

ABBOTT IRELAND CITIZENSHIP

ABOUT THE COVER

As a company dedicated to innovation, Abbott seeks to inspire an interest in science. Our scientists and engineers visit primary schools to help children and their parents participate in fun, hands-on experiments conveying the wonder of discovery.

We also invite secondary school students and their teachers to visit our laboratories, as pictured on the cover in one of our sites in Sligo. They meet top Abbott scientists, tour our facilities and learn about the challenges and opportunities we encounter in developing new medicines and medical products.



www.abbott.ie/csr

ABOUT ABBOTT IN IRELAND

- Abbott is one of Ireland's largest health care companies, employing almost 4,000 people. The largest population of Abbott's manufacturing employees outside the United States is in Ireland.
- First established in Ireland in 1946, the company has expanded to 14 sites, eight of them engaged in manufacturing.
- Abbott has commercial operations in Dublin and shared services in Dublin, Westport and Sligo.
- We have made steady, regionally diversified investments in Ireland, with operations in all four provinces. Since 2005, Abbott has invested almost €500 million in its Irish operations, and it is a major contributor to the Irish economy. In 2010, Abbott spent more than €450 million on payroll, services and materials in Ireland.

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INSIDE BACK COVER

Business in the Community
Ireland Commentary

TO OUR STAKEHOLDERS

We are proud to present Abbott Ireland's first Citizenship Report, covering our corporate social responsibility activities across 14 sites in Ireland during 2010 and 2011.

Throughout Abbott's 120-year history, our people have been driven by a constant goal: to advance medical science in ways that help people live healthier lives. Our citizenship activities are central to this promise.

Abbott's citizenship strategy in Ireland focuses on four key priorities: Innovating for the Future: Advancing Science and Engineering; Supporting Patients and Enhancing Access; Safeguarding the Environment; and Being a Great Place to Work.

Abbott actively contributes to the communities where our operations are located. Employees in Ireland volunteered more than 8,600 hours in 2010, when we also won Chambers Ireland's Good Neighbour Award. We were honoured to win a 2011 European Employee Volunteering Award, a scheme supported by the European Commission.

Abbott's Promise for Life is illustrated in this report. Thank you for your interest in Abbott in Ireland and we welcome your feedback at irelandcitizenship@abbott.com. We look forward to collaborating with you.

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Fournier Laboratories Ireland Ltd., Cork

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Abbott Nutrition, Dublin

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OUR BUSINESS

ABOUT ABBOTT

Abbott is a diverse global health care company with scientific expertise and products that address the full range of health care needs – from disease prevention and diagnosis to treatment and cure. Our company discovers, develops, manufactures and markets leading pharmaceuticals, medical devices, diagnostics and nutrition products that are increasingly in demand in rapidly growing markets throughout the world. In 2010, despite a challenging global business environment, we achieved record sales of more than \$35 billion, a 14.3 percent increase over 2009, and took decisive, strategic actions to better position our company for long-term growth.

GLOBAL GROWTH

Abbott's success benefits patients, health care professionals, employees and shareholders around the world, enabling us to invest, innovate and introduce new products that improve health care. In 2010, 57 percent of our sales came from outside the United States, with strong performance in the emerging markets of Asia and Latin America.

GLOBAL PRESENCE

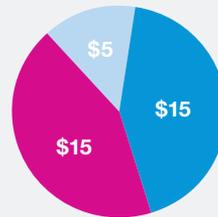
Headquartered in north suburban Chicago, in the United States, Abbott serves a worldwide customer base with a staff of nearly 90,000 employees working in more than 130 countries.

2010 NET SALES

Dollars in billions

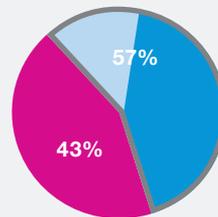
Total: \$35

- **Innovation-driven device businesses**
Vascular, molecular diagnostics, vision care
- **Durable growth businesses**
Established pharmaceuticals, nutritionals, core diagnostics, diabetes care
- **Proprietary pharmaceuticals**
U.S., international



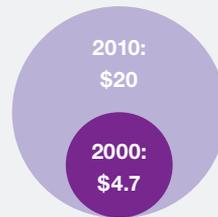
2010 SUMMARY OF WORLDWIDE SALES

- **Innovation-driven device businesses**
- **Durable growth businesses**
- **Proprietary pharmaceuticals**



INTERNATIONAL SALES GROWTH

Dollars in billions



Abbott's international sales have more than quadrupled over the past 10 years as we continue expanding into new markets.

OUR BUSINESS IN IRELAND

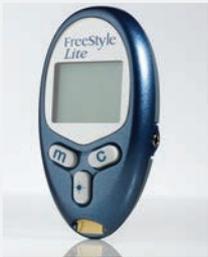


Approximately 1,000 dairy farms from the regions supply quality milk to Abbott Nutrition in Cootehill, which processes 500,000 litres of milk per day.

MANUFACTURING

The eight Abbott manufacturing sites in Ireland serve five different business units: Pharmaceutical, Nutrition, Diagnostics, Diabetes and Vascular.

