



Abbott

DIVERSITY, EQUITY,  
AND INCLUSION  
REPORT 2022







**ON THE COVER:** Abbott's Asian Leadership and Cultural Network participates in the annual Dragon Boat Race in Chicago, Illinois.

**THIS PAGE:** Joseph Trapp participates in the global PRIDE Network Leadership Summit, which brought together more than 25 LGBTQ+ and ally leaders from Abbott sites around the world to connect and strategize at company headquarters.

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**A Caution Concerning Forward-Looking Statements:** Some statements in this report may be forward-looking statements for purposes of the Private Securities Litigation Reform Act of 1995. Abbott cautions that these forward-looking statements are subject to risks and uncertainties that may cause actual results to differ materially from those indicated in the forward-looking statements. Economic, competitive, governmental, technological, and other factors that may affect Abbott's operations are discussed in Item 1A, "Risk Factors," in our Annual Report on Form 10-K for the year ended Dec. 31, 2022, and are incorporated herein by reference. Abbott undertakes no obligation to release publicly any revisions to forward-looking statements as a result of subsequent events or developments, except as required by law.

## A LETTER FROM ROBERT FORD, CHAIRMAN AND CEO

Abbott has always been about helping people. When Dr. Wallace Abbott founded our company 135 years ago, it was fundamentally an extension of his medical practice to help people live healthier lives. In the generations since, we've stayed true to that purpose, and now we intend to improve the lives of 3 billion people every year by 2030.

This is work that truly matters, and to achieve it we know diversity is essential. With a broad range of businesses, operations in over 160 countries, and 115,000 colleagues around the world, diversity is inherent to our business and our organization. Diverse thoughts and perspectives fuel the innovative health technologies we develop and enable us to better understand the people we serve across the globe.

That is why we work hard to maintain a welcoming environment where employees can bring their true selves to work and establish meaningful and supportive connections with colleagues around the world. And this commitment begins with our senior leadership; our Executive Diversity Council meets regularly to drive Diversity, Equity, and Inclusion (DEI) strategy development and implementation across the company.

Our 10 employee networks, each of which is sponsored by a corporate officer, are another way we nurture and celebrate an inclusive culture at Abbott. Nearly 17,000

of our employees belong to one or more of these networks, and membership has been increasing. Through these groups, employees work alongside colleagues to learn from each other, support one another, and develop strong connections and friendships.

I'm glad to say that these efforts, alongside work with our supply chains, have propelled our progress in DEI. In 2022, more than one-third of our leadership roles in the U.S. were held by people from underrepresented groups. We have 44.6% female representation in science, technology, engineering, and mathematics (STEM) roles, and Abbott continues to be recognized as a leader in nurturing workplace diversity and inclusion.

We're proud of our far-reaching DEI work and are committed to advancing on this journey, including strengthening our relationships with organizations focused on diverse hiring.

As this report makes clear, we are a diverse global team, united by our powerful sense of shared purpose. This is our greatest strength. It's what sets us apart. And it is why we will continue to do great things for the people who depend on us.

Sincerely,



**Robert B. Ford**

CHAIRMAN AND CHIEF EXECUTIVE OFFICER  
JUNE 21, 2023





## ALWAYS STRIVING FOR PROGRESS

DEI is integral to Abbott's purpose — helping people live fuller lives through better health. And our DEI efforts are far-reaching, spanning from our work with employees to our supply chain to our community engagement.

In 2022, our DEI work continued to help drive our business forward, fuel our creativity, and inspire collective innovations that can serve more people in more places around the world. This momentum is made possible by Abbott's strong DEI foundation and our ongoing work toward our goal to build the diverse, innovative workforce of tomorrow.

This year's report showcases the evolution of our ongoing DEI efforts — celebrating our progress and shining a spotlight on those colleagues working to achieve our DEI goals every day.



Chloe Tan, high school STEM intern, and Nicole Ang, college intern, work together at Abbott's Nutrition Research & Development Center in Singapore to verify test samples that will be analyzed.

