

abbvie

2023 ESG Action Report Disclosure Supplement

People. Passion. Possibilities.®





Contents

- 3 Sustainability Accounting Standards Board (SASB) Index
- 7 United Nations Sustainable Development Goals (UN SDGs)
- 9 Task Force on Climate-Related Financial Disclosure (TCFD)
- 10 2023 ESG Key Performance Indicators (KPIs)
- 21 Assurance Statements

As a supplement to the [2023 ESG Action Report](#), AbbVie has compiled its disclosures against select ESG indices and frameworks, as well as its 2023 ESG Key Performance Indicators (KPIs) and Assurance Statements, into this document. This supplement contains AbbVie’s update to the Sustainability Accounting Standards Board’s (SASB) Biotechnology & Pharmaceuticals standard, our progress toward the United Nations Sustainable Development Goals (UN SDGs), our Task Force on Climate-Related Financial Disclosure (TCFD) Report, our 2023 ESG Key Performance Indicators (KPIs), and Assurance Statements from Ernst & Young LLP and Det Norske Veritas (DNV).

Sustainability Accounting Standards Board (SASB) Index

Safety of Clinical Trial Participants		
HC-BP-210a.1	Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials	We require all our clinical studies to be conducted in a manner consistent with the ethical principles outlined in the World Medical Association’s Declaration of Helsinki and to adhere to applicable standards set by the International Council for Harmonization of Technical Requirements for Pharmaceuticals for Human Use. This includes adherence to Good Clinical Practice, Good Laboratory Practice and Good Manufacturing Practice standards, which provide for the protection of rights, safety, wellbeing and ethical treatment of trial participants. Additional information is provided in the Clinical Trials section of our 2023 ESG Action Report as well as within the following: • Conduct of Clinical Trials & Postmarketing Commitments • Registration of protocols & results reporting • Clinical Trials • Clinical Trial Protocol • Our Commitment to Bioethics
HC-BP-210a.2	Number of FDA Sponsor Inspections related to clinical trial management and pharmacovigilance that resulted in (1) Voluntary Action Indicated (VAI) and (2) Official Action Indicated (OAI)	U.S. Food & Drug Administration Inspection Classification Database
HC-BP-210a.3	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	If there are material legal proceedings associated with clinical trials in developing countries and public disclosure criteria are met, details would be included in the 2023 Annual Report on Form 10-K and in Quarterly Reports on Form 10-Q.
Access to Medicines		
HC-BP-240a.1	Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index	At AbbVie, we believe patients need access to quality and affordable medicines. We continuously strive to improve health outcomes and increase access to health care services and our medicines for patients around the world, including through agreements with the Medicines Patent Pool. AbbVie partners with stakeholders on interventions to help build health care capacity, increase the quality and frequency of health worker training and educate patients about disease awareness, symptom management and treatment options. Additional details can be found in the Patient Access and Affordability section of our 2023 ESG Action Report and in the following: • Pricing and Access of our Innovative Medicines • AbbVie MPP HCV Agreement • AbbVie MPP HIV Agreement
HC-BP-240a.2	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	Please see the World Health Organization Prequalification of Medical Products for this list.

Affordability & Pricing		
HC-BP-240b.1	Number of settlements of Abbreviated New Drug Application (ANDA) litigation that involved payments and/or provisions to delay bringing an authorized generic product to market for a defined time period	If there are material legal proceedings associated with ANDA litigation and public disclosure criteria are met, details would be included in the 2023 Annual Report on Form 10-K and in Quarterly Reports on Form 10-Q.
HC-BP-240b.2	Percentage change in: (1) average list price and (2) average net price across U.S product portfolio compared to previous year	Not reported
HC-BP-240b.3	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous year	Not reported
Drug Safety		
HC-BP-250a.1	List of products listed in the Food and Drug Administrations (FDA) MedWatch Safety Alerts for Human Medical Products database	U.S. Food & Drug Administration (FDA) Med Watch Safety Alerts for Human Medical Products
HC-BP-250a.2	Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System	U.S Food & Drug Administration (FDA)Adverse Event Reporting System (FAERS) Public Dashboard
HC-BP-250a.3	Number of recalls issued; total units recalled	FDA Class I Recalls: 0 FDA Class II Product Recalls: 0 Learn about our system of standards, policies and procedures for product quality and safety in the Product Quality and Safety section of the 2023 ESG Action Report.
HC-BP-250a.4	Total amount of product accepted for takeback, reuse, or disposal	AbbVie participates with the Pharmaceutical Product Stewardship Work Group and its designated stewardship organization, MED-Project, to adhere to state and local laws requiring pharmaceutical manufacturing companies to establish take-back programs for the collection and disposal of unwanted medicines and sharps from households.
HC-BP-250a.5	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP) by type	Not reported

