



# About Abbott

Abbott is a diverse, global healthcare company with scientific expertise and products that address the full range of healthcare needs – from disease prevention and diagnosis to treatment and cure. Our company discovers, develops, manufactures and markets diagnostics, medical devices, nutritionals and branded generic pharmaceuticals – products for which there is increasing demand in both developed and rapidly growing markets throughout the world. In 2012, we achieved global sales of approximately \$22 billion. Abbott serves people in more than 150 countries and employs approximately 70,000 people around the world. Abbott is among the top 10 healthcare companies in Russia and has a significant presence in the country with more than 1,400 employees.

During 2012 we took decisive, strategic actions to better position our company for long-term growth, including announcing that Abbott would divide into two separate, publicly traded companies – one focused on diversified medical products and the other on research-based pharmaceuticals. This separation was completed at the beginning of 2013. The diversified medical products company, which retains the Abbott name, consists of Abbott's established pharmaceutical, devices, diagnostics and nutritional businesses. The research-based pharmaceutical company, AbbVie, includes Abbott's pre-existing portfolio of proprietary pharmaceuticals and biologics. The content of this report includes information on Abbott only.

## About Our Cover

Arina is one of the 16 finalists in the Star Brush art contest for children living with cystic fibrosis. In Russia, cystic fibrosis affects one child in every 10,000 newborns. Abbott partners with medical specialists and scientific organizations to improve diagnosis and raise awareness about this rare genetic disease among pediatricians.

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# A Welcome from Our General Manager

Dear Stakeholders,

We are proud to present Abbott's first citizenship report in Russia. This report outlines our company's approach to sustainable business and how we help to build healthier communities throughout Russia.

Abbott has played an important role in Russia since 1975, when we became the first U.S. healthcare company to begin manufacturing products in the Soviet Union. Since then, we have continued to provide high-quality healthcare products and support patient and professional education to improve health in Russia. Our work targets diseases that pose the greatest burdens on society – including cardiovascular disease, cancer, diabetes, infectious diseases and vision and cognition disorders.

In 2012, we established a new business investment strategy in Russia based on three key areas: helping to modernize and localize the Russian healthcare sector; promoting scientific collaboration and the development of new products in Russia; and encouraging healthy lifestyle initiatives. In this report, we showcase our work to integrate our new strategy to expand the positive impact our business has on society. We have engaged in a number of socially responsible programs that support our investment strategy and provide the Russian population with greater access to early diagnosis, quality nutrition and medical care.

We appreciate your interest in our citizenship programs and look forward to reporting our continued progress.

Sincerely,



Leonid Parshenkov  
General Manager  
Abbott in Russia





(Above) Abbott continually works to better understand Russia's healthcare needs and how to address them more efficiently by aligning our approach to business and society.

## Our Operations in Russia

Abbott is among the top 10 healthcare companies in Russia. We were the first U.S.-based healthcare company to establish a production facility in the Soviet Union. In 1975, Abbott began manufacturing infant nutrition products in Ukraine, and in 1978 we opened a representative office in Russia. In 2010, Abbott acquired Solvay Pharmaceuticals to strengthen our company's ability to contribute to markets like Russia with high-quality, affordable medical solutions for patients in key therapeutic areas, including cardiology, gastroenterology, neurology and men's and women's health.



(Above) Our acquisition of Solvay Pharmaceuticals helps us bring high-quality products like *Creon*, a digestive medication, to Russia.

Not only are we firmly committed to expanding access to our diversified portfolio of products, we also are keenly focused on doing our part to support the development of a culture of healthy lifestyles in the country and enhancing the national healthcare system – all in an effort to improve quality of life for the people of Russia. While there is no health challenge that industry can solve alone, we believe that when all stakeholders come to the table, true progress can be made.

In Russia, Abbott markets and distributes a broad range of health products in five key

areas: diagnostics, nutritional products, vascular devices, vision care and established pharmaceuticals.

### Diagnostics

Abbott Diagnostics is a global leader in *in vitro* diagnostics and offers a broad range of innovative instrument systems and tests for hospitals, reference labs, blood banks, physicians' offices and clinics. With more than 22,000 institutional customers in over 100 countries, Abbott's diagnostic products offer customers the latest technology, as well as convenience, cost effectiveness and flexibility.