## EXTERNAL RECOGNITION IN 2022

### GLOBAL

#### ChooseMyCompany

HappyIndex®Trainees World 2022

Ranked #2 Internship Worldwide in 2022

#### Top Employer Institute

- Top Employer Europe
- Top Employer Middle East
- Top Employer China

### ASIA-PACIFIC

#### Business Today, India

Best Companies to Work For in India

#### Korean Ministry of Gender Equality and Family

Best Family-Friendly Managed Company

#### Anphabe Great Places to Work, Vietnam

Best Places to Work

#### LinkedIn, Singapore

2022 LinkedIn Top Companies

#### The Straits Times, Singapore

Best Employers 2022–2023

### EUROPE, THE MIDDLE EAST, AND AFRICA

#### Federmanager, Italy

Premio Minerva Award for Most Virtuous Companies

#### Great Place to Work®

UK's Best Workplaces

#### Employers' Federation of Pakistan

Best Practices on Women Empowerment

### LATIN AMERICA

#### National Institute for Women (INAMU), Costa Rica

Best Workplace Practices for Gender Equality

#### Associação Brasileira de Qualidade de Vida (ABQV), Brazil

Quality of Life National Award, Golden Category

### U.S.

#### The Forefront 50

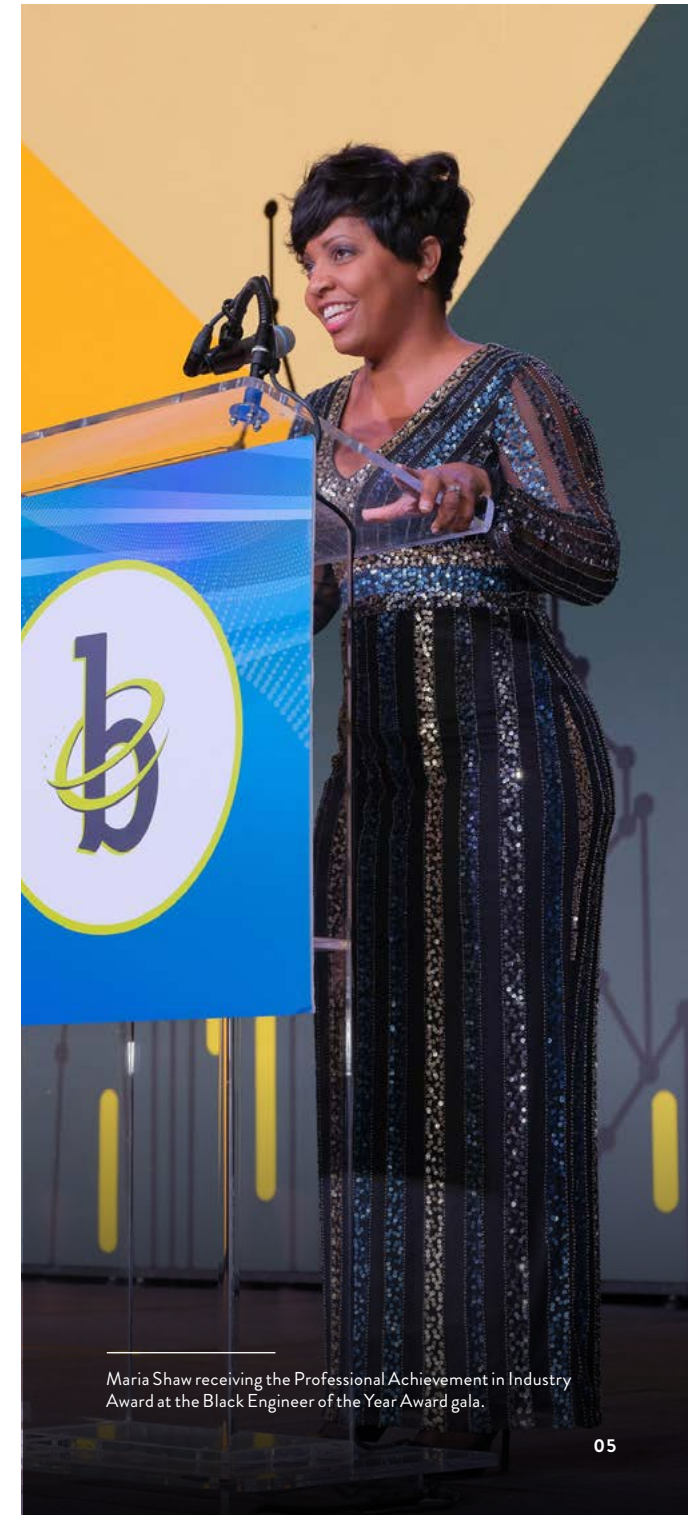
Top Corporations for Minority Businesses

#### DiversityInc

- #3 Company for Diversity (listed for 19 consecutive years)
- #1 Supplier Diversity
- #3 Environmental, Social, and Governance
- #4 Sponsorship
- #4 Native American and Pacific Islander Executives

#### Seramount

- 22-time 100 Best Company
- 3-time 100 Best Company for Women in India (by Avtar/Seramount)
- 15-time Top Company for Executive Women and Hall of Fame member
- 3-time Inclusion Index Company
- 4-time Best Company for Multicultural Women



Maria Shaw receiving the Professional Achievement in Industry Award at the Black Engineer of the Year Award gala.



## A LETTER FROM MARY MORELAND, EXECUTIVE VICE PRESIDENT OF HUMAN RESOURCES

We take our purpose of helping people live healthier, fuller lives to heart in everything we do because we know our work matters. What we do at Abbott, regardless of our role, has a tremendous impact on the people we serve and the people we work with.

This unites us as a company and strengthens connections between Abbott colleagues around the world. Our purpose shapes how we work together to develop innovative solutions to help people stay and get healthy. But what truly makes Abbott a special place to belong is the support and encouragement our colleagues openly and generously give to each other to help everyone reach their full potential.

We learn from each other, grow together, and create the innovations that are reshaping healthcare. We also know that we achieve more when we listen to diverse ideas and perspectives. That is why attracting and retaining diverse employees is essential to our success. To support our efforts, we encourage hiring managers to create diverse teams and to promote professional

development and mentorship. Employees can also build community and develop through our employee networks. And we conduct pay equity reviews and make pay adjustments when necessary to ensure our employees are compensated equitably for their contributions.

In our 2022 Diversity, Equity, and Inclusion Report, I hope you see how we provide our employees with the opportunities that allow them to build thriving workplace relationships and careers. We encourage employees to collaborate in efforts to support our business, learn new skills, reach out to our communities, and grow personally. And through it all, we offer our employees the health, wellness, and financial benefits that provide security for them and their families.

Our purpose provides our employees with the opportunity to change people's lives for the better. And at the same time, they are able to live their own best lives, be their true selves, and do their best work.

