

2024 NORWEGIAN TRANSPARENCY ACT STATEMENT

This Statement is made pursuant to the Norway Transparency Act and applies to the following legal entities for the financial year 2024:

1. Abbott Norge AS;
2. Abbott Medical Norway AS;
3. Abbott Diagnostics Technologies AS;
4. Abbott Rapid Diagnostics AS; and
5. Axis Shield AS.

Together, these entities are referred to as “Abbott Norway” or “we”.

Abbott is committed to upholding the fundamental principles of human rights, labour, and environmental protection to ensure long-term business success for Abbott, and to improve lives around the world. Our Position Statement on Human Rights sets out our commitment to human rights and is supported by our Code of Conduct and Supplier Guidelines as it relates to our operations and supply chain, respectively.¹ As set out in our Position Statement on Human Rights, Abbott believes in the dignity of every human being and respects individual rights as set forth in the United Nations' Universal Declaration of Human Rights and Guiding Principles on Business and Human Rights (UNGPs).

Abbott recognizes that companies play a supporting role in promoting human rights within their spheres of influence. We contribute to the fulfilment of human rights through compliance with laws and regulations wherever we operate, as well as through our policies and programs. The principles referenced in Abbott's Position Statement on Human Rights are reflected in our employment, ethics, and procurement policies, which are designed to promote, protect, and respect human rights within Abbott and with our suppliers.

Our Structure

Structure and Business

Abbott Laboratories (“Abbott”), headquartered in Abbott Park, Illinois USA, is the ultimate parent company of each of the entities comprising Abbott Norway. Abbott is a globally diversified healthcare company with a central purpose of helping people live their healthiest possible lives, through our broad portfolio of products and technologies. The Abbott global business is organized into four main divisions: Medical Devices, Diagnostics, Nutrition, and Medicines. We do not sell medicines in Norway.

As of the date of this Statement, we have approximately 114,000 employees worldwide and operate in over 160 countries.

Abbott's approach to human rights, forced labour, and child labour risks (which includes the identification of and ways to address these issues) is directed and guided by Abbott. This is aimed at ensuring a consistent approach across Abbott companies.

¹ Supplier Guidelines: www.abbott.com/partners/suppliers.html; Position Statement on Human Rights: <http://www.abbott.com/policies/other-disclosures.html>

Supply Chain

Abbott is a multinational business which procures goods and services from approximately 59,000 suppliers in over 150 countries. With a global footprint, we have an opportunity to leverage our supply chain for positive social change.

We maintain a governance structure that provides oversight of supply chain-related activities, including sustainability, reporting up through Abbott’s Executive Vice President, Finance and Chief Financial Officer, who reports to our Chairman and CEO. We have established global policies that guide our efforts across the supplier life cycle, including supplier selection, performance, and relationship management. Each business is responsible for their respective supply chain, with enterprise efforts coordinated through Abbott’s Global Operations Council (GOC).

The GOC collaborates across the enterprise to set the framework for our supply chain, encompassing manufacturing, procurement, and logistics. Several additional groups assist the GOC in our efforts to improve supply chain adaptability, resilience, and flexibility.

Policies, Employee Training, and Due Diligence Process

Policies

Our approach to identifying, assessing, addressing, and managing human rights and labour risks is guided by company-wide policies and processes. These policies and processes are embedded across our business (including Abbott Norway) and, in relation to our supply chains, are overseen by the GOC. This helps to ensure a consistent approach towards mitigating human rights and labour risks. Our policies and processes which are in place to assess and address human rights and labour risks in our operations and supply chains are listed below.

Abbott Norway, as a member of Abbott's global supply chain, relies on intra-group processes to assess and address its human rights and labour risks. The policies and processes which are listed below detail the actions in place to assess and address risk on suppliers of the products which are traded by Abbott globally. More detailed descriptions of our activities in this area are also available in our most recent Global Sustainability Report.²

Policies and Practices Concerning Human Rights and Labour Risks	
Code of Business Conduct	https://www.abbott.com/investors/governance/code-of-business-conduct.html
Position Statement on Human Rights	www.abbott.com/policies/other-disclosures.html
Supplier Guidelines	www.abbott.com/partners/suppliers.html
Diversity and Inclusion	www.abbott.com/careers/diversity-and-inclusion.html
Incident Reporting and Investigations	http://speakup.abbott.com

Unless otherwise stated, these policies and processes are applied across Abbott's global supply chain, including the entities covered by this Statement. Our policies are publicly available on Abbott’s global website.

² Abbott’s latest Global Sustainability Report is available at: <https://www.abbott.com/responsibility/sustainability/sustainability-reporting/current-reports.html>

Employee Training

Every Abbott employee is expected to adhere to all applicable laws and Abbott's policies, procedures, principles, and standards. Abbott employees are obliged to comply with Abbott's Code of Business Conduct and must certify compliance with the Code of Business Conduct on an annual basis. Our Code of Business Conduct prohibits illegal and inappropriate labour conditions, and cruel or inhumane treatment.

Certain procurement professionals and other internal stakeholders also undergo mandatory training on modern slavery, forced labour, child labour, and human rights.

Employees must also complete global anti-corruption training annually to help ensure we continue to conduct business the right way.

Due Diligence Process

Our due diligence and risk assessment processes not only aim to identify human rights and labour risks, but they also assist us in assessing and addressing these risks, taking into account their likelihood and the potential negative impact. These processes evaluate suppliers for potential sustainability issues, including those related to human rights and labour, health and safety, environment, and management systems.

When selecting suppliers, we consider applicable environmental, social and governance factors alongside business capabilities and capacities, quality management systems, financial health, and alignment with our vision.