In Russia, our work centers around *ARCHITECT*, a fully automated family of instruments for medium- to high-volume blood banks and core laboratories, designed to improve the efficiency and safety of the blood supply; and *CELL-DYN*, hematology systems used to perform blood cell analysis.

Additionally, our Molecular Diagnostics product portfolio includes a variety of technologies and tests that can detect subtle but key changes in patients' genes and chromosomes. These products have the potential to aid in early detection or diagnosis, and can influence the selection of appropriate therapies and monitor disease progression.

**\$22  
BILLION**

global sales in 2012

**22,000**

institutional customers in more than 100 countries



#### Abbott Nutrition

We develop and market science-based nutritional products that support the growth, health and wellness of people of all ages. Our goal is to be a trusted leader in providing innovative and superior nutrition solutions that advance people's health, growth and recovery at all stages of life.

Abbott's key pediatric nutrition brands for Russian infants include *Similac*, *Similac Premium* for healthy infants, and *Similac Hypoallergenic* for babies with high risk of allergy, *Similac LowLactose* for babies with lactose intolerance, *Similac Antireflux* for frequency reduction of possetting, as well as preterm formulas *Similac Special Care* and *Similac NeoSure*. The *Similac* range focuses on providing moms with innovative infant formulas that are scientifically designed to support healthy growth, cognitive and visual development.

Another important product in our nutrition portfolio is *PediaSure*, offering complete, balanced nutrition for children from one to 10 years old.

We also provide Russian consumers with science-based and clinically proven medical nutrition for adults. *Prosure* is cancer nutrition therapy for patients at risk or with cancer cachexia.

*Glucerna* is designed for people with diabetes and helps to manage blood glucose level. *Ensure* is the leading nutritional therapy for adults at risk

of or with malnutrition in acute or long-term care and recovery.

Innovative tube-fed formulas *Oxepa*, *Jevity* and *Osmolite* are designed for patients who cannot meet nutrition needs through oral food intake.

#### Abbott Vascular

Abbott Vascular, the world leader in drug-eluting stents, has an industry-leading pipeline and a comprehensive portfolio of market-leading products for cardiac and vascular care, including products for coronary artery disease, vessel closure, endovascular disease and vascular closure technologies.

In Russia, Abbott offers a wide variety of innovative, quality products to physicians for treatment of their patients. Our vascular portfolio includes minimally invasive products such as drug-eluting stents, bare metal stents, clip-based vessel closure products and suture-mediated closure devices, carotid stents and embolic protection systems, balloon dilation catheters and guiding catheters. Key products in our portfolio include *XIENCE V* and *XIENCE PRIME* drug-eluting stents for the treatment of coronary artery disease.