Counterfeit Drugs		
HC-BP-260a.1	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	Specific risks are overseen by our Risk Management and Global Security teams. Our Global Product Protection team is responsible for identifying and mitigating risks related to AbbVie medicines. They coordinate proactive strategies for preventing counterfeiting and diversion of our medicines and conduct routine monitoring to identify signals of possible counterfeiting or diversion. We use security features on product packaging and labels, and we've improved our employee training and have piloted an anti-counterfeit scanning tool to confirm product authenticity. For more information, see the Product Quality and Safety section of our 2023 ESG Action Report, as well as the AbbVie Supplier Code of Conduct.
HC-BP-260a.2	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	AbbVie has established and maintains systems for global reporting of events and deviations, including counterfeit products. Any possible events will be submitted accurately and timely to the relevant authorities by our Product Security Alert Board. See the AbbVie Supplier Code of Conduct for more information.
HC-BP-260a.3	Number of actions that led to raids, seizure, arrests and/or filing or criminal charges related to counterfeit products	Not reported
Ethical Marketing		
HC-BP-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	If there are material legal proceedings associated with false marketing claims and public disclosure criteria are met, monetary losses as a result of legal proceedings would be included in the 2023 Annual Report Form 10-K.
HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	AbbVie promotes our pharmaceutical products only for uses that have been approved or authorized by appropriate government or regulatory agencies. AbbVie product claims are grounded in scientific evidence, accepted medical practice and government-approved labeling rules in all countries where we operate. See the AbbVie Code of Business Conduct for more information
Employee Recruitment, Development & Retention		
HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	We strive to ensure every employee is aware of, and has access to, opportunities for learning, growth and advancement. We believe in self-directed growth and development, where employees set the objectives that they want to achieve. We supplement this individualized approach with company-wide education and an investment in emerging leaders. We also conduct annual Talent Management Reviews, driven from the organizational perspective and led by our leaders across all functions. See the Attracting Talent and Learning and Leadership Development sections of our 2023 ESG Action Report for more details.
HC-BP-330a.2	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/ senior managers, (b) midlevel managers, (c) professionals, and (d) all others	Overall turnover rate in 2023: 9% Voluntary turnover rate in 2023: 6% Additional data provided in the Talent Attraction, Retention and Development KPI table in this document.

Supply Chain Management		
HC-BP-430a.1	Percentage of (1) entity's facilities and (2) Tier 1 suppliers' facilities participating in the Rx360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third-party audit programs for integrity of supply chain and ingredients	To prioritize our supplier management activities, AbbVie identifies its critical suppliers. This classification is based on multiple criteria, but the potential impact of a supplier on product quality, safety, efficacy, availability or patient experience is paramount. Critical suppliers undergo an audit at least once every three years to ensure that our standards are met and if any suppliers have been assessed to be at a higher risk, we will conduct more frequent audits and provide improvement plans to those suppliers. More details are provided in the Supply Chain Sustainability section of our 2023 ESG Action Report.
Business Ethics		
HC-BP-510a.1	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	If there are material legal proceedings associated with corruption and bribery and public disclosure criteria are met, monetary losses would be included in AbbVie's 2023 Annual Report Form 10-K .
HC-BP-510a.2	Description of code of ethics governing interactions with health care professionals	AbbVie is fair and open in our interactions with healthcare professionals. AbbVie does not offer or give gifts or other items or services of value to earn favor for our products or to sway medical judgement. AbbVie relies on product quality and health care outcomes to influence purchasing and prescribing practices. More details are provided in the Business Ethics section of our 2023 ESG Action Report and in the AbbVie Code of Business Conduct.
Activity Metrics		
HC-BP-000.A	Number of patients treated	More than 60 million
HC-BP-000.B	Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	(1) More than 75 conditions treated (2) More than 90 compounds, devices or indications in development AbbVie medicines and devices treat more than 75 conditions. AbbVie's pipeline currently includes over 90 compounds, devices or indications in development individually or under collaboration or license agreements and is focused on such important specialties as immunology, oncology, neuroscience, eye care, and aesthetics. Of these programs, more than 50 are in mid- and late-stage development. More details about AbbVie's products and pipeline can be found on our website