- **Pharmaceutical:** Abbott's primary focus is on translating innovative science into effective medicine to address medical needs across a number of therapeutic areas. Our Global Pharmaceutical Operations in Sligo manufacture active pharmaceutical ingredients for small molecules and for medicines that support the therapeutic areas of cardiology, neurology, oncology and urology. The Abbott facility in Cork is a modern "bulk tablet" finish facility. It manufactures solid and capsule formulations and products to reduce cholesterol levels in patients at risk for cardiovascular disease.
- **Nutrition:** For more than 85 years, Abbott has been developing and marketing science-based nutritional products to support the growth, health and wellness of people of all ages. Abbott Nutrition in Sligo, established in 1974, manufactures feeding devices for patients with special dietary needs due to injury or illness. Abbott Nutrition in Cootehill manufactures infant nutritional products.
- **Diagnostics:** Abbott Diagnostics is a global leader in in vitro diagnostics, with institutional customers in more than 100 countries. Our diagnostic products offer a broad range of innovative instrument systems and tests for hospitals, reference labs, blood banks, physician offices and clinics. In Longford and Sligo, Abbott Diagnostics manufactures diagnostic reagent products and bulk reagent buffers. These reagents are used for the diagnostic analysis and screening of numerous disease states.
- **Diabetes:** Abbott is a leader in the development of products designed to help patients better manage their diabetes. Abbott Diabetes Care in Donegal manufactures test strips that are used in Abbott's FreeStyle and FreeStyle Lite brand of glucose monitoring systems.
- **Vascular:** Abbott Vascular is a leader in cardiac and vascular care, with market-leading products and an industry-leading pipeline. Abbott Vascular in Clonmel manufactures vascular devices, including stent delivery systems used to treat coronary artery disease by propping open a narrowed or blocked artery. We have made significant investment in the Clonmel facility in recent years, making it a centre of excellence in the manufacture of vascular devices.



PRODUCTS

In Ireland, we market a diverse family of pharmaceutical, nutritional, diagnostic and diabetes products which include a broad range of specialised medicines, medical diagnostic instruments and tests and minimally invasive surgical devices, as well as a spectrum of nutritional supplements for infants, children and adults.

Pharmaceutical

Our pharmaceutical and biological products include treatments for people with HIV, chronic kidney disease, rheumatoid arthritis, Crohn's disease and psoriasis. Other products are in the areas of cardiometabolic, pancreatic exocrine insufficiency, central nervous system, women's health and influenza. We also produce antibiotics, analgesics and a preventative therapy against respiratory syncytial virus in babies.



Nutrition

Abbott Nutrition is a recognised leader in the provision of highly innovative products and services, ranging from oral nutritional supplements and enteral feed for all ages to disease-specific nutritional solutions. Abbott Nutrition is the name behind some of the world's



Our pharmaceutical site in Sligo manufactures active pharmaceutical ingredients.

most trusted adult and paediatric products, including *Ensure*[®], *Ensure Plus*, *Jevity*[®] and *Paediasure*[®].

Diagnostics

The Abbott Ireland Diagnostics Division first launched in the Irish market with hepatitis screening and diagnostic products. These products have helped to transform the practice of medical diagnosis into a modern diagnostics industry, improving patient care and support throughout the country.

Diabetes Care

Abbott Diabetes Care designs, develops and manufactures several leading-edge glucose monitoring systems and test strips for use in both home and hospital settings. The *FreeStyle Lite* test strip is the only strip on the market manufactured in Ireland. Among its leading brands are the *Precision Xceed Pro* and the *FreeStyle Navigator*, *FreeStyle Lite*, *FreeStyle Freedom Lite* and *Optium Xceed* systems.

ABBOTT IN IRELAND



Abbott Ireland Manufacturing Operations, Sligo



Abbott Ireland Diagnostic Division, Sligo



Abbott Ireland Diabetes Care, Donegal



Abbott Ireland Diagnostic Division, Longford



Abbott Ireland Nutritional Division, Sligo



Abbott Ireland Nutritional Division, Cootehill



Abbott Ireland Pharmaceutical Division, Sligo



Abbott Mature Products Management Ltd., Dublin



Abbott AMO, Westport



Abbott AMO, Dublin



Abbott Nutrition Ltd., Sligo



Fournier Laboratories Ireland Ltd., Cork



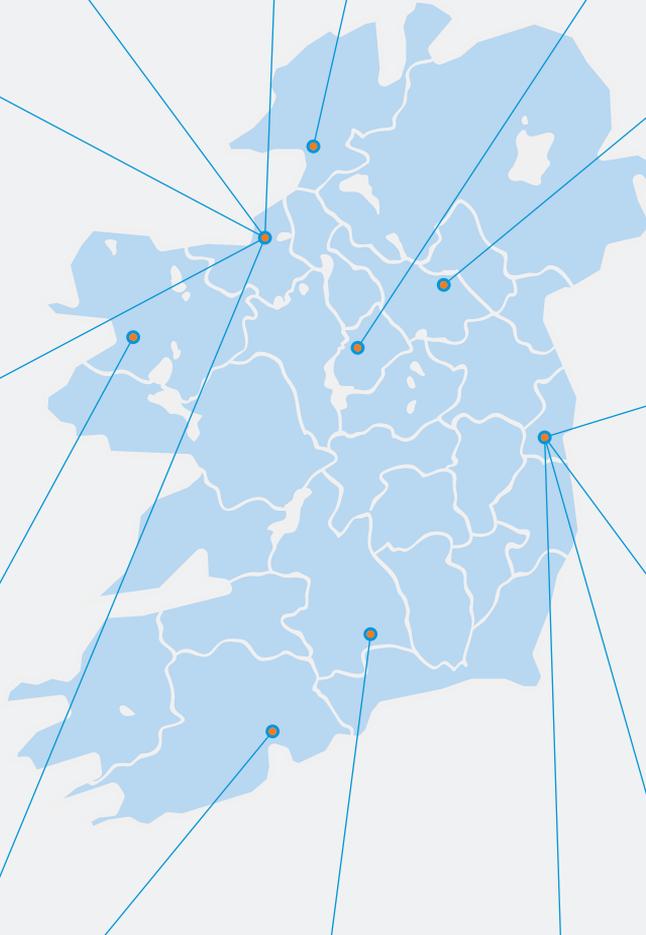
Abbott Ireland Vascular Division, Clonmel



Abbott Healthcare Products Ltd., Dublin



Abbott Laboratories Ireland Ltd., Dublin



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RESULTS

R&D INVESTMENT

Our investments in research and development enable us to foster new solutions for emerging health care challenges. \$3.7 billion were invested in R&D by Abbott globally in 2010 with investments in R&D at four Abbott Ireland sites in 2010.

4 Ireland sites

COLLABORATIVE RESEARCH

We translate our passion for science discovery and innovation into sustainable solutions to global health care challenges. We have more than 350 clinical trials underway globally, with 19 of these in Ireland.