Sincerely,



**Mary K. Moreland**  
EXECUTIVE VICE PRESIDENT, HUMAN RESOURCES  
JUNE 21, 2023



## BUILDING OUR DIVERSITY, EQUITY, AND INCLUSION (DEI) CULTURE

We are committed to creating an environment that fosters DEI in a number of ways, including through employee networks, internal programs, and community partnerships.

### EMPLOYEE NETWORKS

Our 10 employee networks are instrumental to our goal of achieving an inclusive culture. Through the networks, we provide colleagues with a second home, giving them an environment and space where they can be creative and feel comfortable being themselves. The networks also help advance employees' professional development, provide mentorship, and offer opportunities to bolster leadership experience and engage with local communities.

### EXECUTIVE DIVERSITY COUNCIL

We strive to maintain an inclusive culture where each person can bring their true self to work and where everyone is valued for their contributions. One way we do this is through our Executive Diversity Council, which meets throughout the year to establish priorities and discuss DEI progress.

The council supports the development of our corporate DEI strategy and ensures these strategies are integrated into the business to drive a culture of inclusion.

### ATTRACTING AND DEVELOPING DIVERSE STEM TALENT

We're helping address the need for STEM professionals across the globe with our 2030 goal to create opportunities in Abbott's STEM programs and internships for more than 100,000 young people, including 50% from underrepresented groups.

Each year, we host hundreds of interns through our college and high school STEM internship programs. This commitment to the next generation of innovators is working. Since the launch of our High School STEM Internship Program in 2012, approximately 50% of the students who have gone through the program have been hired into full-time positions at Abbott. Of that 50% that were hired, 77% were female.

**With approximately 25% growth between 2021 and 2022 and nearly 17,000 members globally, each employee network is sponsored by a corporate officer and supported by our Diversity and Inclusion team.**

## 2022 EMPLOYEE NETWORK MEMBERSHIP GROWTH\*

EST. 2000

**21%**

Women Leaders of Abbott

EST. 2007

**55%**

PRIDE Network

EST. 2001

**9%**

Black Business Network

EST. 2016

**16%**

Women in STEM

EST. 2001

**28%**

Asian Leadership and Cultural Network

EST. 2017

**10%**

Veterans Network

EST. 2001

**47%**

Flex Network

EST. 2018

**56%**

Early Career Network

EST. 2005

**22%**

LA VOICE Network

EST. 2021

**55%**

Abbott disABILITY Network

\*Reflects growth between 2021 and 2022.

### **Professional Development Program (PDP)**

Our PDP provides two to three-year paid rotational development assignments designed to connect the talent pipeline between our college internships and careers at Abbott. Through the PDP, recent college graduates rotate through different roles across our divisions, often with at least one role outside of their home country.

Our internship program and our partnerships with a number of leading universities around the world give us access to a diverse pool of talented students to consider for our PDP, many of whom will ultimately go on to become the next generation of Abbott leaders. Over the past three years, we have filled more than 90% of our U.S. PDP positions from our internship program.

### **Partnering With Historically Black Colleges and Universities (HBCUs)**

Abbott launched a pilot program in 2022 with four HBCUs to advance cybersecurity curricula and support the development of diverse talent for growing industry demand. The program is in partnership with Raytheon, Microsoft, and Advancing Minorities' Interest in Engineering (AMIE). We also funded [cybersecurity internships for two HBCU students](#).

### **Apprenticeship Program**

In 2022, we launched a new apprenticeship program that prepares community college students who are studying trades — like heating, ventilation, and air conditioning (HVAC), welding, and industrial technologies — for long-term careers with Abbott after they graduate.

This program reflects our commitment to emphasizing a candidate's skills in addition to college degrees when hiring, in order to support programs that develop a more equitable and inclusive workforce.

### **EMPLOYEE SUPPORT AND DEVELOPMENT**

We incorporate innovation throughout our company, and this includes supporting our colleagues' growth and career development, along with their financial security, at all ages and stages of life.

#### ***FreeU***

In 2021, we launched *FreeU* — a virtual program in the U.S. — to help employees pursue a bachelor's degree on flexible schedules at no personal cost when combined with our tuition reimbursement program. As part of the program, we also offered English language training for employees for whom English was not their first language. Through *FreeU*, Abbott covers not only tuition for general education courses, but also the costs of books and one-on-one tutoring. In 2022, 175 people enrolled in this program.

### ***Freedom 2 Save Program***

*Freedom 2 Save* is our first-of-its-kind program to help U.S. employees pay off their student loans while also saving for retirement. Employees who are currently repaying a student loan, and whose payments equal at least 2% of their eligible pay, receive a 5% company match deposited in their 401(k) without having to contribute their own money to their workplace retirement plan.

Since its launch in 2018, more than 2,400 employees have enrolled in the program, with contributions for 2022 totaling over \$1.7 million. This program was codified through federal legislation in the SECURE 2.0 Act and goes into effect in January 2024. This new law will enable other companies to offer the benefit too.

### ***Student Loan Payback Program***

Stemming from the success of the *Freedom 2 Save* program in the U.S., our Student Loan Payback Program helps Abbott employees in the Netherlands pay off student loans, making it easier to build financial strength.





David Andrade and Sonia Alvarado, founding members of Central America and the Caribbean's DEI committee, DEISY. The committee is composed of 16 diverse volunteer employees who represent our divisions in the region. They collaborate to create a united culture and approach to DEI.