UN Sustainable Development Goals (SDGs)

We consistently evaluate how AbbVie’s operations and long-term outlook contribute to the international sustainable development agenda, particularly the United Nations' Sustainable Development Goals (the SDGs). These goals were created to help solve the world’s toughest challenges such as poverty, inequality and climate change by the year 2030.

Internal analysis of our operations and activities with the SDGs in mind has enabled us to create positive synergies and conditions that can address several developmental challenges such as taking action on climate change, ensuring healthy lives and promoting well-being for all. We believe our ESG Framework is well aligned with the global goals, and we will continue to innovate our operations to demonstrate our support for tackling these compelling issues in coming years.

In 2021, we identified ten SDGs that align closely with our actions. In 2022, we took a step further to map out how our material drivers align with relevant SDG targets and indicators and have indicated our annual contributions – as shown below. In 2023, we continue to highlight the steps AbbVie is making to contribute to the SDGs.

SDG	Relevant Target & Indicator	AbbVie Material Driver	2023 Contribution/Data/Progress/Update/ Highlights
3 GOOD HEALTH AND WELL-BEING	3.3.1: Number of new HIV infections per 1,000 uninfected population, by sex, age and key populations	Patient Access and Patient Affordability	With the support of one of AbbVie’s nonprofit partners, comprehensive HIV care, treatment, prevention, testing and psychosocial support was provided for more than 25,000 children and adults in Romania and Malawi, as well as supporting its network in Botswana, Lesotho, Eswatini, Tanzania and Uganda.
	3.4.1: Mortality rate attributed to cardiovascular disease, cancer, diabetes or chronic respiratory disease	Product Innovation	Collaborating with health organizations to develop medicines that target treatments for cancer and other diseases. For example, AbbVie and long-term partner, Calico, are working to develop a promising new strategy for cancer immunotherapy. In November 2023, we announced an agreement to acquire ImmunoGen and its flagship ovarian cancer therapy ELAHERE®. The transaction, completed in February 2024, will accelerate our commercial and clinical presence in the solid tumor space. Learn more in the Product Innovation section of our 2023 ESG Action Report.
4 QUALITY EDUCATION	4.a.1: Proportion of schools offering basic services, by type of service	Community Engagement	Our community partners are advancing equity in education by addressing systemic barriers to advancement and empowering students and young adults from under resourced schools and communities. More details can be found in the Community Engagement section of our 2023 ESG Action Report.
5 GENDER EQUALITY	5.5.2: Proportion of women in managerial positions	Human Capital Management	41% of women in VP roles 50% of women in Director roles 54% of women in Manager roles More details can be found in the Human Capital Management section of our 2023 ESG Action Report.

SDG	Relevant Target & Indicator	AbbVie Material Driver	2023 Contribution/Data/Progress/Update/Highlights
6 CLEAN WATER AND SANITATION 	6.4.1: Change in water-use efficiency over time	Environmental Sustainability	4.8% reduction in water consumption since 2022. More details can be found in the Environmental Sustainability section of our 2023 ESG Action Report.
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	9.4.1: CO2 emission per unit of value added 9.5.1: Research and development expenditure as a proportion of GDP 9.5.2: Researchers (in full-time equivalent) per million inhabitants	Environmental Sustainability Product Innovation Product Innovation	8.46 Scope 1 & 2 (Market-Based) GHG Intensity in Metric Tons CO2e/USD\$ Million Revenue), a 6.8% decrease since 2022 More details can be found in the Environmental Sustainability section of our 2023 ESG Action Report. \$7.8B Adjusted R&D Investment* *Adjusted R&D investment is a non-GAAP measure, which is reconciled in our 2024 Proxy Statement. >13,000 employees in R&D positions.
11 SUSTAINABLE CITIES AND COMMUNITIES 	11.6.1: Proportion of municipal solid waste collected and managed in controlled facilities out of total municipal waste generated, by cities	Environmental Sustainability	29% reduction in absolute total hazardous and non-hazardous waste generated vs. 2015 baseline. More details can be found in the Environmental Sustainability section of our 2023 ESG Action Report.

