



ABBVIE GLOBAL SUPPLIER SUSTAINABILITY PROGRAM

Annual Supplier Sustainability Survey

As an important supplier to AbbVie, we would like to document and assess your company's activities and progress regarding sustainability / environmental, health, and safety (EHS) programs. At AbbVie, sustainability means creating lasting social, environmental, and economic value by addressing the needs of the company's wide-ranging stakeholder base. The goal is to realize today's priorities and commitments in a way that ensures that the company and the communities depending on it can thrive for generations to come. AbbVie's comprehensive sustainability program includes priorities to reflect issues of key concern and where the company is uniquely positioned to have a positive impact. The questions included in this survey align with AbbVie's sustainability priorities and goals. One of AbbVie's priorities and goals states that AbbVie is committed to setting a Science Based Target (SBT).

Suppliers are not penalized for their responses; we are striving to continually improve the sustainability level of our supply chain. Our objective is to track and monitor our suppliers' activities and progress towards environmental / sustainability programs with the goal of demonstrating continuous year-over-year improvement as companies put more attention to current sustainability and environmental issues. AbbVie's promise, as shown at <https://www.abbvie.com/societal-impact.html> demonstrates the company's commitment to addressing global sustainability challenges and outlines progress toward several of our key initiatives. If you have any questions regarding this survey, please contact SupplierSustainability@abbvie.com.

Thank you for your support!

AbbVie Global Environmental & Supplier Sustainability Survey

Monitoring and Reporting of Environmental Data

1. Do any of your company's products contain any EU REACH (EC 1907/2006) Substances of Very High Concern (SVHC) at levels >0.1% w/w? Please explain your answer.
 - a. Yes
 - b. No
 - c. Not Applicable
2. Does your company implement any of the following programs? Select all that apply.
 - a. A Product Stewardship/Life-cycle Approach to reduce the environmental impacts of production
 - b. A product reuse or recycling program
 - c. An end-of-life take-back program for your products/packaging
 - d. An initiative to ensure the company's packaging or products contain post-consumer recycled materials
 - e. None of the above

Permits and Authorizations

3. Please list all relevant environmental permits or authorizations that your company holds. If not applicable, please write "Not Applicable."
4. Does your company use an environmental management standards system? Select all that apply.
 - a. ISO 14001 certification
 - b. ISO 50001 certification
 - c. Other environmental certifications (please specify)
 - d. No environmental management standards systems are used
 - e. Not Applicable
5. Does your company transport any hazardous materials that are subject to a regulatory authority that specifies transportation requirements?
 - a. Yes
 - b. No
6. Has your company experienced pending or recent (last three years) environmental incidents (for example, non-compliance events, spills, notice of violation, fines, or other environmental events)?
 - a. Yes (please specify)
 - b. No

Restricted Substances

7. Does your company have programs in place to address and comply with the requirements of chemical regulations, such as EU REACH, RoHS, WEEE, Battery Directive, etc.?
 - a. Yes
 - b. No
 - c. Not Applicable
8. Are tin, tantalum, tungsten, or gold (including the ores from which they were derived) necessary to the functionality or production of a product manufactured or contracted to be manufactured by your company?
 - a. Yes
 - b. No
 - c. Not Applicable
9. Does your company have a policy in place addressing issues related to "Conflict Minerals" (tin, tungsten, tantalum, or gold)?
 - a. Yes
 - b. No
 - c. Not Applicable

Workforce

10. Does your company use migrant or foreign workers?
 - a. Yes (please specify from where and what percent of the total workforce is made up of these migrant or foreign workers)
 - b. No
11. Does your company use workers under the age of 18?
 - a. Yes
 - b. No
12. If the answer to Question 24 is yes, please answer the following questions.
 - a. In what countries do the workers under the age of 18 work?
 - b. Are these workers employed in accordance with local labor law?
 - c. What is the age of the youngest worker?