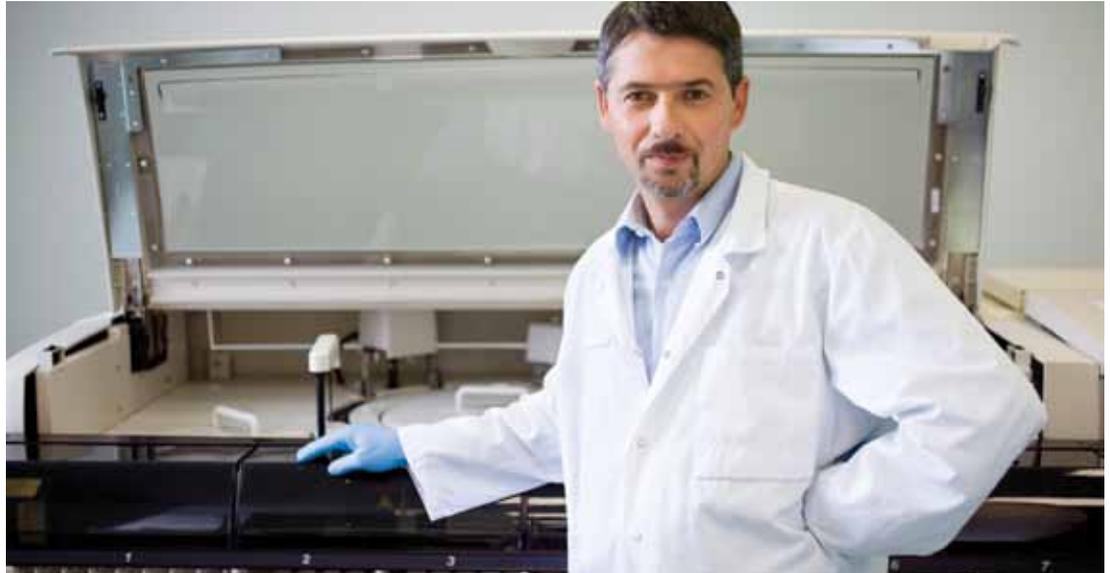
#### Abbott Diabetes Care

Abbott is a global leader in developing, manufacturing and marketing glucose monitoring systems designed to help people better manage their diabetes. Abbott has created a number of leading-edge glucose monitoring systems for use in both home and hospital settings.

(Above) ARCHITECT products are designed to improve the efficiency and safety of the blood supply.



(Above) Our specialized nutrition products, including *Prosure*, provide essential nutrients for children, adults, the elderly, and patients with cancer or diabetes.



(Above) Abbott scientists develop a broad range of products designed to improve quality of life in Russia.

#### Abbott Medical Optics

Abbott offers the widest range of proven refractive technologies to address a wide range of vision disorders and meet the needs of Russian patients who seek greater freedom from the limitations of eyeglasses. Our comprehensive vision care portfolio includes state-of-the-art laser vision correction technologies, cataract lens removal systems and intraocular lenses, and a broad selection of corneal health products to serve patients who wear contact lenses or need relief from dry, irritated eyes.

#### Established Pharmaceuticals

Our Established Pharmaceuticals business provides affordable, high-quality branded medicines that have been treating patients successfully for many years. Our portfolio in Russia covers a wide range of medical conditions and therapeutic areas, including cardiovascular diseases, infections, neurologic conditions, gastrointestinal diseases and men's and women's health, as well as vaccines.

Abbott has been improving its established brands for decades to better meet patient needs. We have a dedicated development organization in six locations around the world; this global team leverages a network of contract research organizations in key countries, including Russia, in order to tailor Abbott products to the needs of local populations.

## The Economic Impact of Abbott in Russia

Abbott has a significant presence in Russia, with more than 1,400 employees. We are a growing company with long-term ambitions for our business in Russia. We aim to be among the most active investors in the Russian healthcare industry over the next decade in terms of local production, R&D activities and medical education.

In January 2013, Abbott became a member of the Foreign Investment Advisory Council of the Russian Federation (FIAC) – a testament to our long-term commitment to the Russian healthcare industry. We strongly believe that membership in FIAC will allow us to better contribute, as a global healthcare leader, in further development of healthcare in Russia.

At every stage of our business value chain, we seek to support our partners in delivering growth, supporting job creation and building the Russian economy. Our economic impact has positive benefits for many stakeholders, including the Russian suppliers we work with; the third-party manufacturers that produce our products; and the extensive network of wholesalers and retailers that distribute our consumer products.



## Citizenship at Abbott in Russia

At Abbott, we believe that innovative, responsible and sustainable business plays an important role in building a healthy, thriving society – in Russia and around the world. This idea is the cornerstone of our global citizenship strategy. We strive to foster economic, environmental and social well-being as we pursue the work of discovering, developing, manufacturing and distributing products that enhance people's health.

We continually work to build sustainable solutions to the world's most pressing healthcare challenges, while reducing our impact on the environment and creating lasting value for both our stakeholders and our business. Our strategies in Russia are informed by the nation's own unique challenges.

Our citizenship strategy is well integrated with our business strategy, and we track our progress against the strategy on an ongoing basis. In 2011, we established our Citizenship Working Group (CWG), comprised of senior leaders from each of our business units and corporate functions – Legal, Marketing, Public Affairs and Government Affairs. This cross-functional group meets on a quarterly basis and leads integration of responsible business

practices across the organization, while driving transparency in the reporting of our economic, social and environmental performance. Many CWG members carry performance goals and targets related to citizenship within their respective functions.

### 2013 Citizenship strategy and plan

Our citizenship activities in Russia are aligned with the three priorities outlined in our key investment strategy: helping to modernize the Russian healthcare sector; promoting scientific collaboration; and encouraging healthy lifestyle initiatives.