SDG	Relevant Target & Indicator	AbbVie Material Driver	2023 Contribution/Data/Progress/Update/Highlights
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	12.4.2: Hazardous waste generated per capita; and (b) proportion of hazardous waste treated, by type of treatment 12.5.1: National recycling rate, tons of material recycled 12.6.1: Number of companies publishing sustainability reports	Environmental Sustainability Transparency, Accountability and Reporting Transparency, Accountability and Reporting	1.471 Metric Tons of treated hazardous waste in 2023 40% combined recycling rate for hazardous and non-hazardous waste (excluding construction and demolition waste). More details can be found in the Environmental Sustainability section of our 2023 ESG Action Report. ESG Action Report published annually. AbbVie's current and previous ESG Action Reports can be found on our website here .
13 CLIMATE ACTION 	13.2.2: Total greenhouse gas emissions per year	Environmental Sustainability	459,491 total Scope 1 & 2 (Market-Based) GHG Emissions in metric tons CO2e, a 12.84% decrease compared to 2022. More details can be found in the Taking Action on Climate section of our 2023 ESG Action Report.

Task Force on Climate-Related Financial Disclosure (TCFD)

AbbVie committed in early 2022 to support and publicly disclose in alignment with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) framework. AbbVie has historically disclosed elements recommended in the TCFD framework via our responses in the publicly available CDP. Aligning to the TCFD framework is intended to allow our stakeholders to understand how AbbVie manages, identifies, and addresses climate-related risks.

AbbVie's current TCFD Report can be found [here](#).



2023 ESG Key Performance Indicators (KPIs)

Environmental

Key Performance Indicators: Carbon Emissions	2021	2022	2023
Absolute Scope 1 GHG Emissions (Metric Tons CO₂e)	367,954	342,607	328,259*
Scope 1 Stationary Combustion GHG Emissions (Metric Tons)	259,456	227,346	212,851
Scope 1 Mobile Combustion GHG Emissions (Metric Tons)	97,076	104,510	105,566
Scope 1 Fugitive GHG Emissions (Metric Tons)	5,501	5,319	4,840
Scope 1 Office Activities GHG Emissions (Metric Tons)	5,921	5,432	5,002
Absolute Scope 2 Location-Based GHG Emissions (Metric Tons CO₂e)	330,946	271,055	237,714*
Absolute Scope 2 Market-Based GHG Emissions (Metric Tons CO₂e)	256,708	184,549	131,232*
Scope 2 Purchased Electricity GHG Emissions (Metric Tons)	204,918	135,090	85,935 ¹
Scope 2 Purchased Steam GHG Emissions (Metric Tons)	25,649	25,792	22,982
Scope 2 Purchased Chilled Water GHG Emissions (Metric Tons)	26,141	23,667	22,315
Scope 1 & 2 (Market-Based) GHG Intensity (Metric Tons CO₂e/USD\$ Millions Revenue)	11.12	9.08	8.46
Scope 1 & 2 Absolute Non-Carbon Emissions (Metric Tons)²	7,185	6,820	6,314
CH ₄ (Metric Tons) ²	528	479	458
N ₂ O (Metric Tons) ²	1,156	1,022	1,016
HFC (Metric Tons) ²	4,911	5,182	4,648
Other (Metric Tons) ²	590	137	192

¹ Purchased renewable electricity increased from 42.7% globally in 2022 to 55.5% in 2023.

² In 2023, an exercise was conducted to assess and properly categorize refrigerants as HFCs in our carbon reporting platform. We are restating our 2021 and 2022 reported “HFC” and “Other” non-carbon emissions values to align with the outcome of this assessment.

