

Impact Beyond Numbers

In a year unlike any other, we advanced our mission to discover and deliver innovative medicines, while expanding with the acquisition of Allergan. And we took steps to help COVID-19 relief and support systemic change to drive racial equity.



“This is my opportunity to give back, and I am very happy that I’m relieving the frontline workers for one day at least.”

– Surya Jayanti, AbbVie vaccine clinic volunteer

We are AbbVie

Our mission is to discover and deliver innovative medicines that solve serious health issues today and address the medical challenges of tomorrow. Our 48,000 employees strive to have a remarkable impact on people's lives across key therapeutic areas.

We take our role in the global community seriously by supporting the patients we serve, the people we employ and the world we live in. In times of crisis, responsibility and philanthropy are central to AbbVie's response. And with the 2020 acquisition of Allergan, we are well-positioned with resources and focus to deliver on our commitments and turn possibilities into reality for more patients living with challenging diseases.

This report is a compilation of 2020 data highlighting the impact of our efforts. All data was current at time of publication.

Therapeutic areas of focus:

Immunology

Oncology

Neuroscience

Eye Care

Virology

Women's Health

Allergan Aesthetics

an AbbVie company

With employees in more than 70 countries around the world, we are dedicated to developing and delivering a consistent stream of innovative new medicines with distinct and compelling benefits.

~48K

employees turning possibilities into reality for people and patients

60+

conditions treated across all stages of life

30+

brands

220+

research partnerships

175+

countries where products help people and patients

~20

countries with manufacturing and/or R&D facilities

We are a passionate, diverse, and inclusive organization with a culture that supports the best ideas, wherever they originate. Our scientists are shaping their fields and inspire us to do all we can to bring medicines and solutions forward quickly and safely. With a focus on leadership, development and performance, AbbVie has been recognized as a top employer and is named on more than 40 great workplace and diversity and inclusion lists.



Workplace & Diversity

- DiversityInc "Top 50 Companies for Diversity"
- FORTUNE "100 Best Companies to Work For"
- Great Place to Work "World's Best Workplaces"
- Human Rights Campaign Corporate Equality Index
- Science Magazine's Top Employers
- Working Mother "100 Best Companies"



Environment, Social and Governance

- Dow Jones Sustainability World Index
- EcoVadis Corporate Social Responsibility Assessment Gold Medal
- FTSE4Good Index
- S&P 500 ESG Index



Citizenship

- Civic 50
- 3BL Media "100 Best Corporate Citizens"
- DiversityInc "Top Companies for Philanthropy"
- FORTUNE/Great Place to Work "Best Workplaces for Giving Back"
- PEOPLE's "50 Companies that Care"



Business Performance

- FORTUNE 100
- FORTUNE World's Most Admired Companies
- IDEA Pharma Innovation Index
- Pharma Reptrak Most Reputable Companies



Impact on patients

Helping patients today and always

Despite the uniqueness of 2020, we continued to tackle tough health care challenges. We are continually working to create high quality therapeutic solutions for complex conditions and ensure their safety, efficacy and accessibility across the full diversity of our patient population. We push the boundaries of innovation, while putting patients first. We leverage more than 130 years of innovation in more than 60 disease areas, while continuing to invest in the discovery and development of new medicines for a healthier world.

57MM+

people are treated by AbbVie's products every year including more than 18 million people in the United States.

1.7B+

people have the potential to be treated by our compounds, including nearly 300 million people in the United States.

Proactively supporting patients through AbbVie programs

275

patient support programs globally

100+

patient support programs in the United States

We discover and deliver medicines that make a remarkable impact on patients right now.

In 2020 we received regulatory approval for new therapies or indications, including uterine fibroids, pediatric spasticity, acute myeloid leukemia (AML) and chronic lymphocytic leukemia (CLL).

175+

countries where our products help people and patients

60+

conditions treated across infant, adolescent, adult and senior stages of life, nearly doubled since acquiring Allergan in 2020

Committed to hepatitis C elimination around the world

We are less than 10 years away from the World Health Organization's (WHO) 2030 goal for HCV elimination. That's why we are working with partners to support an estimated **300** targeted, local micro-elimination projects worldwide to move us closer to a world free of hepatitis C. These projects are helping fuel new models of care from the prisons of Portugal to the remote mountains of South Korea.

Access to medicine

AbbVie is committed to understanding the patient experience across countries and conditions to reduce barriers to treatment and avoidable health care spending.

my**AbbVie** Assist | Patient Assistance

AbbVie provides free medicine to qualifying patients in the United States.