19 clinical trials

SCIENCE EDUCATION

Our science education programmes have reached more than one million young people around the world. In Ireland, more than 1,500 students, parents and teachers have been reached through these programmes.

1,500+
students, parents
and teachers

Science and innovation are at the core of Abbott's business in Ireland and globally. Our scientists and engineers work constantly to develop innovative health care products that meet the emerging needs of people everywhere. Approximately half of our nearly 4,000 employees in Ireland are third-level graduates and more than 120 of them are qualified to Ph.D. level, contributing to Abbott's broad global base of scientific expertise and furthering our excellence in research, development and engineering.

Our approach to innovation includes:

- Constantly refining our understanding of the world's changing disease profile.
- Investing in new research and development to ensure that we can provide the right solutions for evolving health care challenges.
- Building on and enhancing our work in Ireland with local clinical trials.

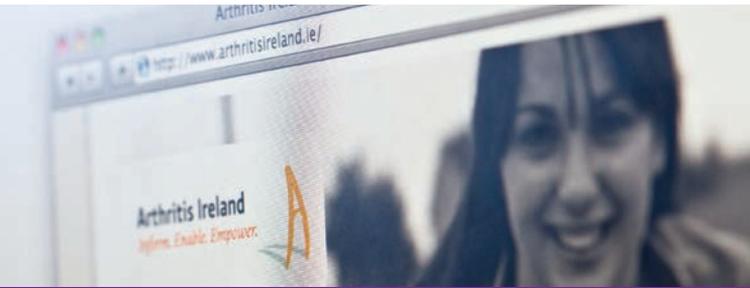
pharmaceutical group is working on pipeline products addressing oncology and neuroscience. Abbott Vascular in Clonmel is investing in R&D, partnering with three research institutions on product, process and equipment development, including the next generation of Xience, our bioabsorbable stent.

Investing in Research and Development

In 2010, Abbott invested \$3.7 billion (€2.8 billion) in research and development (R&D), with 7,000 scientists working in our ten global R&D centres. We expect to deliver more than 20 new or next-generation products and indications over the next year, and more than 75 over the next five years. Here in Ireland, Abbott invested in R&D at our Sligo and Longford diagnostic facilities in 2010, working on solutions for hepatitis B, hepatocellular and testicular cancer, fertility and pregnancy issues, acute myocardial infarction and oncology applications. Our Sligo

CLINICAL TRIALS

All of Abbott's medicines and medical devices must undergo rigorous clinical trials before they are released to market. Clinical and preclinical trials are essential to the development of safe and effective treatments for the world's evolving health care needs. In 2010 and 2011, Abbott engaged in 19 clinical trials and studies in Ireland, partnering with researchers from leading hospitals and universities. Therapeutic areas examined included rheumatoid arthritis, Crohn's disease, ankylosing spondylitis, HIV and respiratory syncytial virus.



Working with key stakeholders, we are supporting health care training programmes across Ireland.



Our Operation Discovery programme at Abbott Ireland Diagnostic Division in Sligo engages secondary school students in hands-on experiments with our scientists.

SUPPORTING IRISH INNOVATION

We work closely with Irish partners to develop innovative health care technologies and to further the training and development of the country's health care scientists and providers. For example, Ireland has the EU's lowest number of rheumatologists per capita, so we partner with Arthritis Ireland in supporting two chairs in rheumatology at the National University of Ireland. The chairs will address the gap in teaching rheumatology at undergraduate and post-graduate levels in Irish medical schools. Abbott's Talent Acquisition Team actively works to support third-level students and to promote careers in science and engineering. In partnership with ten Irish universities, we annually offer 28-30 internships to third-level students at all of our sites in Ireland, helping to build the talent pipeline for our company and for Ireland as a whole. Interns are given the opportunity to become permanent Abbott employees after finishing their degrees. In 2010, Abbott supported advancement of

several therapeutic areas through bursaries, mentorships and educational support to approximately 30 health care professionals.

ABBOTT SCIENCE PROGRAMMES

Through the science education programmes Abbott Family Science and Operation Discovery, employees share their expertise to inspire and train the next generation of innovators. Supported by the Abbott Fund, the two programmes see teams of Abbott volunteers engage students, teachers and parents in authentic hands-on experiences in science. Launched here in 2009, Ireland was the first location outside of the United States to pilot the programmes, which now run in China, Germany, Puerto Rico, Singapore, South Korea, the United Kingdom and the United States.

Nearly 200 Abbott Ireland employee volunteers have reached more than 1,500 students, parents and teachers through Abbott Family Science and Operation Discovery. Abbott won a European Employee Volunteering Award in 2011, supported by the



Employee volunteers from eight sites, like this one from the nutritional site in Sligo, are inspiring an interest in science among primary schools students through Abbott Family Science.

Abbott employs more than 120 people with Ph.D.s in Ireland.

European Commission, in recognition of the success of the programmes.

Abbott partners with the Government's Discover Science and Engineering programme to engage more people in science education and to support the government's smart economy. Together we are working to engage more parents in their children's science education. We've created a new section of the Discover Primary Science Web site, www.primaryscience.ie, with content for at-home science experiments for families.

Scifest is an annual festival of science for second-level students, designed to encourage a love of science through enquiry-based learning. In 2010 and 2011, more than 6,000 students participated. Abbott sponsors the Runner-Up Best Project Award at 28 Scifest events around the country. Abbott also participates in several programmes with Engineers Ireland, including National Engineers Week.

In addition, Abbott is a long-standing corporate partner of national Science Week, with nearly every Abbott

site hosting local students for tours and careers talks during the week. Abbott Family Science and Operation Discovery programmes also run annually in conjunction with the week.

"The results achieved by Abbott in engaging children and their parents in scientific learning are very impressive and to be welcomed. Connecting children and their families directly with the value of scientific discovery is a unique but very necessary approach if we are to continue to foster an interest in students in science and associated disciplines. As such, the Abbott science programmes directly align with the Irish Government's agenda of increasing interest in science, technology, engineering and maths among students, teachers and members of the public."