* This KPI value received third-party limited assurance in 2023.

Environmental

Key Performance Indicators: Energy	2021	2022	2023
Absolute Total Energy Consumption (MWh)	2,709,962	2,449,768	2,317,472*
Absolute Total Non-Renewable Energy Consumption (MWh) ¹	-	2,204,335	2,018,707
Natural Gas (MWh)	1,000,684	848,456	778,406
LNG, LPG & Propane (MWh)	338,459	349,263	346,542
#2 Fuel Oil (MWh)	51,985	24,101	17,849
Jet Kerosene (MWh)	22,698	35,457	32,906
Motor Fuel Gasoline/Diesel (MWh)	351,174	388,653	393,070
Purchased Electricity & Utilities (Steam & Chilled Water) from Non-Renewable Sources (MWh)	737,995	558,405	449,934
Absolute Total Renewable Energy Consumption (MWh) ¹	-	245,433	298,765
Purchased Renewable Electricity (MWh)	205,015	243,484	297,349 ²
Self-Generated Renewable Electricity (MWh) ¹	-	1,949	1,416

¹ KPI first introduced for the 2022 ESG Action Report. AbbVie is only reporting data from 2022 onward for this KPI.

² Purchased renewable electricity increased from 42.7% globally in 2022 to 55.5% in 2023.

* This KPI value received third-party limited assurance in 2023.

Environmental

Key Performance Indicators: Water	2021	2022	2023
Absolute Water Withdrawal (Millions Cubic Meters)¹	-	28.942	28.979*
Withdrawal: Fresh Surface Water (Millions Cubic Meters) ¹	-	23.900	24.182
Withdrawal: Groundwater (Millions Cubic Meters) ¹	-	1.581	1.744
Withdrawal: Municipal (Millions Cubic Meters) ¹	-	3.461	3.053
Absolute Total Water Consumption (Millions Cubic Meters)	5.22	5.04	4.80*

¹ KPI first introduced for the 2022 ESG Action Report. AbbVie is only reporting data from 2022 onward for this KPI.

* This KPI value received third-party limited assurance in 2023.

Environmental

Key Performance Indicators: Waste	2021	2022	2023
Combined Recycling Rate for Hazardous and Non-Hazardous Waste (Excluding Construction and Demolition)	42%	39%	40%
Absolute Total Hazardous and Non-Hazardous Waste Generated (Excluding Construction and Demolition Waste) (1,000 Metric Tons)	36.9	33.9	30.2^{2*}
Absolute Total Hazardous Waste (1,000 Metric Tons)¹	-	-	13.352*
Recycled Hazardous Waste (1,000 Metric Tons) ¹	-	-	3.609
Landfilled Hazardous Waste (1,000 Metric Tons) ¹	-	-	0.005
Treated Hazardous Waste (1,000 Metric Tons) ¹	-	-	1.471
Incinerated Hazardous Waste with Energy Recovery (1,000 Metric Tons) ¹	-	-	6.780
Incinerated Hazardous Waste without Energy Recovery (1,000 Metric Tons) ¹	-	-	1.487
Absolute Total Non-Hazardous Waste (1,000 Metric Tons)¹	-	-	16.808*
Recycled Non-Hazardous Waste (1,000 Metric Tons) ¹	-	-	8.372
Composted Non-Hazardous Waste (1,000 Metric Tons) ¹	-	-	0.357
Landfilled Non-Hazardous Waste (1,000 Metric Tons) ¹	-	-	3.342
Treated Non-Hazardous Waste (1,000 Metric Tons) ¹	-	-	0.688
Incinerated Non-Hazardous Waste with Energy Recovery (1,000 Metric Tons) ¹	-	-	3.752
Incinerated Non-Hazardous Waste without Energy Recovery (1,000 Metric Tons) ¹	-	-	0.297

¹ Represents a new KPI in the 2023 ESG Action Report.
² This value has been rounded for consistency purposes.
* This KPI value received third-party limited assurance in 2023.