The following pages of this report explain in more detail what these priorities mean for our company. They provide examples of how we are progressing against each priority area today, as well as our plans for the future.

To support the investment strategy from a citizenship standpoint, we work to:

*Strengthen our links with key stakeholders* to widen the pool of people and interests with whom we have contact. This will enable us to make our citizenship activity more robust and increase the relevance and effectiveness of our contribution to Russian society.

*Map our entire business value chain* to ensure we have complete insight into our impact on Russian society. This will lead to an effective measurement system of citizenship key performance indicators in 2013.

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(Above) We work to build sustainable solutions to the world's most pressing healthcare challenges.

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(Above) To create lasting value for our stakeholders and our business, Abbott invests in R&D around the world.

### Stakeholder engagement and material issues

At Abbott, we believe in ongoing dialogue with all stakeholders, decision makers, expert academics and wider audiences to determine our material issues and priorities. Our key stakeholder groups include patients, consumers and customers; healthcare professionals; government institutions and trade associations; employees; NGOs; suppliers and local communities.

Some of the most pressing issues that we are working on with our stakeholders include:

- Expanding patient access to innovative healthcare products and prevention programs.
- Partnering with the government to help modernize the healthcare system; provide high-quality innovative medicines; and develop a healthy lifestyle culture in Russia.

- Developing healthcare professionals' knowledge and skills to enable the effective use of innovations.
- Developing our workforce by creating opportunities for a rewarding career at Abbott.

We are currently undertaking a series of interviews with government and market experts, media representatives, financial analysts and other key opinion leaders in Russian society to help shape our business and citizenship strategies and actions going forward. This is in addition to ongoing dialogue with other key stakeholders such as employees, healthcare professionals, patient groups, suppliers, local communities and non-governmental organizations.

# Abbott's Alignment with Russia's Healthcare Priorities

Contributing to a healthy economy and a healthy population is Abbott's vision for doing business in Russia. Our long-term goal is to become a strategic partner to the Russian government and other stakeholders, with a focus on the advancement of innovative healthcare in Russia. Our work complements the Russian government's priorities, highlighted in the Strategy Pharma-2020 and Strategy of Drugs Provisions of Population of Russian Federation Until 2025. We are working to do our part to create a thriving healthcare sector, to foster investment in research and production and to improve the health of the Russian people.

We contribute in a variety of ways:

*We participate* in the healthcare modernization program, assisting with new technologies and equipment.

*We have donated* a significant amount of equipment, such as analyzers for diagnosing and monitoring diseases and therapies, to major hospitals and laboratories, to assist in the modernization program.

*We host* educational events and programs for clinicians and technicians to help educate them on how to provide the best service and quality to customers, using equipment efficiently and cost effectively.

One way we can help address the government's priorities is by leveraging our global leadership and expertise in new technologies across the full spectrum of healthcare. We plan to expand our commercial, manufacturing, social and R&D activities in Russia, with the goal of broadening knowledge and fostering further scientific innovation. Additionally, we will work to increase the availability of our high-quality products to Russian patients.

# The Three Key Priorities of Our Investment Strategy

Achieving our long-term goals cannot be realized without systematic application, planning and delivery on our part. In 2012, Abbott created and launched a multipart investment strategy for Russia. This is the practical expression of our long-term commitment to our role in the development of the Russian healthcare industry and improvement of people's health in the country, and is set out in more detail throughout this report.

Our business strategy has been developed in response to four key factors: the business imperatives of Abbott as a world-leading healthcare company; the market dynamics and operating environment in Russia; the needs and views of our key stakeholders in the country; and the country's healthcare priorities.

Through our investment strategy, we strive to make important contributions to reducing the Russian mortality rate, extending life expectancy and creating a better quality of life for Russian people. Through working in partnership with patients, the medical community, policy makers and non-governmental organizations, we want to ensure that Russian citizens have access to early diagnosis and high-quality innovative and affordable healthcare solutions, as well as all necessary educational medical information. Through these efforts, we seek to help future generations of Russian people be healthier.

Taking all of these factors into account led us to focus on our three key business priorities. Each one demonstrates a distinctive commitment to achieving the common goal of contributing to the development of the Russian healthcare system and improving people's health in the country.



(Above left) Abbott is partnering with Petrovax, a local pharmaceutical company, to develop an influenza vaccine.