– Peter Brabazon,
programme director of
the Irish Government's
Discover Science and
Engineering initiative

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RESULTS

SUPPORT FOR PATIENT ORGANISATIONS

Abbott has a proud history of working with patient organisations in Ireland and throughout the world. Our support to patient organisations takes the forms of event support, organisational support, patient education and caregiver education. In 2010, Abbott Ireland supported 32 patient organisations.

32 patient organisations

BROAD QUALITY TRAINING

Expanded training – encompassing 25 courses and available in 10 languages – enables employees to more effectively investigate potential quality issues and develop thorough corrective and preventive action plans. In 2010, Abbott Ireland logged more than 410,000 training hours.

410k training hours

AUDITING OUR SUPPLIERS

Abbott routinely audits suppliers to ensure that they meet our expectations for both product quality and social responsibility standards such as ethics, management systems, employee health and safety and environmental performance. In Ireland, Abbott completed more than 220 vendor audits in 2010.

220+ vendor audits

Abbott is committed to protecting patients and enhancing health care access throughout the world. We demonstrate this commitment by developing life-enhancing, life-preserving products for patients and consumers, ensuring their safety and effectiveness, and educating consumers and health care professionals about potential risks and side effects. We also strive to ensure quality, safety and integrity in all our activities – from research and development to the manufacturing, packaging, marketing and delivery of our products.

Abbott is committed to helping bridge the gaps in health care access that exist throughout the world. Affordability of health care products and services is just one of those obstacles. Others include lack of awareness of health care issues and treatments, inadequate health care infrastructure and social stigmas surrounding various diseases.

Abbott partners with a variety of Irish stakeholders on innovative projects that advance quality care and improve the efficiency of health care delivery. Such initiatives include:

- Ireland National Inflammatory Arthritis Referral Programme: With low numbers of rheumatologists, Ireland has average patient waiting times of 12 to 24 months. To solve the challenge of early and appropriate referral of patients with inflammatory arthritis to rheumatologists, Abbott recently supported the development of a national referral document where the ambition of the rheumatologist is to see appropriate patients within six weeks.
- Eat Smarter, Live Smarter (www.eatsmart.ie): This innovative online education resource is for people treated with insulin, developed by Abbott Diabetes Care and health care professionals. The Web site responds to a customer need to have information online rather than in leaflet form. It covers topics affecting insulin dose adjustment for greater blood glucose control and freedom of lifestyle.
- Fit for Work: This initiative by Arthritis Ireland, with support from Abbott and the training and employment authority FÁS, aims to significantly reduce the seven million working days lost to musculoskeletal disorders (MSDs) in Ireland annually. Fit for Work is based on a study conducted in 25 countries examining the impact of MSDs on an individual's ability to work, and the resulting economic and societal impacts. The research in Ireland produced significant findings, with implications for Irish policy makers, employers and health professionals.



Abbott employs robust quality standards at every manufacturing site around the world, including at the vascular site in Clonmel.



Abbott collaborates with patient groups to raise public awareness and advance quality care.

Along with our work to advance delivery systems, we have created many innovative programmes directed at patients in Ireland including:

- A home service for vulnerable infants, helping protect them from a highly infectious respiratory syncytial virus while also reducing hospital visits. Infants receive medication in their home from a nurse, eliminating 4,000 hospital appointments in two years while also providing high-quality patient care.
- Abbott supported an awareness campaign by the Psoriasis Association of Ireland, in association with the International Federation of Psoriasis Associations. “Under the Spotlight” a global campaign includes a series of videos featuring in-depth interviews with Irish people living with psoriasis. www.underthespotlight.ie.

Further demonstrating our commitment to protecting patients, we abide by a series of codes and principles to ensure responsible sales and marketing practices that guide employees in their daily business activities. These include those of the European Federation of Pharmaceutical Industries and Associations, the Irish Pharmaceutical Healthcare Association and the Irish Medical and Surgical Trade Association. In addition, all Abbott employees are required to read and certify their adherence to the Abbott Code of Business Conduct annually.

QUALITY ASSURANCE

The Abbott Quality System provides organisational structure, policies, processes and resources for effective quality management and assures compliance with applicable regulations and standards. It also ensures that we deliver the highest quality products by supporting a culture of continuous improvement and customer focus, with product safety, efficacy and availability as the expected outcomes.



Three employee volunteers from Abbott Ireland Diagnostics Division mentored clinical laboratory professionals in Tanzania in 2011.

Our manufacturing sites, distribution centres and affiliates across Ireland meet the regulations, guidelines and standards relevant to the products they manufacture or distribute, including (but not limited to):

- The Food and Drug Administration (FDA) Code of Federal Regulations title 21 (21 CFR)
- EUDRALEX/cGMP Volume 4 – Medicinal Products for Human and Veterinary Use: Good Manufacturing Practice
- ISO9001 – Quality Management Systems – Requirements
- ISO13458 – Medical Devices- Quality Management Systems – Requirements for Regulatory Purposes
- The International Conference on Harmonisation of Technical Requirements for Registration of Pharmaceuticals for Human Use (ICH)
- EU Guideline 94/C 63/0 – Guidelines on Good Distribution Practice of Medicinal Products for Human Use
- IPHA Code of Marketing Practice

TANZANIA LABORATORY MENTORSHIP PROGRAMME

The Abbott Fund, Abbott's philanthropic foundation, is helping to modernise Tanzania's health care system by investing \$85 million to meet the needs of people with HIV and other lifelong diseases. Since 2007, Abbott has helped to address Tanzania's need for quality health care through a laboratory modernisation project that is transforming all 23 regional-level hospital laboratories. The project, undertaken in partnership with the Tanzania Ministry of Health and Social Welfare, ensures that patients across the country have access to quality health care and laboratory results.