Social

Key Performance Indicators: R&D	2021	2022	2023
Adjusted Investment in R&D (USD\$ Billions) ¹	\$8.1	\$7.1	\$7.8
New Product or Indication Approvals Including Indication Expansions (Globally)	10	10	7
Programs Granted a Designation by at Least One Major Regulatory Authority to Expedite Development or Review	7	3	4
Percent of Compounds in Late-Stage Clinical Development with Novel Mechanism of Action	80%	60%	80%
FDA Breakthrough Therapy Designations	2	0	1
Employees in R&D Positions ²	-	>12,000	>13,000
Countries in which AbbVie Conducted Clinical Trials ²	-	>55	>50

¹ Adjusted R&D investment is a non-GAAP measure, which is reconciled in our [2024 Proxy Statement](#).
² KPI first introduced for the 2022 ESG Action Report. AbbVie is only reporting data from 2022 onward for this KPI.

Social

Key Performance Indicators: Product Quality & Safety	2021	2022	2023
FDA Class I Product Recalls	0	0	0
FDA Class II Product Recalls	1	1	0
External Regulatory Inspections of AbbVie Commercial Manufacturing Facilities	57	45	55
FDA Regulatory Inspections of AbbVie Commercial Manufacturing Facilities ¹	-	2	6
FDA Regulatory Inspections with Observations ¹	-	0	3
FDA Warning Letters ¹	-	0	0
FDA Regulatory Inspections resulting in Suspension or Revocation of Certificates ¹	-	0	0
FDA Import Alerts ¹	-	0	0
Rate of Expedited Adverse Event Reporting (European Medicines Agency)	>99%	98%	95%

¹ KPI first introduced for the 2022 ESG Action Report. AbbVie is only reporting data from 2022 onward for this KPI.

Key Performance Indicators: Patient Health and Engagement	2021	2022	2023
Grants and Donations to Heath Care and Patient Organizations (USD\$ Millions)	\$155.4	\$156.5	\$182.3

Social

Key Performance Indicators: Patient Access & Affordability	2021	2022	2023
U.S. Patients Provided Medicine at No Cost Through Patient Assistance Programs	170,162	198,196	218,407
Low- and Middle-Income Countries that have Received Product Donations ^{1,2}	-	63	76

¹ KPI first introduced for the 2022 ESG Action Report. AbbVie is only reporting data from 2022 onward for this KPI.

² As defined by the World Bank, including low income, lower middle income and upper middle income countries.

Key Performance Indicators: Talent Attraction, Retention and Development	2021	2022	2023
Overall Turnover Rate	11%	10%	9%*
Voluntary Turnover Rate	8%	8%	6%*
New Hires	8,000	7,500	6,100*
Open Positions Filled by Internal Candidates	30%	29%	31%*
Employee Engagement Rate ¹	82%	-	81%*
Employees Who Indicate That AbbVie Equips Them Well to Perform in Their Role ¹	76%	-	77%

¹ AbbVie Employee Survey, 2021 and 2023. The AbbVie Employee Survey is conducted every two years. The survey was not conducted in 2022.

* This KPI value received third-party limited assurance in 2023.

Social

Key Performance Indicators: Equity, Equality, Diversity & Inclusion (EEDI)	2021	2022	2023
Total Employees	50,000	52,000	53,000*
Women Globally	55%	56%	56%*
Women on the Board of Directors ¹	-	27%	38%*
Women in Executive and Board Positions ²	36%	40%	41%*
Women in VP Positions ³	-	-	41%*
Women in Director Positions ³	-	-	50%*
Women in Manager Positions ³	-	-	54%
Women in Professional Positions ⁴	-	-	58%
Women in Management Positions in Revenue-Generating Functions ⁵	54%	52%	54%
Women in STEM-related Positions	59%	57%	57%
Ethnically or Racially Diverse Members of the Board of Directors ¹	-	18%	15%*
U.S. Employees Who are Members of Underrepresented Populations	35%	37%	38%*
U.S. Employees Who are Veterans	2%	2%	2%
U.S. Employees Who Have Disabilities	2%	2%	2%

¹ KPI first introduced for the 2022 ESG Action Report. AbbVie is only reporting data from 2022 onward for this KPI.

² Includes VP-level and above, including women who are members of AbbVie’s board of directors.