## EMPLOYEE SPOTLIGHT

# DAVID ANDRADE

**General Manager,  
Established Pharmaceuticals Division**  
SAN JOSÉ, COSTA RICA

David has been with Abbott since 2014. As general manager of our Established Pharmaceuticals Division (EPD) in Central America and the Caribbean, he has oversight of and works with culturally diverse teams and employees. David was instrumental in founding a regional DEI committee: Diversidad Equidad Inclusión Soy Yo (DEISY) in 2022. The acronym is Spanish for *I am diversity, equity, and inclusion*. The regional DEI committee was created to raise awareness that all individuals, regardless of their backgrounds or identities, should be treated with dignity, respect, and fairness. By cultivating a diverse and inclusive workplace, the committee aims to achieve better innovation and employee retention.

DEISY's committee is composed of 16 volunteer employees who represent diverse populations and divisions in the region. This makeup promotes cross-divisional collaboration and supports a united culture and approach to DEI across Abbott in Central America and the Caribbean.

In 2022, DEISY focused on education, offering a wide variety of workshops and instructor-led trainings on topics such as inclusion and psychological and technological safety to enhance workplace actions. Participants tested new behaviors at the “How a Diverse Team Conquers Everest” workshop, exploring the impact diversity has on decision-making. The committee also helped managers create inclusive and diverse teams and workplaces.

David is also a key supporter of our first employee network, the Women Leaders of Abbott (WLA), and assisted the launch of Central America and the Caribbean's WLA chapter. In the chapter's first year, nearly half of the employees in Abbott's commercial divisions in the region joined the network.

Allyship has been key to David's professional development, and he wants to be sure to pay that forward.

*“I have been fortunate to have a network of allies who have supported and helped me grow and develop as a leader, and I am absolutely grateful for the support — so much so that I am committed to being an ally to others.”*



Michelle Guerzón celebrates after completing the Tour de Cure, a cycling event to raise funds and awareness for the American Diabetes Association. Together, ALCN and Black Business Network raised more than \$300,000 for the event.

#### EMPLOYEE NETWORK SPOTLIGHT

## ASIAN LEADERSHIP AND CULTURAL NETWORK (ALCN)

The ALCN's vision is to provide leadership and development, Asian cultural awareness, Asian heritage expertise, and leading outreach initiatives.

As one of our oldest and largest employee networks, the ALCN is an example of how we're building our DEI culture. To achieve its vision, the network is focused on helping our Asian colleagues develop their careers through outreach events, learning and development webinars, and at least two cultural events each year. All of these opportunities focus on networking with various Abbott employees to help our members meet others, grow in confidence, and have fun.

The ALCN's mission is to support both Abbott and network members' needs by providing:

- Learning and development opportunities
- Asian cultural awareness
- Support to the business
- Community outreach programs
- Allyship to other employee networks

An example of this community outreach and allyship took place in 2022, when the ALCN partnered with Abbott's Black Business Network (BBN) to champion the *Tour de Cure*, a cycling event to raise funds and awareness for the American Diabetes Association®. Together, the networks raised over \$300,000. More than 500 million adults worldwide are living with diabetes, and this number is projected to balloon 37.2% to 783 million people by 2045. In the U.S. alone, diabetes is the most common chronic condition, with more than 133 million people (nearly half the population) living with diabetes or prediabetes.

Adding to our DEI culture was our One Network Fest Dragon Boat Race hosted by the Chicago chapter of the ALCN in 2022, which focused on allyship and increasing Asian cultural awareness. All of Abbott's networks were represented and teamed up to compete in combined boats. Attended by approximately 200 people including employees' family members, the day was truly a triumph, showcasing and celebrating the ALCN and our diverse community at its best.

The power of the ALCN and all of our employee networks is their ability to engage employees in building a community outside of their work teams. In 2023, we plan to continue building on these achievements, delivering education to support ending anti-Asian sentiment and expanding the celebrations of the various communities in the ALCN.



# INCREASING DIVERSITY ACROSS OUR WORKFORCE

DEI is built into how we recruit, engage, and retain our purpose-driven colleagues.

## RECRUITMENT

Abbott recruiters work hard to reach as many people as possible with job opportunities. We do this in a number of ways, including partnering with our employee networks to promote our employee referral programs. We also offer a digital tool on our website that helps veterans match their military skills with current job openings at Abbott.

One of our Talent Acquisition colleagues, Catherine (Katie) Korrison, received a company award for her game-changing work in diverse recruitment. Applying new thinking and strategies to identify and recruit candidates, Katie has doubled the number of hires made via diversity career fairs, mobilizing hundreds of hiring managers to participate and help scout talented candidates. She added over 5,000 resumes of diverse candidates into our talent community, including a number of passive candidates we may have otherwise missed. She has also effectively leveraged diverse media channels to build Abbott's brand and reputation as an employer that values diversity.

## 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, and are on track to reach, our long-term commitment of providing 1 million development and job opportunities for current and future employees by 2030 across our company.

### IN 2022:

**47,546**

STEM opportunities were created for young people (64.4% for people from underrepresented groups)

**57%**

of diversity career fair hires were for women in STEM

**88.2%**

of leadership roles, and 46.2% of targeted jobs, were filled internally



Olaoluwa (Ola) Olalumade is a cybersecurity intern from our partnership with the Advancing Minorities' Interest in Engineering's HBCU Cybersecurity Industry Collaboration Initiative Pilot. The effort brings companies like Abbott together with engineering schools at HBCUs.

## FEMALE REPRESENTATION

We are working to achieve gender balance across our global management team by the end of the decade. Through 2022, 41% of our global management positions have been filled by women.