Three employees from Abbott's diagnostic facilities in Sligo and Longford spent eight weeks in Tanzania in 2011, transferring skills to train staff in the updated laboratories. "Systems were broken down in the laboratory where I worked in Tanzania, and I had to build from the ground up," said William Phiri, mentor and employee in Abbott Diagnostics in Longford. "Overcoming the initial resistance to new ways of doing things was a challenge, but once a programme was up and running and the lab technicians could see the results, they were really motivated and looked for more and more new ideas."



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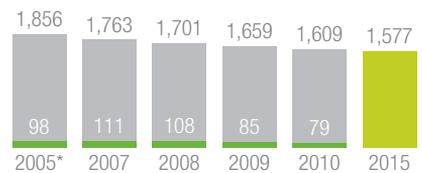
RESULTS

Key: * Baseline year ■ Abbott Global ■ Ireland ■ Global Goal Year

REDUCING OUR CARBON FOOTPRINT

We're committed to a 15 percent absolute reduction in our direct emissions and purchased electricity by 2015. By the end of 2010, we made significant progress toward that goal. Thus far, we have reduced global CO₂e emissions by 13 percent.

Total Scope 1 and 2 CO₂e Emissions
(1,000 Metric Tonnes)



REDUCING OUR WATER FOOTPRINT

We're committed to a 50 percent reduction in water use – adjusted for sales growth – by 2015. Since 2005, we've cut water use by nearly 47 percent. Worldwide we're using the World Business Council for Sustainable Development Global Water Tool to assess needs and develop conservation plans.

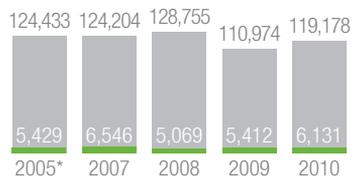
Total Water Intake
(Billion Gallons)



REDUCING OUR WASTE

We're committed to reducing our volume of waste and achieving five zero-waste-to-landfill manufacturing facilities by 2015. Two Ireland sites achieved this in 2010. Changing production levels challenge our Ireland sites to continuously adapt the waste management strategy.

Total Waste Reduction
(Tonnes)



Abbott works diligently to reduce its environmental impacts – here in Ireland and throughout the world. Our three environmental priorities are:

- Addressing climate change
- Water usage
- Product stewardship

We recognise the interrelated nature of these issues and focus on comprehensive stewardship initiatives that help protect the planet while improving efficiency, reducing costs and preserving our ability to do business in the future. These initiatives cover everything from the sourcing of raw materials, to the manufacture and distribution of our products, to the use and disposal of our products by consumers and health care providers.

2015 GOALS AND PERFORMANCE DATA

Abbott consistently sets challenging environmental performance targets. In 2009, having achieved our previous goals well ahead of schedule, we established a new series of global targets to further minimise our environmental impacts by 2015. Key global targets for 2015 (from a 2005 baseline) include:

- Reducing absolute carbon dioxide equivalent (CO₂e) emissions (from direct emissions or sources we own or control and from electricity we purchase) by 15 percent.

- Cutting total water intake by 50 percent (adjusted for growth).
- Reducing total waste by 50 percent (adjusted for growth) and achieving at least five zero-waste-to-landfill plants.

We will continue to measure our environmental progress against these global targets for the next four years.

CLIMATE CHANGE

Abbott has been working for a number of years to reduce CO₂e emissions from our main operations. By the end of 2010, we had achieved a 13 percent reduction. One way we have made progress is by changing the energy sources in our plants. Our plant in Clonmel, for example, has installed a Combined Heat and Power (CHP) unit as an environmentally friendly alternative energy source that will reduce the site's CO₂e emissions by 2,800 tonnes yearly. It is representative of Abbott's commitment to projects that not only meet business needs but also are environmentally responsible and effective.



In Donegal, energy management systems are helping us reduce fuel consumption.

Water reduction projects include rain water harvesting at our site in Cootehill.

WATER USE

Since 2005 we have achieved a 47 percent reduction in our global water use adjusted for sales. Access to water is essential to our manufacturing operations and to all those who use our products. Abbott is committed to managing our water use in an efficient, sustainable manner and to improving people's access to clean water in the communities where we work and live. We are using the World Business Council for Sustainable Development Global Water Tool to assess needs and develop conservation plans for the future.

An example of our water conservation efforts is the nutritional facility in Cootehill that recycles 100 percent of water used in, and steam generated from, the manufacturing process. The site processes half a million litres of skimmed milk per day, evaporating the milk to produce a powder that is mixed with other ingredients to produce infant formulas. As the milk evaporates, it produces steam, which cools into

a condensate that is treated in a dedicated wastewater treatment plant and discharged back into the Dromore River. The Irish Environmental Protection Agency (EPA) licenses the discharge to confirm that it is safe. The Cootehill facility has reduced water use by 31 percent since 2005.

REDUCING WASTE

Our phased waste management strategy covers both our own manufacturing facilities and, ultimately, those of our suppliers. Two manufacturing facilities, in Longford and Sligo, have achieved zero-waste-to-landfill. In 2008, the sites undertook an opportunity assessment followed by waste stream analysis, an employee awareness campaign, benchmarking and improvements. The Sligo and Longford sites manufacture Abbott's diagnostic testing equipment, so items such as shoe covers containing elastic, plastic pipettes, gloves and silicon tubing are common waste items that are difficult to recycle or reuse. These materials are now shredded and compacted into solid recovery



Our vascular manufacturing plant in Clonmel uses wind energy to generate power.



In Longford and Sligo, Abbott has implemented a zero-waste-to-landfill initiative.

fuel (SRF), a form of energy recovery as SRF fuels cement kilns and has low emissions. The result is a reduction in decontaminated waste sent to landfill by nearly 200 cumulative tonnes annually, roughly the same weight as 130 automobiles.

PRODUCT LIFE CYCLE MANAGEMENT

In Ireland, Abbott's Waste Disposal Service is a free-of-charge service for patients, designed to provide for the environmentally friendly and safe disposal of used prefilled pens/syringes containing our medicines. In addition to ensuring environmentally responsible disposal of the product, this direct-to-patient home service eliminates the need for a health care team to manage the disposal of sharps and reduces the worry a patient may feel in transporting sharps containers to and from hospital. In 2010, the number of patients using the service increased 33 percent.