(Above right) Abbott's partnership with ChemRar will lead to new and more convenient forms of Abbott medicines.

### 1. Helping to modernize and localize the Russian healthcare sector

Our goal is to expand the manufacture of Abbott products in Russia. We believe that building on our company's longstanding expertise and capabilities will support the production of medicines in Russia, positively contribute to the economy and also strengthen our local business. This will generate further well-paid employment, build local distribution networks, create high-skilled jobs and contribute to the payment of taxes.

Delivering these benefits will require us to partner with local companies in Russia – thereby making a further contribution to the healthcare industry. We have already launched partnerships with two leading Russian companies, Petrovax and Pharmstandard, including the development and production of an influenza vaccine. Such partnerships allow us to share expertise with local partners and increase access to medicines and treatments for Russian patients.

### 2. Scientific collaboration including development of new products in Russia

Health improvements cannot be founded solely on advances in research and manufacturing. The capability and education of medical professionals is also critical to success. At Abbott, we see untapped resources in the scientific field and want to discover, develop and promote existing local talent through training and sharing expertise.

In the coming years, we will invest in Russia to foster scientific advances, drive Russian innovation and facilitate the strong integration of Russian R&D into the world's R&D network. We are already working toward this goal through our collaboration with Chemical Diversity Research Institute (CDRI), a partnership that began in June 2012. CDRI is the research entity of a Russian R&D and investment group, ChemRar. Our joint work focuses on creating new and convenient forms of existing Abbott medicines, to improve patient compliance and decrease medicine intake. This will be accomplished by developing new technologies and introducing new formulations for these products.

### 3. Developing healthy lifestyle initiatives

Russia has a number of significant challenges associated with major diseases. The country has one of the highest levels of adult mortality of all of Europe and Eurasia, and a disproportionate number of its citizens suffer from chronic illnesses such as cardiovascular disease, cancer and respiratory disease.

Through our key investment strategy, we make our contribution to meeting these challenges – from diabetes and heart disease to cystic fibrosis and liver problems.

The three priorities of our key investment strategy provide a comprehensive response by Abbott to some of the major issues that Russia faces today. In the following pages we explain in more detail what we are achieving in each of these issue areas.



## Advancing Healthcare Systems

Abbott has been a leading company for 125 years because we have continually adapted to the changing world around us – advancing practices in medicine, science and business to deliver new solutions that make people healthier. We believe in using Abbott’s capabilities and expertise in Russia to help address gaps in the quality and quantity of healthcare service, by learning from and implementing international best-practice solutions in all we do.

The first strand of our key investment strategy centers on helping to modernize and localize the Russian healthcare sector. Like healthcare systems all around the world, Russia’s system suffers from significant cost constraints, and increasing efficiency is at a premium.

Abbott is working to improve the efficiency of diagnostic services by providing products for local clinics and by developing centralized diagnostic services. We also are using our expertise to offer a full-scale service showing how to build effective logistics around laboratories, using the skills of our laboratory design group, salespeople and engineers.

Investment in diagnostics is vitally important, as this aspect of healthcare is at the cornerstone of successful preventative therapies and

treatment procedures. Our Laboratory Staff Education project allows physicians from different specialties to learn about different types of disease markers and incorporate the latest innovations into routine clinical practice, thus improving the level of medical care.

The project also includes quarterly webinars for physicians and biannual educational seminars on state-of-the-art diagnostic technologies for laboratory analysts, held at the Moscow Academy of Postgraduate Education.

Another aspect of this project is the Six Sigma Quality Control management of laboratory operation, which works to improve the accuracy of diagnostics and minimize error rate. Our partners in this program are several private laboratories and the Moscow Academy of Postgraduate Education.

We also support high quality standards in medicines development through dedicated programs within the Abbott Clinical Academy. It will be launched in 2013 and will include both offline and online training courses aimed at knowledge sharing and strengthening professional capabilities of Russian healthcare specialists.

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(Above) Abbott employees work to modernize and localize Russian healthcare.

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(Above left and right) Abbott supports the sharing of information among healthcare professionals and scientists around the world. The Polaris Initiative's global education portal is an example of work in this area.

## Advancing Science and Technology

Abbott is committed to helping doctors, nurses and laboratory technicians reach the forefront of medical advances. We support programs and organizations that train and educate Russian healthcare professionals, patients and consumers.