We support our pipeline of female representation through internships and professional development programs that are dedicated to mentoring young women early in their careers. For instance, in our 2022 high school internship program, 69% of the interns were female and 79% of the STEM interns were from underrepresented groups. In our 2022 college internship program, 58% of the interns were female and 60% of the STEM interns were from underrepresented groups.

### WOMEN AT ABBOTT

	2020	2021	2022
<b>Global</b>	<b>45%</b>	<b>45%</b>	<b>45%</b>
<b>United States</b>	<b>47%</b>	<b>47%</b>	<b>47%</b>

### WOMEN IN STEM-RELATED POSITIONS

	2020	2021	2022
<b>Global</b>	<b>44%</b>	<b>45%</b>	<b>45%</b>
<b>United States</b>	<b>42%</b>	<b>43%</b>	<b>44%</b>

### WOMEN IN MANAGEMENT

	2020	2021	2022
<b>Global</b>	<b>39%</b>	<b>40%</b>	<b>41%</b>
Managers	40%	41%	42%
Directors	37%	39%	39%
DVPs* and Officers	32%	32%	33%
<b>United States</b>	<b>42%</b>	<b>43%</b>	<b>43%</b>
Managers	42%	43%	44%
Directors	41%	43%	43%
DVPs* and Officers	37%	38%	38%

\*DVP – divisional vice president.

### RACE AND ETHNICITY REPRESENTATION

Currently, 35% of our leadership roles in the U.S. are held by people from underrepresented groups. We are continuing to focus on our diversity journey by creating more relationships with organizations focused on diverse hiring practices within the industry, such as the National Sales Network and National Black MBA Association, among others.

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

### RACE AND ETHNICITY REPRESENTATION IN THE UNITED STATES

	2020	2021	2022
<b>U.S. Overall</b>	<b>40%</b>	<b>42%</b>	<b>44%</b>
American Indian or Alaska Native	0.3%	0.3%	0.3%
Asian	18.0%	19.3%	20.0%
Black or African American	8.7%	9.0%	9.7%
Hispanic or Latino	10.4%	10.9%	11.0%
Native Hawaiian or Pacific Islander	0.4%	0.5%	0.4%
Two or more races	2.3%	2.3%	2.5%
<b>U.S. Management</b>	<b>32%</b>	<b>33%</b>	<b>35%</b>
American Indian or Alaska Native	0.3%	0.3%	0.2%
Asian	17.8%	19.2%	20.5%
Black or African American	4.2%	4.4%	4.7%
Hispanic or Latino	6.8%	7.0%	7.0%
Native Hawaiian or Pacific Islander	0.3%	0.3%	0.3%
Two or more races	2.3%	2.3%	2.2%





Andrea Hammond participates in a WLA networking event at company headquarters.

## EMPLOYEE NETWORK SPOTLIGHT

# WOMEN LEADERS OF ABBOTT (WLA) NETWORK

The WLA seeks to advance women’s careers and leadership at the company, accelerating advancement at all levels through a meaningful work environment and dynamic regional and global programs.

Abbott’s first and largest employee network, the WLA, started in 2000 and has grown into a globally connected peer-led group with over 10,000 members across 11 active local chapters in 18 countries. Open to people of all genders, the network offers support, career enrichment, and leadership opportunities for women, with a proven history of helping those in the organization take on leadership roles.

Since the WLA is a hugely diverse network, local chapters are vital to the WLA’s programming. At a regional level, we develop events that are open to all; however, we find it is often the local chapter programming that is most impactful because it’s the most culturally relevant. These local WLA events are designed to help women in those areas advance their careers and connect and

build relationships. In 2022, the network launched additional chapters in the Europe, Middle East, Africa, and Pakistan (EMEAP) Region.

Allyship was the network’s key focus in 2022. As members explored the theme together, they recognized how and where women need more support, nominating and engaging 563 allies of all genders in action around the world to help drive the program.

Pamela Harrison, the WLA co-chair for EMEAP and divisional vice president of International Public Affairs, shared, “Being an ally is supporting those around you, often in less privileged positions, to grow and succeed. It goes beyond buddying and mentoring and is really about being an advocate for a person, or sometimes a group.”

Ansgar Resch, the WLA co-chair for EMEAP and divisional vice president of Commercial Operations EMEAP for our Diabetes Care business, was inspired to take on his leadership role in the WLA after a diversity session with his leadership team. “The speaker said, ‘If you don’t intentionally include, you will unintentionally exclude.’ The moment I heard this was the moment I decided to use my influence to make positive changes as an ally.”

The WLA continues to embrace collaborative activities with other networks as an effective way to share learnings and promote allyship across all underrepresented groups.



Dr. Beth McQuiston, W-STEM member, at Abbott's Consumer Electronics Show (CES) booth speaking about the company's life-changing health technologies.

#### EMPLOYEE NETWORK SPOTLIGHT

## WOMEN IN SCIENCE, TECHNOLOGY, ENGINEERING, AND MATHEMATICS (W-STEM) NETWORK

The W-STEM Network is committed to introducing future innovators to jobs in the field and inspiring STEM minds inside Abbott. Within the company, the network provides access to continuous learning, professional development, community outreach, and networking opportunities. It also recognizes our members' achievements and encourages them to participate in key industry events and discussions.

The network has united members from all leadership levels across the company with more than 40 site chapters, a global Governance Leadership team, and an Executive Steering Council.