Labor

13. Does your company have a policy(ies) or statement of commitment regarding labor practices? If yes, please check all the following for which the statement applies.
 - a. Compliance with all applicable labor and employment laws
 - b. Freely chose employment
 - c. Anti-human trafficking
 - d. Nondiscrimination
 - e. Non-harassment
 - f. Grievance mechanism
 - g. Whistleblower reporting
 - h. Non-retaliation
 - i. Prohibition of child labor
 - j. Fair wages
 - k. Working hours
 - l. Voluntary overtime
 - m. Working conditions
 - n. Freedom of association
 - o. Not Applicable – company does not have such a policy or statement
14. Is your company's statement of commitment regarding labor practices publicly available and/or communicated to all employees and contractors?
 - a. Yes, the statement is available publicly (please provide link)
 - b. Yes, the statement is available to employees and contractors only
 - c. No, the statement is not available publicly or to all employees and contractors
 - d. No such statement exists
15. Has your company performed a risk assessment to determine if there are areas at risk regarding labor or human rights?
 - a. Yes (please describe what risks have been identified and what actions have been taken)
 - b. No
16. Does your company verify that all wages are at or above the following? (Select all that apply).
 - a. The legal minimum
 - b. Industry benchmark standards
 - c. None of the above
17. Does your company communicate to workers, and document communication of, the terms and conditions of employment and termination?
 - a. Yes

- b. No
18. Is company-sponsored housing provided to any workers?
- a. Yes (please give the approximate number of workers living in company-provided housing)
 - b. No
19. Does your company have programs to prevent the following? (select all that apply)
- a. Harassment
 - b. Coercion
 - c. Discrimination
 - d. Threatening behavior
 - e. Physical, sexual, or verbal abuse toward workers
 - f. Not Applicable – no such programs exist
20. Does your company have a program or procedure to ensure the confidentiality and protection of workers that report suspected violations of ethical misconduct?
- a. Yes
 - b. No
21. Has your company been adjudged to have violated, or been the subject of any suit, claim, inquiry or investigation alleging its violation of applicable laws, rules and regulations pertaining to forced, bonded, or compulsory labor, human trafficking, slavery, or child labor?
- a. Yes (please explain)
 - b. No
22. Does your company have a written Health & Safety policy, procedures, and practices?
- a. Yes
 - b. No
23. Does your company have a goal and programs to prevent and reduce work-related employee injuries and illnesses?
- a. Yes, company has a goal and programs in place
 - b. Company has a goal but no programs in place
 - c. Company has programs in place but no specified goal
 - d. No
24. Does your company provide Health & Safety training to employees (full-time, temporary, or contractor)?
- a. Yes
 - b. No
25. Does your company or facility perform Process Hazard Assessment (PHA)?
- a. Yes
 - b. No
 - c. Not Applicable
26. Does your company have an emergency preparedness response plan for a catastrophic incident affecting workplace safety? (Jim Murphy/Bob Satek -Does not capture this response)
- a. Yes
 - b. No

Corporate Ethics

27. Has your company faced charges or been subject to legal proceedings related to business ethics (e.g., corruption and bribery, anti-competitive practices) in the past five years?
- a. Yes (please describe)
 - b. No
28. Does your company have a formal ethics code or code of conduct that govern company and employee business practices? If yes, please select all the following that are covered?
- a. Business Integrity
 - b. Anti-competitive practices
 - c. Anti-corruption
 - d. Bribery

- e. Conflict of Interest
 - f. Fraud
 - g. Information Security
 - h. Responsible marketing
 - i. Other (please specify)
 - j. Not Applicable – company does not have formal ethics code or code of conduct
29. Do employees receive periodic training on the ethics code or code of conduct?
- a. Yes, for all employees and contractors
 - b. Yes, for all employees (but not all contractors)
 - c. The company has an ethics code or code of conduct, but employees do not receive periodic training
 - d. The company does not have an ethics code or code of conduct
30. If periodic training is received on the ethics code of conduct, please specify the frequency.
- a. More frequently than once a year
 - b. Once a year
 - c. Less frequently than once a year

Cyber Security

- 31. How frequently do you scan your internet perimeter for vulnerabilities?
- 32. How frequently do you scan your internal network for vulnerabilities?
- 33. How frequently do you perform a penetration test on the infrastructure that will host our application and your internal network?
- 34. Do you have an Incident response retainer agreement or other pre-arranged emergency support agreement to assist as needed to a serious cyber security event?
- 35. Is RDP allowed for remote access directly from the internet? (how is it secured against compromised account abuse if so)
- 36. Are server backups secured against intentional, malicious deletion (as with a ransomware attack)
- 37. Is there logging and alerting to detect deletion of backups?
- 38. Are backups, including database backups, encrypted to prevent exposure if they are stolen?
- 39. Do you use call tree technology when incidents are raised, or disasters are declared?
- 40. Is the disaster recovery environment physically and logically segregated?
- 41. Do you deploy advance malware software on all endpoints Servers/Workstations
- 42. Is the advance malware software configured by default to block/prevent mode to ensure the threat is prevented?
- 43. Do you deploy EDR software on all endpoints?
- 44. Does your EDR software have staged scripts to quickly isolate systems from the network?