³ KPI adjusted from 2022 ESG Action Report to align with internal categorizations.

⁴ Represents a new KPI in the 2023 ESG Action Report

⁵ “Revenue-generating functions” means a position with AbbVie’s commercial organization.

* This KPI value received third-party limited assurance in 2023.

Social

Key Performance Indicators: U.S. Workforce by Race & Ethnicity	Share in total workforce (as % of total workforce)			Share in all management positions (manager level and above as % of total management workforce)		
	2021	2022	2023	2021	2022	2023
Asian	17%	18%	19%*	21%	23%	24%*
Black or African American	6%	7%	7%*	5%	5%	5%*
Hispanic/Latinx	9%	9%	10%*	6%	6%	6%*
White	65%	62%	61%*	66%	62%	62%*
Other (Includes Native American/ Alaska Native, Native Hawaiian/ Other Pacific Islander and Two or More Races)	3%	4%	3%*	2%	4%	2%*

* This KPI value received third-party limited assurance in 2023.

Key Performance Indicators: Workplace Safety	2021	2022	2023
Recordable Incident Rate (Per 200,000 Hours Worked)	0.16	0.18	0.18 ^{1*}
Lost Time Injury Frequency Rate (Per 200,000 Hours Worked)	0.04	0.05	0.07 ^{1*}
Work-Related Employee and Contractor Fatalities	0	0	0*

¹ The hours worked methodology was updated in 2023 to increase the accuracy of reporting.

* This KPI value received third-party limited assurance in 2023.

Social

Key Performance Indicators: Volunteerism & Philanthropy	2021	2022	2023
Philanthropic Donations (USD\$ Millions) ¹	\$44.9	\$38.7	\$37.8
Total Amount Donated to Disaster Relief Organizations Excluding Product Donations (USD\$ Millions) ²	\$1.2	\$1.5	\$4.7
Funds Raised During Employee Giving Campaign (USD\$ Millions) ⁴	\$22.3 ³	\$24.5 ³	\$24.7
Employee Community Volunteers (Worldwide)	1,245	15,879	17,197

¹ Philanthropic donations are charitable cash donations made by AbbVie Corporate and the AbbVie Foundation and exclude donations to disaster relief organizations.

² This donation amount excludes matching donations from AbbVie Foundation for employee donations made to disaster relief organizations

³ AbbVie updated its approach for calculating the funds raised during our employee giving campaign in 2023. For consistency purposes, our 2021 and 2022 values for this KPI have been restated to use this new methodology.

⁴ These values include matching contributions from the AbbVie Foundation.

Governance

Key Performance Indicators: Ethics & Compliance ¹	2021	2022	2023
Assigned Employees Certifying to the AbbVie Code of Business Conduct	99%	99%	99%*
Completion of Assigned Conflict of Interest Training by Full- and Part-time Employees Globally ²	-	99%	99%*
Completion of Assigned Anti-Bribery and Anti-Corruption Training by Full- and Part-time Employees Globally ²	-	99%	99%*

¹ 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

² KPI first introduced for the 2022 ESG Action Report. AbbVie is only reporting data from 2022 onward for this KPI.

* This KPI value received third-party limited assurance in 2023.

Key Performance Indicators: Supplier Spend and Diversity	2021	2022	2023
Total Supplier Spend (USD\$ Billions)	\$14.504 ¹	\$15.038 ¹	\$15.188
Total Spend with Small and Diverse U.S. (including Puerto Rico) Suppliers (USD\$ Millions) ²	\$715	\$897	\$1,033
Supplier Sites Assessed In-Depth for Quality	470	478	462
Supplier Sites with Greatest Impact on Product Quality and Safety Assessed In-Depth	49%	40%	31%

¹ The calculation methodology for the 2023 Total Supplier Spend value was updated, and as a result, we are restating the 2021 and 2022 Total Supplier Spend values to align with the new calculation methodology, which will be used going forward.

² In accordance with the Small Business Administration Standard, suppliers and spend are counted in each category for which the suppliers qualify.

AbbVie's 2023 Assurance Statements

The Assurance Statements used to support AbbVie's 2023 ESG disclosures can be found [here](#).