## INSPIRING THE NEXT GENERATION

To help build and inspire Abbott’s pipeline of future problem solvers, the W-STEM Network supports outreach events and activities to spark and elevate interest in STEM at a young age.

### “What Does STEM Look Like?”

In 2022, network members wrote a children’s book titled “What Does STEM Look Like?” to encourage and educate children about STEM and why it is important in everyday life. They asked children to draw what STEM looks like to them and used these drawings to develop a storyline. The network’s goal is for the book to help break stigma by showing children that STEM is all around us (not just in laboratories) and that anyone can work in STEM.

The book is free to [download on our website](#).

### A Blueprint For High School Internships

We are continuing to invest in our global high school STEM internship program, which is designed to inspire students before they decide on college majors and kickstart their healthcare careers. In 2020, we received the Diversity, Equity, and Inclusion Excellence Award – Employer for our Shaping the Future of STEM program from the National Association of Colleges and Employers. And in 2022, we expanded the program into four additional countries. This brings the total to 22 locations in eight countries, with three more countries expected to participate in the program by the end of 2023.

Because we want to encourage other organizations to invest in tomorrow’s STEM leaders, Abbott has created a free downloadable blueprint – “Shaping the Future of STEM” – for creating a similar internship program. We know if we all work together, we can increase diversity in the overall U.S. STEM workforce. The blueprint is available to [download on our website](#).

### 2022 ABBOTT INTERNSHIP STATISTICS

U.S. High School Interns	U.S. College Interns
69% Female	58% Female
79% STEM interns from underrepresented groups	60% STEM interns from underrepresented groups
Global High School STEM Interns (U.S. and OUS <sup>1</sup> combined)	Global College Interns (U.S. and OUS <sup>1</sup> combined)
65% Female	56% Female

<sup>1</sup> Outside of the United States.

**Firsthand (formerly Vault) has ranked us the #1 health sciences internship program for college students for the past five years.**



Illustration from our W-STEM children’s book “What Does STEM Look Like?” The book was created to educate the next generation of problem solvers about STEM and inspire them to pursue careers in the field.



Dinh Thi Minh Xuan and Nguyen Hoang Phuong Thao, from Abbott's EPD in Vietnam, are members of the WLA Network.

## REGIONAL SPOTLIGHT

# THE BEST PLACE TO WORK IN VIETNAM

Abbott has long been a leader in Vietnam, and we've made great strides in the diversity of our workforce there, particularly among women.

In 2022, we were named the Best Place to Work in Vietnam, were ranked #1 in the healthcare industry for the ninth consecutive year, and #1 in fast-moving consumer goods.

Women represent 52% of our total workforce in Vietnam and fill various critical roles across functions and divisions, representing two-thirds of Abbott Vietnam's Business Advisory Council.

We established our Vietnam chapter of the WLA Network to connect, inspire, and support our female colleagues. Since its launch, the WLA Vietnam chapter has provided various programs and workshops, offering networking opportunities and skills development for our female colleagues to accelerate their careers.

As a local leader in DEI, Abbott Vietnam is keen to continue building on its successes through existing programs and initiatives as well as leveraging employee feedback gained through our global Your Voice Counts employee survey.



## PROMOTING AN EQUITABLE SOCIETY

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.

### COMMUNITY OUTREACH FOR HEALTH EQUITY

We're focused on advancing health equity by working across our business and in partnership with others to remove barriers that prevent people from living healthy lives. One way we're bringing health equity to life is through outreach efforts in which we offer solutions or partner directly with organizations already invested in the community.



A woman uses the El Concilio van to get to a doctor appointment in Stockton, California. With El Concilio California, one of the largest community-based, nonprofit social service providers in the Central Valley, Abbott provides door-to-door transportation services, making it easier for people to get to their medical appointments and access other services.



In 2022, Abbott donated \$27.2 million through the Abbott Fund to support community efforts such as:

- A three-year partnership with Easterseals to pilot the Project on Education and Community Health Equity — part of the Easterseals Black Child Fund. The project is creating an integrated system that aims to address barriers to quality education and healthcare experienced by children and families in under-invested communities.
- Integrating our *Future Well* Kids curriculum into the Real Madrid Foundation (RMF) partnership, training 350 RMF coaches. We are also educating over 12,300 children on noncommunicable diseases, staying healthy, and reducing risk of developing chronic diseases later in life.

## ACCESS TO HEALTHCARE

Our goal is to improve the lives of 3 billion people a year by decade's end — reaching 1 billion more than we did in 2020. In 2022, Abbott products made a difference in the lives of more than 2 billion people.\*

We are advancing health equity by increasing access to affordable, integrated healthcare solutions among under-resourced and diverse communities — including women and children — to improve health outcomes.

\* Total number of lives improved was adjusted for indirect overlap between businesses using a binomial probability model, and only adjusted for direct overlap within a business where data is currently available to support the adjustment.

In 2022, we:

- **Established a Diversity in Research Office** to help standardize our approach to ensuring diverse representation in Abbott's clinical trials.
- **Partnered with Norton Healthcare** to develop clinical research infrastructure models for deployment in underserved communities.
- **Initiated partnership with Women as One**, investing to deliver skills training to more female cardiologists.
- **Expanded our disaster resilience strategy** with grants to four food banks and health clinics.
- **Provided almost \$16 million in aid to Ukraine**, including \$5 million in grants to International Medical Corps, CARE, Project HOPE, and Americares to build infrastructure, procure and distribute critical medicines and supplies, and to provide training, employment, and education for women and their families forced to relocate to bordering countries.