Russia has a skilled medical professional industry and a proud tradition of medical excellence and innovation. However, new innovations and research move at a fast pace, and there is always more that can be done to improve clinical excellence by sharing the latest best practices. The second strand of our key investment strategy underlies our commitment to promoting scientific collaboration.

One way in which we contribute in this area is through online communications, offering new ways of making worldwide expertise and knowledge readily available to Russian healthcare professionals. The Polaris Initiative is an excellent example of this idea in action.

The Polaris Initiative supports healthcare professionals using Abbott Molecular diagnostic assays. We have developed a worldwide educational online portal for clinicians specializing in oncology and lung cancer; the portal offers access to up-to-date information and support from peers and colleagues from the global medical community. For example, a Russian laboratory beginning to use Abbott Molecular assays can be put in contact with laboratories in other countries already using these same assays, for best-practice sharing and troubleshooting.

Another example of our work is the Preceptorship Program, which supports educational exchange between neonatologists in Russia and Israel. Each program involves a visit of physicians and healthcare professionals to leading hospitals in Tel Aviv to share best practices and learn about neonatal care in a country that is a recognized leader in this area of medical care.



(Above) Neonatologists in Russia and Israel exchange ideas as part of the Preceptorship Program.



The purpose of the exchange is to promote experiential learning – increasing knowledge and understanding about all aspects of pre- and postnatal care. In 2012, Abbott supported three groups of 10 to 12 physicians from across Russia and CIS countries, enabling them to learn from their peers in this way. In 2013, two groups of Russian physicians have participated in the program, which combines a tour of neonatal care units, lectures, case studies and round-table events.

Another way in which we seek to connect healthcare professionals across countries is through the Executive Fellowship Program, aimed at building the capabilities of Russian healthcare professionals in interventional cardiology in Moscow, Siberia and South Region. The program centers on sharing expertise between Poland and Russia. Through these exchanges, Russian healthcare professionals travel to learn from colleagues in Poland for a series of practical learning workshops over several days. The first visits took place in March 2013.

We also work in partnership with others to advance science for the health of Russia's children. In the area of nutrition, we are working to further develop our infant formula, *Similac*.

One of the advantages of *Similac* is its unique oil blend without palm olein oil. Research has shown that palm oil is not well absorbed by the body, as it binds with calcium (an important mineral), which may contribute to hard stools in infants. Abbott infant formulas are made without palm oil to promote fat and calcium absorption and softer stools. Researchers have found that babies fed on our *Similac* formula without palm olein oil have 53 percent greater calcium absorption than those fed formula with predominant palm olein oil. This is important because calcium promotes the development and formation of healthy teeth and bones.

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(Above) Russia has a proud tradition of medical excellence.

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(Above) Physicians in our FootPulse program focus on early diagnosis of critical limb ischemia in diabetes patients.

## Addressing Critical Health Issues

Abbott strives to ensure access to treatment for those in need. Expanding healthcare access for patients in Russia is a key component of our social commitment and integral to our core business strategy.

The third strand of our key investment strategy concentrates on initiating educational and healthy lifestyle initiatives among Russian citizens. Some of our initiatives meet immediate health needs, while others evaluate the longer-term effects of diseases.

### Addressing diabetes

Diabetes is a growing problem, not just in Russia, but all around the world. It is estimated that some 336 million people currently suffer from diabetes globally, and this number is expected to increase to 552 million by 2030, according to an assessment by the International Diabetes Federation.

Our FootPulse program, conducted between June and December 2012, focused on the diabetic foot. For every six people with diabetes, one will have a foot ulcer during his or her lifetime, and 50 percent of patients will show signs of peripheral arterial disease. Almost 70 percent of all leg amputations occur in people with diabetes. Time is a vital factor in the outcome of this disease, so early diagnosis is vital. FootPulse is designed to decrease the number of amputations by providing critical limb ischemia (CLI) patients with timely access to revascularization. Our aim is to provide information about CLI and treatment options and to implement interactive feedback between patients and physicians on courses of treatment. FootPulse was conducted in partnership with the Institute of Endocrinology, Radiological Center of Central Clinical Military Hospital named after N. N. Burdenko in Odintsovo, CELT and Dzhanelidze Medical Center.