In late 2011, working with Ireland's ten largest hospitals, we will launch a nationwide programme to recycle empty plastic anaesthetic bottles rather than discarding them.

COMMUNITY INITIATIVES

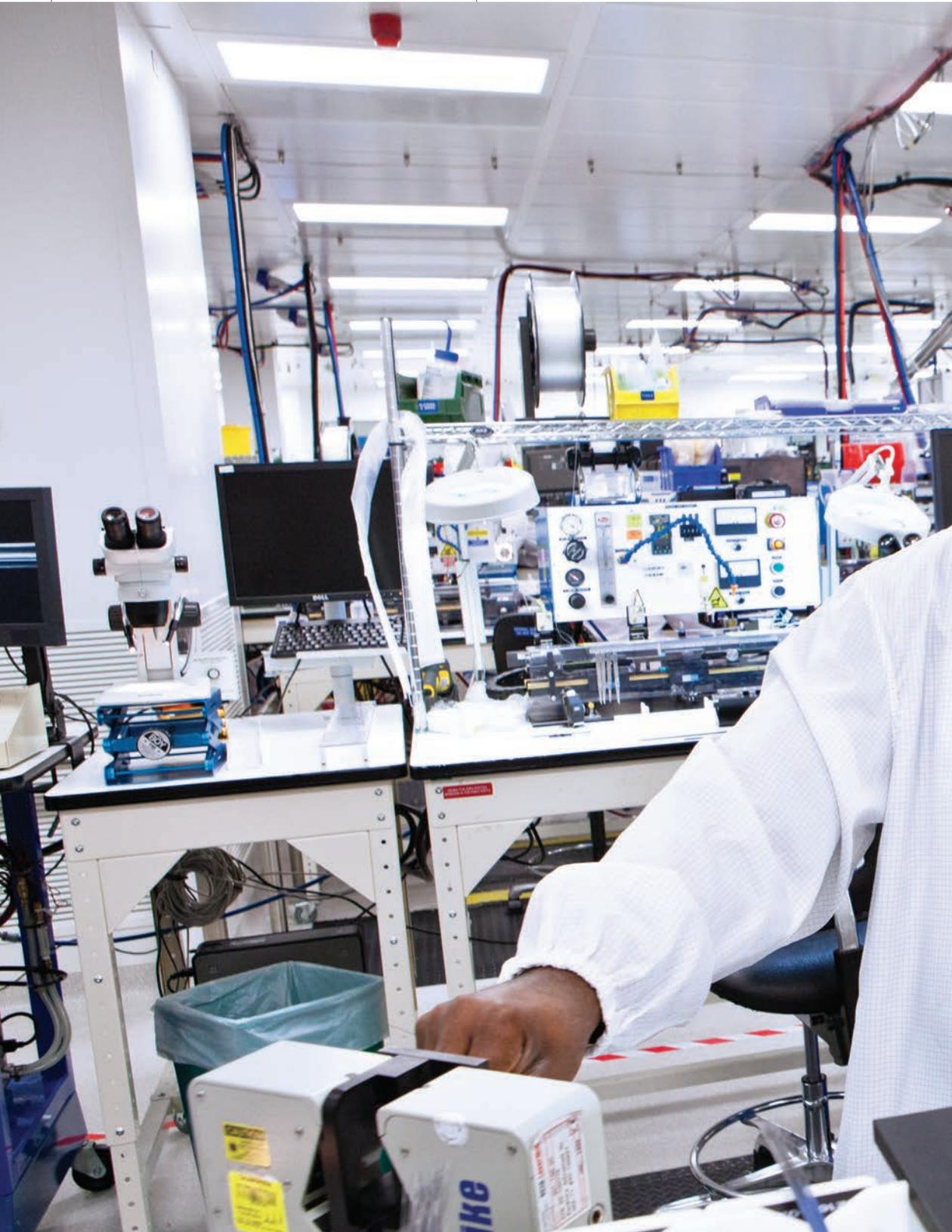
Across Ireland, employees are volunteering and partnering in local communities to maintain the environment. In Longford, employee volunteers participate in the Tidy Towns Adopt-A-Road scheme. Abbott employees regularly collect litter on a stretch of road, and scheduled maintenance walks ensure it remains litter-free. In addition, employees at our pharmaceutical plant in Sligo conduct beach cleanups of Rosses Point.

Employees also lead environmental projects in their local communities. Since 2009, employees at the Sligo diagnostics site have volunteered more than 500 hours regenerating and maintaining the garden at Northwest Hospice, while a team of employees from Dublin volunteered with Laois Partnership on a neighbourhood planting project.

The site in Clonmel was named Large Plant of the Year from Abbott's Environmental, Health, Safety and Energy organisation. The site in Longford won this award the previous year.

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RESULTS

A DIVERSE & INCLUSIVE WORKPLACE

Diversity of perspectives, experiences and skills is critical to our global competitiveness, here in Ireland and throughout the world. We work to leverage and learn from our differences to deliver greater business impact across all levels of our company. There are 36 nationalities across our 14 sites in Ireland.

36 nationalities

PROFESSIONAL DEVELOPMENT

Abbott is committed to helping employees fulfil their potential and build rewarding careers. In 2010, more than 20 percent of our employees in Ireland participated in professional development courses.

20% employees participated

HEALTHY LIVING

As a global health care company, we are committed to helping our employees and their families lead healthy, productive lives and to promoting a culture of health for all of our employees. 33 Ireland teams participated in the annual Exercise Across Abbott fitness campaign in 2011.

33 teams participated



Training and professional development courses help employees realise their potential.

Ned Crowe, an employee in Clonmel who underwent a kidney transplant, benefited from the ABLÉ programme.