Our Supply Chain Sustainability Due Diligence program takes a risk-based approach to screening, assessment, and monitoring, considering supplier size, industry, and sourcing location(s).

Insights collected through our Supply Chain Sustainability Due Diligence program support better supplier engagement and inform sustainability initiative development at the supplier, sourcing, and/or business levels. Our supply chain initiatives prioritise topics such as human rights and labour and the environment to drive collective action at the enterprise, category, business, and regional levels. This is achieved through issue specific initiatives to address targeted topics and sourcing-specific initiatives to address multiple risks and opportunities in high-sustainability-risk areas.

We continue to proactively identify and mitigate potential human rights impacts across our operations and supply chain, as well as risks of discrimination and unequal pay, unsafe working conditions, human trafficking, child labour, and forced or bonded labour. As detailed further below, Abbott conducts periodic reviews of our risk exposure, including annual risk assessments.

We engage with our suppliers of potentially high sustainability risk to encourage compliance with our Supplier Guidelines. Desktop assessments, conducted by a third party, are tailored to the nature of the supplier's operations, location, and size. Assessments cover the topics of forced labour, child labour, human rights, environment, and sustainable procurement. On-site audits are conducted by an external auditor using the Workplace Conditions Assessment (WCA) or other globally recognised sustainability audit standards to assess social and labour conditions, and health and safety, environment, and business practices.

We also address human rights risk in our other business relationships, including through our Third-Party Compliance Process, which requires Abbott businesses, subsidiaries, and affiliates engaging business partners outside the U.S. to complete due diligence before engaging third-party companies. This includes screening companies, identifying high-risk partners, and monitoring and mitigating potential risks.

Sustainability Risk Screening

Using industry-recognized human rights and labour indices, our third-party due diligence tool indicates that certain geographies and industries (chemicals, finished drugs, food and beverage, packaging) where Abbott operates globally may contain a possible risk of human rights and labour issues. Abbott sources products from many different industries, categories, and geographies, and given the breadth and complexity of our global supply chain, risks may change over time.

For Norway, in 2024, we conducted an inherent risk screening of select indirect suppliers sourcing into or out of Norway and Abbott Norway did not identify any significant risk areas of human rights or labour conditions in this analysis.

If instances of human rights or labour conditions are identified in the future, we have processes and procedures to investigate and, if warranted, work with our suppliers to remediate the concern.

Effectiveness of Our Program

We continue to refine and improve our approach to assessing effectiveness. For the 2024 Supply Chain Sustainability Due Diligence programming, Abbott (which includes Abbott Norway) assessed the effectiveness of its actions in the following ways:

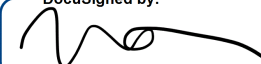
- (1) Abbott completed inherent sustainability risk screening of strategic suppliers utilising a third-party supply chain sustainability risk screening technology to assign sustainability risk intensity factors based on a supplier's industry and region. Through this exercise, we screened more than 90% of spend affiliated with raw materials, components and services that are directly traceable to Abbott's final finished products. Results of this preliminary screening drive prioritisation and supplier engagements.
- (2) In 2024, our due diligence program evaluated more than 500 potentially high-sustainability-risk suppliers through due diligence activities and, where necessary, completed onsite audits of high-sustainability-risk suppliers. We also engaged with select suppliers to address worker health and safety, environment, and supply chain management issues.
- (3) We also continued partnering with suppliers from key sourcing categories, engaging over 3800 suppliers on sustainability risks and opportunities.


Reporting Mechanism

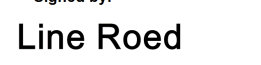
Internal and external parties can confidentially and anonymously raise concerns of potential human rights or labour issues by using Abbott's Speak Up tool. Speak Up is available in 16 languages and can be accessed by telephone, email, or internet 24 hours a day, seven days a week. Speak Up can be found here: <http://speakup.abbott.com>.

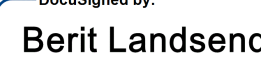
Board Approval


In accordance with Section 3-5 of the Norwegian Accounting Act, this Statement has been approved and signed by the below directors of the entities covered by this statement.

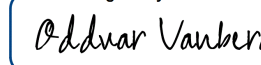
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Karl Andreas Almroth
Managing Director: *Abbott Medical Norway AS*
Managing Director: *Abbott Norge AS*

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Fredrik Bjornulfson
Chairman of the Board of Directors: *Abbott Medical Norway AS*
Chairman of the Board of Directors: *Abbott Norge AS*
Chairman of the Board of Directors: *Abbott Rapid Diagnostics AS*

Signed by:

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Director and General Manager: *Axis-Shield AS*
Director: *Abbott Diagnostics Technologies AS*

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Berit Landsend-Holo
Director and General Manager: *Abbott Rapid Diagnostics AS*

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June 16, 2025 | 9:30:30 AM CDT
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Bradley Slater
Director: *Abbott Medical Norway AS*
Director: *Abbott Norge AS*

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Oddvar Vanberg
Director: *Abbott Rapid Diagnostics AS*
Director and Chairman of the Board of Directors: *Axis-Shield AS*.
Chairman of the Board of Directors: *Abbott Diagnostics Technologies AS*

References:

Abbott's Position Statement on Human Rights

[Position Statement on Human Rights \(abbott.com\)](#)

Abbott's Third-Party Guidelines

[Third-Party Guidelines | Abbott U.S.](#)

Abbott's Supplier Guidelines

[Suppliers | Products and Services | Abbott U.S.](#)

Abbott's Environmental Policies

[Environmental Policy | Abbott U.S.](#)

Abbott's Position Statement on Conflict Minerals

[Conflict Minerals | Abbott U.S.](#)

Abbott's Code of Business Conduct

[Code of Business Conduct | Governance | Investors \(abbott.com\)](#)