### Raising awareness of cystic fibrosis

In Russia, cystic fibrosis affects one child in every 10,000 newborns. Abbott partners with medical specialists and scientific organizations to improve diagnosis and raise awareness about this rare genetic disease among pediatricians.



The ultimate aim is to contribute to the creation of a national cystic fibrosis center in Russia – an ambitious goal, but one that over time will bring significant improvements in the way cystic fibrosis is managed in Russia.

Abbott has also implemented social initiatives in Russia to support children with cystic fibrosis and to improve their health outcomes. One example is Star Brush, an art contest for children with cystic fibrosis conducted in 2012. The contest was designed to raise awareness of the challenges faced by people living with cystic fibrosis, including the social stigma surrounding the disease. Most people do not know that cystic fibrosis is hereditary and that it is not contagious, and as a result, they can be fearful of interacting with cystic fibrosis patients.

The Star Brush contest offered children living with this disease the opportunity to unleash their creativity and inspired them to express their dreams and hopes through drawings and paintings. The topic of the contest was “My Future.” The judging panel for the contest was comprised of representatives of the National Public Organization Assistance to Patients with Cystic Fibrosis, the Russian Academy of Fine Arts and Regional Non-Governmental Charity Fund Quality of Life, as well as Abbott. The

grand prize for the 16 finalists was a five-day master class at prominent Moscow galleries in 2013. The finalists’ paintings were on display at top galleries, helping to raise public awareness.

#### Screening for women’s health

Women’s health is another of Russia’s major concerns. Thirteen thousand women in the country are diagnosed with cervical cancer each year; 7,000 of them will die. We are proud to be making a contribution to the fight against human papillomavirus (HPV), the virus that causes cervical cancer. Every woman over the age of 30 and under the age of 60 should be checked every three to five years for the presence of HPV. The challenge of HPV screening can only be met through a national program and is not something that Abbott can or should tackle alone. However, we have been working to make our expertise available to develop the best solutions to combat this disease through a systematic, science-based program. We are currently supporting several local activities in some regions to help advance treatment and care in this area.

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(Above) The Star Brush art contest raised national awareness of the challenges faced by children living with cystic fibrosis.

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(Above) Abbott requires a number of employee training and educational programs on ethical behavior.

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## Business Integrity

Abbott seeks to maintain the highest standards of ethical conduct in everything we do – in Russia and throughout the world. Abbott employees understand the important impact that their work and our products have on people. They strive every day to ensure they are doing the right thing in the right way. We make it a priority to ensure that all Abbott employees understand our company's values, Code of Conduct, policies and procedures, as well as our wider legal obligations.

Abbott's global compliance policies are adapted to Russian regulations and designed to create an environment where strong ethical practice continues to be a fundamental component of our business success.

Creating an environment where employees can raise questions and concerns helps us advance our commitment to ethical behavior. Training and education programs for employees increase their awareness of our company's Code of Conduct and the legal and ethical implications of their actions and behaviors on a day-to-day basis. We have established systems and processes for employees to ask questions and report suspected violations of our Code, policies and procedures. We offer a number of resources to employees, such as our Ethics and Compliance Helpline, a telephone and Web-based hotline available 24 hours a day, seven days a week. Employees also may contact the Office of Ethics and Compliance or regional/divisional Ethics and Compliance personnel directly.

Abbott also has rigorous procedures governing our relationships with third parties that are regulated, documented and subject to due-diligence procedures. These policies extend throughout our value chain.



## Developing Our People

One of our highest priorities is helping each employee fulfill his or her potential and build a rewarding career at Abbott. We offer our employees opportunities for personal growth and development.

Abbott is committed to achieving a diverse and inclusive work environment. Diversity of perspectives, experiences and skills is critical to our competitiveness. We work to leverage and learn from our differences to deliver greater business impact across all levels of our company. We have an excellent record in terms of top management, with a gender balance in Russia of 53 percent male and 47 percent female.

Abbott offers a great variety of training programs in Russia to stimulate the employee's professional development and required competencies. These include:

*Corporate Training Academy:* a system of corporate education allowing employees to select from a range of training programs appropriate to their position and experience level.

*Abbott Management Fundamentals:* a specialized training program for managers consisting of several modules covering all important managerial skills, such as goal setting, control, communication skills, evaluation, motivation and many others.