Abbott is one of Ireland's largest health care companies, employing almost 4,000 people across 14 sites. In fact, Ireland hosts Abbott's largest number of manufacturing employees outside the United States. Abbott is committed to helping our employees fulfil their potential and build rewarding careers. We choose our people carefully and guide them toward meaningful career paths, focusing on four key objectives:

- Aligning our workforce growth with our global strategies.
- Finding a diverse mix of talent for the right roles across cultures and areas of expertise.
- Supporting our people with strong organisational values, an inclusive culture and ongoing career development opportunities.
- Retaining and rewarding employees, as well as providing opportunities for personal growth.

We are committed to the well-being of our employees, along with that of the general public. We strive to keep every Abbott employee safe, with robust

health and safety policies, procedures, training and management based on rigorous standards.

A DIVERSE, INCLUSIVE WORKFORCE

We are committed to achieving a fully inclusive workforce. In 2010, Abbott implemented new job candidate sourcing initiatives to promote increased diversity in the pipeline of potential successors for Abbott's leadership positions. We expanded mentoring outside North America, introducing a European programme along with niche-mentoring initiatives across divisions, functional groups, employee networks and inclusion councils.

ABLE PROGRAMME

Abbott's facility in Clonmel, our largest manufacturing site in Ireland, has a particular focus on attracting and retaining colleagues with diverse needs. Their Ability Belief to Leverage Everyone (ABLE) Programme aims to attract, retain and develop people with disabilities. Since 2007, the ABLÉ

programme's initiatives have included disability awareness training for staff; senior managers who act as on-site diversity champions; environmental changes to make the workplace fully accessible; and the fostering of strong partnerships with external bodies.

Our partnership with the Association for Higher Education Access and Disability's WAM (Willing Able Mentoring) programme resulted in the appointment of 13 graduates in 2010 and 2011. Abbott has hired 23 candidates onto the WAM programme since 2008. In 2010 Abbott was named Overall Winner in the Private Sector at the O2 Ability Awards for demonstrating best practise in including people with disabilities in our business. Abbott also is a founding member of Kanchi Network, a business network aimed at best practice in the inclusion of people with diverse needs in the workplace.

LEADERSHIP TRAINING AND PROFESSIONAL DEVELOPMENT

Abbott helps employees at all levels realise their full potential through mentoring, tuition reimbursement and leadership development programmes. In addition, all of our managers in Ireland completed training in coaching their employees, a vital part of their jobs. Company leaders who have been newly hired or promoted – 45 of them in 2010 – undergo Abbott Management Fundamentals training, which combines assessment, feedback and education.

In addition, our Leadership Excellence Programme for middle



Employees are offered a wide variety of programmes on fitness, health and wellness.

managers builds understanding of organisational and local strategies. Thirty-three of our Irish employees participated in 2010. Because mentoring is integral to Abbott's leadership culture, middle managers are paired with senior leaders and meet regularly with them to focus on development goals. The rate of people readiness, the metric by which we rate the effectiveness of Abbott leadership and development programmes, has increased for all key positions.

Abbott's Professional Development Programme (PDP) for recent graduates allows participants to hone their skills in different business divisions over a two-year period. Participants rotate through four assignments, each lasting six months, and are given a breadth of experience through exposure to different operations and locations. The programme, begun in 2007, now draws more than 700 applicants a year. In 2009 and again in 2011, the PDP was named Ireland's Best Training and Development Programme by gradireland, the graduate career resource.



Healthy choices are available in our sites' canteens, along with health education programmes.

HEALTHY LIVING INITIATIVES

Abbott contributes to all employees' health care coverage in Ireland, and our programmes provide resources, information, motivation and support to help our people make healthy lifestyle choices, minimise health risks, manage chronic health conditions and get access to comprehensive, high-quality care, medicines and health supplies.

Employees participate in our global Exercise Across Abbott fitness campaign, a four-week, team-based fitness programme that rewards participants for increasing their physical activity each week. On health awareness days, such as World Diabetes Day and World Kidney Day, we offer educational materials or free testing to employees throughout Ireland.

Our Employee Assistance Programme is another example of Abbott's support for employees in times of need. We also offer healthy food choices in Abbott canteens, along with nutrition education programmes. In addition, all our manufacturing sites have occupational health nurses who

provide health and well-being support to employees onsite.

The Abbott site in Citywest was awarded the 2010 Wellbeing Award for consistent commitment to employee engagement and wellness by the Great Place to Work Institute Ireland. In 2012, Abbott will implement LiveLifeWell, an integrated wellness programme for all employees. Ireland will be the first country outside the United States in which LiveLifeWell is introduced.

WORK-LIFE BALANCE

Abbott understands that the overall employment experience is critical to attracting talent and retaining organisational knowledge. To that end, we continue to develop programmes to support employees across their employment life cycles. We invest in our employees through competitive compensation and a range of innovative benefits and programmes, including flexible work options that help employees succeed at work and home.

Across each of our sites, job sharing, part-time working, extended leave of absence, remote working and other flexible work arrangements are provided where appropriate. Our Citywest office has a comprehensive work-life balance programme that empowers employees to take responsibility for managing their time, designing individualised space and time for work and creating social acceptance for different work rhythms. After the introduction of our work-life programme in Citywest, employee turnover decreased by half.

COMMUNITY INVOLVEMENT

In communities large and small, Abbott seeks to make a significant and long-lasting difference in the quality of people's lives. Recognising that we cannot do this work alone, we support, encourage and partner with a wide array of credible and effective community-based organisations.

We focus on three areas where we can best apply our knowledge, expertise and resources:

- Advancing community health care and wellness.
- Lending medical expertise and promoting scientific knowledge.
- Strengthening community vitality.

In Ireland, Abbott actively contributes to the communities where our operations are located. In 2010, Abbott Ireland employees volunteered 8,695 hours in their local communities and organised nearly 200 events to support charitable organisations. The company won the 2010 Good Neighbour award from Chambers Ireland.