~155K

patients who received free AbbVie medicine

177K+

health care professionals reached through independent medical education grants

1.1MM+

patients reached through patient education grants

"This program provides benefits that one could never quantify with numbers. Helping others is invaluable, and my gratitude is overflowing."

– myAbbVie Assist patient, Texas



Impact on science

The pursuit of scientific breakthroughs is more important than ever.

It takes unwavering commitment and confidence to bring solutions from the petri dish to patients. And it requires a continued investment in innovation to address the challenges of tomorrow that are known and unknown.

Investing to advance science

\$5.8B

AbbVie investment in researching new medicines in 2020, which has nearly doubled since the launch of AbbVie. This is a total of \$48B since 2013.

*5.8 billion adjusted R&D spend (excluding specified items)

Globally, nearly half of our 48,000 employees work in STEM.

23K

employees work in STEM



With the acquisition of Allergan, we can tackle more tough diseases and conditions:

Alzheimer's disease

Atopic dermatitis

Bipolar disorder

Cancer

Chronic migraine

Crohn's disease

Glaucoma

HCV

Multiple sclerosis

Ocular hypertension

Overactive bladder

Parkinson's disease

Rheumatoid arthritis

Schizophrenia

Uterine fibroids

Driving innovation, together

220+

partnerships with leading biotechs, universities, nonprofits and government organizations to advance science.

In 2020, IDEA Pharma's Productive Innovation Index ranked AbbVie number 2 on the innovation index among the top pharmaceutical companies.

Advancing scientific knowledge

1,400+

papers were published by our scientists in the medical research community in 2020—allowing others to build on scientific knowledge we developed. We're also continuously looking for great ideas outside our own walls.

AbbVie has a robust pipeline consistent with our long-term strategy and large investment in R&D

~75

programs in mid- and late-stage development

~60

programs in early-stage development

75%

of medicines in our pipeline are considered first-in-kind

Clinical trials

~70K

patients participated in clinical trials in 2020

60

countries

~12K

study sites

We're evaluating our clinical trial protocol eligibility criteria against real-world datasets to ensure we are designing inclusive study protocols, enabling more under-represented populations to volunteer for our clinical trials.



Impact in times of crisis

Our response to COVID-19

Since the start of the pandemic in 2020, AbbVie reacted quickly while also preparing for the future, and ensuring the safety of our employees. Because our work has an impact on patients, science, communities, jobs and employees, our immediate priority was to help address the COVID-19 public health crisis through science, academic and industry partnerships, philanthropy, and company-wide safety measures.

Accelerating science

With extensive expertise in virology, small molecule and antibody therapeutics, AbbVie scientists bring decades of experience to the fight against COVID-19. We continue to work with health authorities and institutions globally to identify potential treatments, including supporting clinical studies and basic research of our existing medicines. We also initiated collaborations with industry, government, and academia, focusing on early science and discovery research.

Dependable supply of medicine

As an essential business, providing our patients with the critical medicines they need without interruption is paramount.

- No disruption in supply of medicines globally
- Through our myAbbVie Assist program, qualifying U.S. patients who lost insurance due to the COVID-19 crisis were able to receive AbbVie medicine at no charge

Our research collaborations

- Supported the experimental use of HIV medicine to determine its efficacy in the treatment of COVID-19.
- Member of a public-private partnership led by the National Institutes of Health (NIH) and the Foundation for the NIH that brings together more than a dozen leading biopharmaceutical companies, and several U.S. governmental health bodies.
- Joined the COVID R&D Alliance with others in the industry to identify, study, and accelerate the most promising therapeutic drug.
- Engaged in novel antibody therapeutics collaboration advancing a fully human, neutralizing antibody that targets COVID-19.
- Launched research alliance with Harvard Medical School to study and develop novel therapies against emergent viral infections, including those caused by coronaviruses and viruses leading to hemorrhagic fever.
- Joined the Innovative Medicines Initiative's Corona Accelerated R&D in Europe (CARE) consortium to support research and discovery of targeted medicines against COVID-19.

Read more at abbv.ie/Covid19RandD

Supporting the patient journey

Common challenges related to the pandemic emerged as patients experienced delays in diagnosis and treatment initiation, along with unstable access to maintenance and follow-up.

We took tailored approaches by market from the #TuSaludEsEsencial communications campaign in Argentina to the partnership with the Leukemia and Lymphoma Society in Canada, working with Uber to create safe conditions for patients to access health care.

Helping employees at home and at work

AbbVie launched a COVID-19 Childcare Relief Fund to help eligible employees with childcare or remote learning expenses, while AbbVie Vitality, our approach to employee well-being, provided caregiver resources to help employees and their children with remote learning.