Stockton, California, Mayor Kevin J. Lincoln, II celebrating a participant in a youth soccer clinic. In 2021, Abbott established an ongoing partnership with Real Madrid and Real Madrid Foundation, working together to educate, support, nourish, and develop kids around the world across all geographies, cultures, and backgrounds.



## SUPPLIER DIVERSITY

An economic impact analysis conducted on 2022 diverse supplier spend indicated that, through our efforts, we have supported over 7,500 jobs and generated over \$4.5 billion in economic impact in the diverse communities where we operate.

We are committed to partnering with organizations globally to advance diverse supplier development. For example, in the U.S., we have pledged \$37.5 million of growth capital and business loans to small diverse businesses through the Local Initiatives Support Corporation (LISC).

**\$4.41B**

total diverse spend in 2022

This included:

**\$663M**

total minority-owned supplier spend

**\$936M**

total women-owned supplier spend

**\$187M**

total veteran-owned supplier spend

**\$2,358M**

spent with small businesses

## 2030 SUSTAINABILITY PLAN GOALS AND PROGRESS



**Goal:**

**50%**

increase in spending with diverse and small businesses by 2030, from a 2020 baseline

**Progress:**

**88%**

year-over-year spend increase with diverse and small businesses\*



**Goal:**

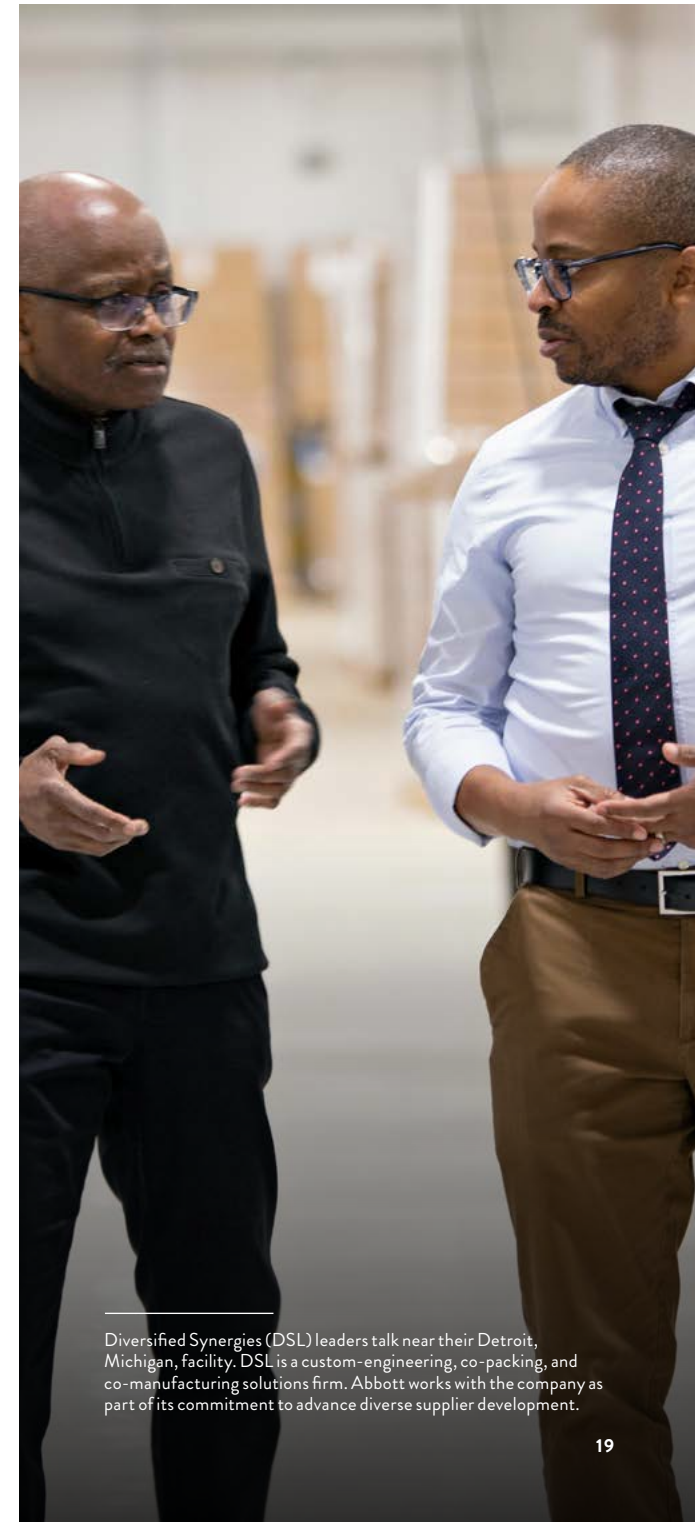
**150%**

spend increase with Black- and women-owned businesses by 2025, from a 2020 baseline

**Progress:**

**130%**

year-over-year spend increase with Black- and women-owned businesses\*



Diversified Synergies (DSL) leaders talk near their Detroit, Michigan, facility. DSL is a custom-engineering, co-packing, and co-manufacturing solutions firm. Abbott works with the company as part of its commitment to advance diverse supplier development.

\* Supplier diversity key performance indicators (KPIs) are calculated using the U.S. government fiscal year (October 1 – September 30). Spend data is for U.S. and Puerto Rico for 2022 reporting. 2022 target for annual spend of small and diverse suppliers is \$3.27 billion.