CROÍ AN ÓIR EMPLOYEE VOLUNTEERING PROGRAMME

Rooted in corporate values, employee volunteerism is a valued practice within Abbott. Across the 14 Abbott Ireland sites, employees organise many activities that support the local communities. To capture these employee volunteering and giving efforts in one Abbott effort, a national programme was created in 2008: Croí an Óir, meaning Heart of Gold in Irish. Croí an Óir's mission is to support



Employees in Dublin volunteer with Barretstown at an all employee day.

and inspire Abbott Ireland employees' giving and volunteering efforts in their local communities. In 2010, the programme's third year, employees' volunteer hours increased 52 percent over 2009.

Among other activities, Croí an Óir supports the Abbott Family Science and Operation Discovery science programmes, organising the employee volunteers who make the programmes so successful.

COMMUNITY PARTNERSHIPS

- Abbott partners with Business in the Community (BITC) Ireland, a nonprofit membership organisation, to guide our local citizenship strategy and activities. BITC Ireland also helps identify community partners for our 14 sites.
- Five Abbott Ireland sites participate in the Schools Business Partnership Programme, run by BITC Ireland. For the past seven years, we've provided career training to disadvantaged secondary schools. Abbott employees in Cork, Dublin, Longford and Sligo provide business skills, training and advice to approximately 160 students in the 2010-2011 school year.



The Donegal facility donated shoes to an Abbott Diabetes Care campaign for patients in Africa.

- During the 2010-2011 school year, 78 employees volunteered through Junior Achievement Ireland. Abbott volunteers brought innovative, interactive enterprise and life skills to nearly 2,100 students in 42 schools.
- Through our partnership with the Government's Discover Science and Engineering initiative, Abbott provided support to 60 primary schools for the purchase of science equipment.

KEY METRICS

- 8,695 volunteer hours logged by Abbott volunteers in 2010.
- Abbott donated €322,673 to organisations in 2010.
- Irish employees fundraised €69,850 in 2010.
- In-kind donations equalled €42,775.
- Organised nearly 200 events supporting community organisations and charities across our site communities in 2010.
- Nearly 200 Abbott Ireland employees have volunteered with Abbott Family Science and Operation Discovery since they launched in November 2009.
- 75 percent of employees say that volunteering can help improve skills used in their jobs.
- 84 percent of employees say Abbott has good relationships with local groups and charities.

“Thanks to Abbott for arranging and facilitating Abbott Family Science nights. To us in St. Aidan’s it was a remarkable event. It has altered our perception of what may be possible in the future. It really is difficult to identify all the positive outcomes, but for us the obvious were: the huge and unforeseen turnout; the interest and engagement shown by parents; and the openness of families to actively learn together.”



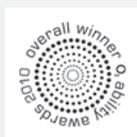
– Marcus O’Philbin,
Principal, St. Aidan’s
National School,
Tallaght, Dublin

“Abbott Ireland has truly championed the benefits of participating in the Schools’ Business Partnership initiative at the corporate, organisational and employee levels of their operations. Their five partnerships with local schools in Ireland have resulted in significant impact on some of Ireland’s most vulnerable young people. In some cases the students reported that it changed their mind about leaving school. The level of skilled professionalism in preparation and delivery by Abbott employees is exemplary from our perspective and is uniquely valued by BITC.”



– Germaine Noonan,
Programme Manager,
Schools Business
Partnership, Business
in the Community
Ireland

EXTERNAL RECOGNITION



IN IRELAND

Community

- 2011 European Employee Volunteering Award, held in conjunction with the European Year of Volunteering and supported by the European Commission
- 2011 Best International CSR Programme Award from Chambers Ireland
- 2011 Marketplace Award from Chambers Ireland
- 2010 "Good Neighbour" Award from Chambers Ireland
- 2009 Outstanding Achievement in Corporate Social Responsibility Award from Chambers Ireland

Environment

- 2010 EN16001 certification at two sites. The accreditation provides a framework for managing energy that can enhance energy efficiency and cut costs by reducing greenhouse gas emissions.
- 2010 IBEC Environmental Management Award
- 2008 Overall Winner of Green Awards
- 2008 Large Green Manufacturer of the Green Awards

Workplace

- 2011 Top 50 Best Workplaces in Ireland for eight consecutive years
- 2011 and 2010 Graduate Employer of the Year at gradireland Graduate Recruitment Awards
- 2010 Overall winner in the private sector of the O2 Ability Awards
- 2010 International Federation of Training and Development Organization's (IFTDO) Global Human Resource Development (HRD) Award
- 2011 and 2010 Irish Institute of Training and Development's National Training Awards
- 2010 Wellbeing Award from the Great Places to Work Institute Ireland

GLOBAL

- Abbott was included on the prestigious Dow Jones Sustainability World Index and North American Index for the seventh consecutive year in 2011 in recognition of continued global leadership in economic, environmental and social performance.

BUSINESS IN THE COMMUNITY IRELAND COMMENTARY

This is the first report on Abbott's policies and performance on corporate responsibility for its Irish operations. The publication of this report demonstrates the importance of reporting at the national level for a company like Abbott with such a significant footprint as a major company with a presence that extends to 14 sites of operation and almost 4,000 staff. Local reporting is a commitment to openness and transparency with stakeholders that are impacted on by the company, be it staff, local communities, regulators, clients and patients and the scientific community. The report addresses issues of local importance and its link with the company's global strategy.

A number of initiatives in place such as its investment in local R&D capability, support for bursaries to health care institutions or its partnership with Arthritis Ireland are indications of the direct link between the company's citizenship activities and its business strategy. The report incorporates several sources of external stakeholder input which help articulate the impact of practices such as the Family Science and Operation Discovery programmes.

These programmes also demonstrate the importance of fostering links with local communities as it is a critical aspect for the success of a manufacturing operation to build the company's "licence to operate". This inclusive behaviour is also clear in other areas of performance such as working practices and environmental excellence.

Looking forward to future reports by Abbott in Ireland, we encourage further reporting on the impact of its communications to local stakeholders and how their input is being incorporated to further improve communications and understanding of key issues.

We welcome the publication of this report and commend the company and in particular their Business Advisory Council for advancing the responsible business agenda across the organisation.



– Tina Roche,
Chief Executive
Business in the
Community Ireland

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A Promise for Life