The health of essential workers in manufacturing, R&D and other roles is protected through safety measures that include reimagining our spaces in accordance with CDC guidelines, providing PPE, regular screening and testing.

Providing relief through philanthropic support

\$35MM

donated to support underserved communities and health care systems working to address the impact of the global pandemic

2:1

employee giving match for organizations combating challenges of COVID-19 pandemic

Our philanthropic investment led to:

27

mobile field units to increase U.S. hospital capacity and 759,000 units of PPE delivered

5MM

meals and household items delivered through network of 200 food banks in the United States

1.4MM+

units of PPE and 500 oxygen concentrators to hardest-hit European countries

26

additional nonprofits supported through AbbVie's COVID-19 Community Resilience Fund

12K+ vaccines

In 2021, with partners, we helped vaccinate nearly 6,000 residents in communities near our Lake County, IL headquarters. More than 500 employees volunteered 4,500+ hours to administer more than 12,000 vaccines at mass vaccination clinics.



Photo credit: International Medical Corps



Impact in times of change

Racial equity: A clear call to action

Having a diverse and inclusive culture is a business imperative. It is not only the right thing to do, it strengthens our ability to innovate and is crucial to our ability to deliver now and into the future.

In 2020, AbbVie appointed a Chief Equity Officer to drive change and awareness company-wide and take deliberate steps to ensure we lead by example in promoting racial equity.

We are committed to advancing racial equity through our continued growth and acceptance of each other, our focus on developing and delivering medicines that help patients of all backgrounds, our way of doing business, our attraction and development of talent, and our service to the community.

Read more about AbbVie's efforts: abbv.ie/racial-justice

“We can’t change the world, but we can make AbbVie a role model for fairness, inclusion, and the rejection of bias and racism.”

– Richard A. Gonzalez, CEO and Chairman

Supporting health and educational equity, as well as advancing opportunity, have been an integral part of AbbVie's ongoing philanthropic commitment. Since the company was formed in 2013, AbbVie has donated more than \$120 million to diverse underserved communities.

The events of 2020 accelerated the urgency for racial justice. AbbVie has sought to meet the moment by funding longer-term philanthropic investments with sustainable, meaningful impact to advance racial justice, education, and health equity.

In addition, AbbVie empowers our employees by providing opportunities to engage in racial justice and equity actions that most resonate with them; from our 3:1 match for employee donations to civil rights nonprofits fostering racial equity, to grants directed by our Employee Resource Groups.

\$55MM

to nonprofits to address issues in our criminal justice system and to support health and education equity in underserved Black and other historically underserved communities.

Reducing health disparities

People of color face significant health disparities as a result of systemic inequities. As a biopharmaceutical company, it is our moral obligation to do all that we can to help reduce these disparities. We are committed to researching and creating treatment options for diseases that affect patients around the world, including groups of patients who historically have been underserved. Embracing diversity in the scientific process allows us to better meet the needs of patients clinically, while also striving for greater health equity.

We have developed new medicines and treatments for diseases that disproportionately impact Black communities.

A cure for Hepatitis C

Black men and women aged 60 and older are 10 times more likely to be chronically infected with hepatitis C compared to other Americans

The first oral medication for the management of heavy menstrual bleeding due to uterine fibroids

Black women suffer from a higher cumulative risk of uterine fibroids, a threefold greater incidence and relative risk of fibroids, and an earlier age of onset

Oral treatment for chronic lymphocytic leukemia (CLL)

Black patients with CLL are almost twice as likely to die from a CLL-related complication in the first 5 years after diagnosis as are Caucasian patients with CLL

Inclusive culture

Embracing Diversity & Inclusion is one of our Principles. An important part of our strategy is to instill an inclusive mindset in all leaders and employees, so we can realize the full value of our diverse workforce. This year we increased educational resources across the company reaching:

18K+

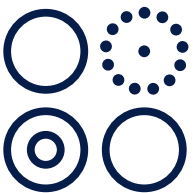
U.S. employees

5K+

U.S. people leaders

6K+

employees globally completed AbbVie's "Inclusive Culture Learning Series"



Our seven Employee Resource Groups (ERGs) create connections and community, host awareness events, and provide leadership and career opportunities.

^53%

overall increase in membership across every Employee Resource Group

^165%

outside the United States

Allergan Aesthetics, an AbbVie company, and Skinbetter Science[®] announced the launch of a new long-term, educational initiative – DREAM: Driving Racial Equity in Aesthetic Medicine.™ The DREAM Initiative™ is committed to furthering the principles of racial and ethnic diversity, inclusion, respect and understanding in the fields of dermatology and plastic surgery.

