means, and that's something all networks play a role in. Our networks are growing, and that's an indicator that people are becoming more aware, they're wanting to get more involved. That's really what we're trying to foster."

In his view, the future of work is evolving, and meeting the needs of employees with different backgrounds and experiences is increasingly challenging. Abbott meets that challenge by offering employees the space to pursue flexible work arrangements.

Currently, Block leads the charge in kicking off a Flex Network leadership council. He points out that bringing in leadership perspective and collaboration on flexible work arrangements is vital. Block says flexibility touches talent, learning, and development and is front and center for the employee experience.

"I take great pride that Abbott is a place that meets people where they are and supports and encourages who they are," Block says. "I find it rewarding to know I'm doing something that is working to build a better company and a stronger community we can all be part of."

"I'm doing something that is working to build a better company and a better tomorrow."

Letter From Divisional Vice President of Diversity and Inclusion, Sean Palacio

Growing up amid a large family in Belize and later the United States, a small gathering meant dozens of people. But no matter how crowded, my family's spirit was to always make room for one more. And we welcomed that person with heartfelt acceptance, whoever they were.

For nearly two decades, I have experienced that same openness with my colleagues at Abbott. Whether in Beijing or California, Switzerland or Puerto Rico, I show my Abbott badge anywhere in the world and feel welcomed. That, to me, is the spirit of inclusion.

It's reflected in the ways we support and encourage a culture where our employees feel they can bring their full selves to work so they can best collaborate and deliver on our purpose: helping people live healthier, fuller lives.

We have taken many successful actions across our company to create that environment for everyone. One has been conscious inclusion training. Another is diversity recruiting — because we know we can be a stronger company if we reflect the varied communities we serve. These efforts are supported with employee development and succession planning to prepare employees for promotions and advancement.

We are also proud to see collaboration among our 10 employee networks increasing allyship among colleagues and identifying common areas for partnership. The story about Benjamin Block in this report is a great example of the intersectionality among our networks. It also illustrates how this cross-collaboration contributes to greater understanding and acceptance.

Throughout my career, I have looked for ways to continue my family tradition and be welcoming to others in my workplaces. Creating a diverse, equitable, and inclusive organization is not a destination but a journey. I have been impressed by our efforts related to DEI and am excited to lead this next chapter in our journey. I hope you see, through this report, that we strive to create a diverse, equitable, and inclusive environment at Abbott — a place where we always find room for one more.

Best,



Sean Palacio
Divisional Vice President
Diversity and Inclusion



2021 CONSOLIDATED EEO-1

Our employees are the lifeblood of our company, and at Abbott, we want each employee to contribute to their fullest potential. This means we strive for an environment where inclusion is a natural state and where our 113,000 employees from more than 160 countries are united through a common purpose to help people live fuller lives.

The chart on the diversity of Abbott's U.S. workforce is from our most recent annual submission to the U.S. Equal Employment Opportunity Commission (EEOC), and it reflects data as of December 31, 2021. The EEOC mandates the use of specific job categories which do not reflect how Abbott organizes its workforce.

Although it is impossible to capture the diversity of our organization through a single chart, we publish this information because we strive to be transparent about our diversity. Our Diversity, Equity, and Inclusion Report speaks to our current representation and our plans, policies, practices, principles, and aspirations to support diversity and inclusion across the globe.

| JOB CATEGORIES | HISPANIC OR LATINO | | NON-HISPANIC OR LATINO | | | | | | | | | | | OVERALL TOTALS | |
|-----------------------------------|--------------------|-------------|------------------------|---------------------------|-------------------------------------|-------------|----------------------------------|-------------------|------------------|---------------------------|-------------------------------------|-------------|----------------------------------|----------------|-------------------|
| | MALE | FEMALE | *****MALE***** | | | | | | *****FEMALE***** | | | | | | |
| | | | WHITE | BLACK OR AFRICAN AMERICAN | NATIVE HAWAIIAN OR PACIFIC ISLANDER | ASIAN | AMERICAN INDIAN OR ALASKA NATIVE | TWO OR MORE RACES | WHITE | BLACK OR AFRICAN AMERICAN | NATIVE HAWAIIAN OR PACIFIC ISLANDER | ASIAN | AMERICAN INDIAN OR ALASKA NATIVE | | TWO OR MORE RACES |
| EXECUTIVE/SR OFFICIALS & MANAGERS | 1 | 1 | 33 | 1 | 0 | 1 | 0 | 3 | 7 | 2 | 0 | 1 | 1 | 0 | 51 |
| FIRST/MID OFFICIALS & MANAGERS | 328 | 277 | 2564 | 186 | 15 | 598 | 9 | 99 | 1971 | 166 | 8 | 500 | 12 | 83 | 6816 |
| PROFESSIONALS | 728 | 578 | 5193 | 405 | 25 | 1549 | 21 | 203 | 3797 | 409 | 22 | 1423 | 12 | 140 | 14505 |
| TECHNICIANS | 34 | 40 | 106 | 32 | 0 | 41 | 2 | 7 | 108 | 97 | 1 | 37 | 2 | 12 | 519 |
| SALES WORKERS | 131 | 103 | 1362 | 84 | 5 | 51 | 8 | 34 | 1279 | 82 | 4 | 62 | 4 | 40 | 3249 |
| ADMINISTRATIVE SUPPORT | 533 | 819 | 1284 | 769 | 26 | 825 | 14 | 71 | 1251 | 659 | 43 | 1279 | 14 | 52 | 7639 |
| CRAFT WORKERS | 20 | 4 | 124 | 7 | 1 | 23 | 0 | 3 | 3 | 1 | 0 | 6 | 0 | 0 | 192 |
| OPERATIVES | 21 | 13 | 135 | 77 | 3 | 9 | 0 | 7 | 30 | 17 | 0 | 2 | 0 | 2 | 316 |
| LABORERS & HELPERS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SERVICE WORKERS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL | 1796 | 1835 | 10801 | 1561 | 75 | 3097 | 54 | 427 | 8446 | 1433 | 78 | 3310 | 45 | 329 | 33287 |
| PREVIOUS REPORT TOTAL | 1669 | 1753 | 10562 | 1562 | 72 | 2801 | 50 | 570 | 8250 | 1416 | 68 | 3067 | 54 | 468 | 32362 |



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Abbott

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