*E-learning:* online training programs available for all employees covering diverse areas of expertise and knowledge, including sales skills, finance and the English language.

We also are innovating in the way we recruit to ensure that we deliver better quality service to our customers. Our Diagnostics business is participating globally in Project Titan, which is a response to market demands for an integrated and sophisticated sales and service delivery. Traditionally the workforce in this area has consisted of two types of employees: salespeople, to secure the contract, and engineers, to oversee installation and operation. Through Project Titan, we are recruiting and developing individuals who can excel in both areas of expertise, enabling us to deliver more effective and efficient service to customers.

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(Above) Abbott employees can choose from a variety of training programs for professional development.

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(Above) Abbott monitors its water usage at our facilities around the world.



(Above) Project Saturn contributed to a 30 percent reduction in traffic accidents for our vehicle fleet in Russia.

## Environment, Health and Safety

Abbott works diligently to reduce our environmental impacts – in Russia and throughout the world. Our three environmental priorities are addressing climate change, water usage and product stewardship. We are equally committed to creating a safe environment for our employees, and we are integrating sound health and safety practices into all aspects of our business.

Abbott's direct environmental footprint in Russia is limited to our commercial operations and the activities of our sales force, particularly through business travel. Nevertheless, we know that our responsibility to reduce environmental impacts is much greater. At our headquarters in Moscow, we focus on improving the efficiency and sustainability of our business activities and products by reducing greenhouse gas emissions, water use and waste.

Disposal of waste is a significant problem in Russia. We have launched initiatives to ensure the recycling of waste and paper, and we encourage employees to use electricity, paper and water more efficiently. We also pay for responsible disposal of our office waste and any defective or time-expired product in our warehouses. Equally, we can make a contribution outside the office, through campaigns to clean up the natural environment, particularly Russia's

beautiful forests and rivers. Our Innovaction project, launched this year, encourages employees to develop innovative ideas relevant to environmental efficiencies.

Our large vehicle fleet can make a contribution to energy savings as well, and we are actively looking to replace older vehicles with more energy-efficient models.

The safety of our employees is a key concern, and our commitment in this area is well illustrated by our actions on safe driving. The integration of Solvay into Abbott in 2010 more than doubled Abbott's vehicle fleet in Russia to 1,300.

To address the greater risk associated with the larger fleet, we instituted comprehensive communication and recognition programs such as Safest Driver of the Year, an incentive program that recognizes employees who have had no vehicle accidents during the year. Additionally, comprehensive hands-on Behind the Wheel safe driver training was rolled out to all field-based employees. These measures led to a reduction in traffic accidents by more than 30 percent within one year, well ahead of our targeted decrease of 25 percent by the end of 2012. We also launched Project Saturn, which made safe driving a part of our employees' development plans. Several educational tools were provided to employees to improve their skills. We are continuing to implement additional programs, such as driver distraction awareness campaigns and formalized investigation techniques following at-fault accidents, as a way to further enhance our fleet and driver safety programs.

# External Recognition

- In 2012, Abbott in Russia was honored with the Platinum Ounce award in the Dynamics of the Year category, given to the company with the fastest business growth in the Russian healthcare market. The Platinum Ounce, an annual independent award for the pharmaceutical industry, has become a prestigious symbol of scientific advancement.
- Abbott also received the Platinum Ounce Project of the Year award in 2013 for our Star Brush competition for children living with cystic fibrosis.
- Abbott was named an Industry Group Leader in the 2013 Dow Jones Sustainability Index (DJSI), one of the most prestigious benchmarks for worldwide corporate sustainability. This was the ninth consecutive year that Abbott was included on both the Dow Jones Sustainability World Index and North America Index.
- Abbott ranked No. 29 on *Barron's* magazine 2012 ranking of the world's 100 most respected companies, and number 20 on the *Corporate Responsibility* magazine list of 100 Best Corporate Citizens.
- Abbott was named one of the top three Best in Class companies in its industry sector for financial, environmental and social performance by Storebrand Investments, a leading socially responsible investment (SRI) firm.
- Abbott has been included on the Ethibel Excellence Investment Register since 2005, in recognition of the company's economic, social and environmental performance.

Please contact us with your questions and comments:

Abbott Russia

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