## EMPLOYEE SPOTLIGHT

## KRISTINE SANCHEZ

**Director,  
Assay R&D Process and Services**  
ILLINOIS, UNITED STATES

Creating an environment where everyone can thrive is personal for Kristine Sanchez.

Her youngest son is on the autism spectrum, and she has seen firsthand how everyday situations can be challenging for him.

This is among the reasons Kristine pioneered a relationship between Abbott and Aspiritech to engage neurodiverse individuals in Quality Assurance (QA) testing. Aspiritech is a QA company that employs adults on the autism spectrum, enabling a neurodiverse workforce that incorporates a niche skill set including increased ability to focus and spot irregularities.

Kristine received a prestigious Abbott Core Diagnostics 2022 President's Award (the highest accolade a division can give) for this work.

"I am inspired to be an ally by the experiences of my family, friends, and colleagues, including my son, who is on the autism spectrum, and my husband, who immigrated to the U.S. from Mexico," Kristine said.

Motivated by creating a diverse, equitable, and inclusive organization, Kristine works with her fellow disABILITY Network members to bring awareness to all types of disabilities to foster a more inclusive workplace.

The partnership with the Aspiritech team was initiated in July 2021 to reduce the risk of error from manual data transcription on Abbott's package insert data. Today, the team continues to help catch inconsistencies.

They have also identified areas of improvement in source documentation and templates used to create the package inserts, which has improved our efficiency. As a result, Abbott has introduced new verification tools for wider use.

The partnership has received support from Abbott leadership and has raised awareness of the skills and value that neurodivergent individuals can bring to the workplace.

*"Supporting neurodivergent individuals is something that I am very passionate about, not only from a personal stance with my youngest son being on the autism spectrum, but also from a professional standpoint, where we see that harnessing unique skills and abilities can benefit us all."*

Kristine Sanchez speaks with an Aspiritech employee. Abbott partners with Aspiritech, a quality assurance and testing company committed to empowering people on the autism spectrum to fulfill their potential through meaningful employment and social opportunity.



## A LETTER FROM SEAN PALACIO, DIVISIONAL VICE PRESIDENT OF DIVERSITY AND INCLUSION

I hope you've enjoyed reading our 2022 DEI Report. I love hearing stories about our employees celebrating diversity and inclusion at Abbott and having their best careers here, as I am. I'm an engineer by training and spent a good portion of my career developing our life-changing technologies. Abbott's efforts to support people having their best careers has enabled me to work in a number of areas including Research and Development, Marketing, Quality, and Human Resources.

From Costa Rica to Minnesota to Vietnam, our employees around the world firmly believe that every one of us deserves to be seen, heard, included, and appreciated. This is fundamental to how we work together to achieve our common purpose — to help more people live fuller lives through better health.

Employee networks are a part of supporting a diverse, equitable, and inclusive environment where we can be our true selves and bring out the best in each other. I've been involved in a number of these groups since I started at Abbott. And regardless of whether I was a leader in the network or a member, these groups have always felt like a second family to me, as they have been for so many of our employees.

The stories you have seen in this report, such as the One Network Fest, are examples of the way the networks build community.

As you reflect on this report, I hope you also see our commitment to DEI extends beyond our workplace. From expanding healthcare equity to supporting diverse small businesses to developing young professionals from HBCUs, we're enhancing our DEI efforts in the communities where we live and work.

Yet, there's more progress to be made on our DEI journey. And just as we have for the past 135 years, we will build on what we've achieved so far to continue fostering a thriving community where our employees feel proud to belong and contribute.

Best,



**Sean Palacio**  
DIVISIONAL VICE PRESIDENT,  
DIVERSITY AND INCLUSION  
JUNE 21, 2023



## 2022 WORKFORCE DATA

The chart on the diversity of Abbott's U.S. workforce reflects data as of December 31, 2022. The use of specific job categories aligns with the U.S. Equal Employment Opportunity Commission (EEOC), which does 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	2	1	33	1	0	1	0	3	6	2	0	0	1	0	50
FIRST/MID OFFICIALS & MANAGERS	344	302	2,655	201	14	640	11	99	2,084	195	10	567	12	90	7,224
PROFESSIONALS	803	666	5,326	454	30	1,754	22	224	3,961	475	26	1,562	11	176	15,490
TECHNICIANS	34	41	118	31	0	48	3	11	137	110	1	47	2	21	604
SALES WORKERS	137	98	1,383	91	5	55	8	41	1,340	85	5	61	4	44	3,357
ADMINISTRATIVE SUPPORT	575	867	1,357	899	32	893	18	96	1,303	788	47	1,398	19	69	8,361
CRAFT WORKERS	26	4	125	11	1	23	1	5	3	0	0	5	0	0	204
OPERATIVES	25	13	143	97	2	9	0	9	34	17	0	2	0	1	352
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
<b>TOTAL</b>	<b>1,946</b>	<b>1,992</b>	<b>11,140</b>	<b>1,785</b>	<b>84</b>	<b>3,423</b>	<b>63</b>	<b>488</b>	<b>8,868</b>	<b>1,672</b>	<b>89</b>	<b>3,642</b>	<b>49</b>	<b>401</b>	<b>35,642</b>
PREVIOUS REPORT TOTAL	1,796	1,835	10,801	1,561	75	3,097	54	427	8,446	1,433	78	3,310	45	329	33,287





*life. to the fullest.®*

**Abbott**

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