“The work we are doing to drive equity, equality, eliminate bias and inspire inclusion is about acceptance, and activation of the sameness and the differences of all of us.”

– Rae Livingston,
Chief Equity Officer



Impact on communities

We're a long-term partner in the pursuit of health and well-being

We invest resources in our communities and around the world toward a healthier, more sustainable and more equitable tomorrow.

When disaster strikes, AbbVie responds

Since 2013, AbbVie has provided disaster relief support for more than 50 disasters in 36 countries and 2020 was no different.

In addition to COVID-19 relief, the AbbVie Foundation worked with long-standing partners to provide immediate relief including emergency and medical supplies, PPE and shelter in response to disasters around the world.

- Australian bushfires
- California fires
- Lebanon explosion
- Puerto Rico earthquake swarm
- Hurricane Laura in Louisiana & Texas

Employee giving and AbbVie's matching programs expanded from a U.S.-only program to an offering for our global affiliates. More than \$21.7 million was given to nonprofits around the world.

72%

increase in employee giving over 2019

Environmental stewardship

13

environmental sustainability projects approved through our Spark Innovation Accelerator, an incubator for employee-driven sustainability innovations

28%

of purchased electricity in 2020 came from renewable sources, up from 9% in 2016 and over halfway to our 2025 target of 50%

The gift of sight from Allergan

In partnership with Sightsavers and the International Agency for the Prevention of Blindness (IAPB), **Keep Sight** provides training for eyecare professionals in Nigeria and India where there is little access to glaucoma services.



Our giving continues to make an impact

 = Ronald McDonald Houses impacted by AbbVie giving

In 2018, AbbVie announced a transformative \$350 million commitment to nine organizations. Our contributions focused in three areas that align with our priorities: helping families thrive, supporting disaster relief and strengthening K-12 education. Over the past several years we have partnered to deliver results from this strategic investment, including the following direct impacts on people and communities.

Ronald McDonald House Charities has expanded:

264K

family nights per year added

600+

additional guest rooms in 26 states

33

new houses

Family Reach removes financial barriers so families with cancer don't have to choose between meals and treatment. Expanded to:

25

hospitals

23

states

325

more social workers

Communities In Schools provides mental health counseling and creates system-level change for:

70K

U.S. low-income students

100+

new schools participating

City Year focuses on closing disparities in education and improving graduation rates by providing mental health and academic support to schools. With our support, they have expanded in Chicago and launched in San Jose, California.

Habitat for Humanity builds homes, provides job training and improves housing systems.

257

homes repaired in Puerto Rico

264

residents trained in construction skills through Habitat Builds Puerto Rico



40MM

In North Chicago, we finalized construction designs for a brand new \$40 million middle school. We broke ground in May 2021, with plans to open the 21st century learning environment to improve student success in Fall 2022.

Direct Relief provides access to health care and improves how the health care system operates in Puerto Rico.

425K

patients served

39

new mobile medical units and vehicles

68

telehealth projects to expand access to care in 57 municipalities

16

health centers repaired and upgraded



Impact on jobs

We invest in people and the culture that drive breakthroughs

AbbVie completed the transformative acquisition of Allergan on May 8, 2020, creating a biopharmaceutical company with a robust portfolio of on-market products and pipeline assets. This acquisition positions AbbVie for enhanced long-term growth potential and the financial strength to continue to invest in innovative science that impacts people's lives.

AbbVie is an economic multiplier. With 48,000 employees globally, our total impact on employment is more than five times that amount through direct and indirect business activity.¹

Each job at AbbVie creates opportunity for others

We create jobs and attract a workforce with diverse skills and educations, including Ph.D. research scientists, laboratory technicians, support staff and more, who live, work and invest in their local communities.

We are committed to equity, equality, diversity & inclusion (EED&I). This includes valuing diverse perspectives, creating an inclusive culture and treating all employees with dignity and respect.

54%

of our global workforce are women

33%

of our U.S. workforce is from an underrepresented population

49%

of management-level employees are women

1/7

of employees have a doctorate degree

We purchase goods and services from suppliers. This provides benefits for third-party suppliers and local economies in the form of higher sales, tax revenue and economic development.

AbbVie has a large global presence

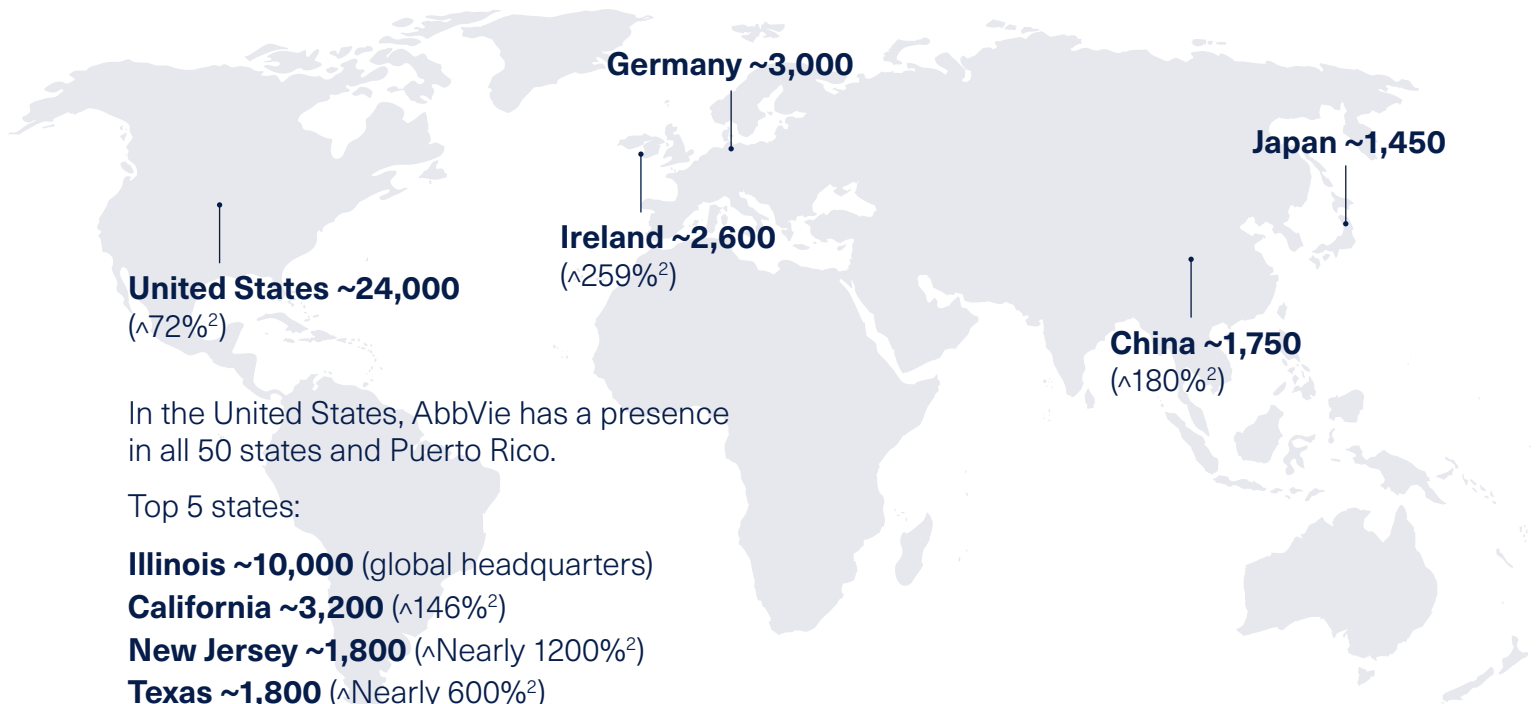
70+

countries around the world where AbbVie operates

~20

countries where AbbVie has manufacturing and/or research and development centers

Through the acquisition of Allergan, we've increased our footprint in key geographies



In the United States, AbbVie has a presence in all 50 states and Puerto Rico.

Top 5 states:

Illinois ~10,000 (global headquarters)

California ~3,200 ($\wedge 146\%^2$)

New Jersey ~1,800 (\wedge Nearly 1200%²)

Texas ~1,800 (\wedge Nearly 600%²)

Massachusetts ~1,200

AbbVie creates jobs & stimulates economic activity

48k+

suppliers globally, across 975 industries

129

countries with suppliers

50

states plus Washington, DC and Puerto Rico with suppliers

\$14.8B

spent with third parties globally

\$10.4B+

spent with third parties in the United States

\$544MM+

spent with more than 1,600 small/diverse suppliers in the United States

¹ <https://www.phrma.org/-/media/Project/PhRMA/PhRMA-Org/PhRMA-Org/PDF/D-F/Economic-Impact-US-Biopharmaceutical-Industry-December-2019.pdf>

² Increase since 2019

For more information on our impact, visit:

abbvie.com

abbv.ie/HistoryofImpact



From providing 500+ volunteers to sponsoring a senior clinic, AbbVie helps the most vulnerable get vaccinated.

Contains 2020 data.

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