



11th Global
Healthy
Workplace
Awards

life. to the fullest.®

Alexander Buarque

OCCUPATIONAL HEALTH PHYSICIAN MANAGER

ABBOTT BRASIL

Abbott Global

115,000

PEOPLE

135

YEARS IN BUSINESS

160+

COUNTRIES

Abbott Brazil

2,800

PEOPLE

85+

YEARS IN BUSINESS

2

PLANTS

3

COMMERCIAL SITES

We help people live fuller, healthier lives, maximizing their potential at all ages and stages of life

CARDIOVASCULAR CARE

Helping people and their doctors better manage cardiac and peripheral vascular health using cutting-edge technologies



NEUROMODULATION CARE

Treating chronic pain and movement disorders by targeting specific areas of the brain



DIABETES CARE

Giving people with diabetes the freedom to continuously monitor and track their glucose levels with unsurpassed 14-day accuracy and no painful routine finger sticks



NUTRITION

Using the latest science to create better ways to nourish bodies from infancy to adulthood



DIAGNOSTICS

Providing accurate, timely information to guide effective treatment decisions



MEDICINES

Helping people get and stay healthy with quality medicines they can trust





Lasting values

PIONEERING

We see needs first and deliver game-changing solutions

ACHIEVING

We focus relentlessly on delivering for our stakeholders

CARING

We treat the people who depend on us as if they were our own family

ENDURING

We know that everything we do today should contribute to a stronger tomorrow

Our Health and Well-being Approach in Brazil



VIDA PLENA

CREATED TO SUPPORT **ONE SINGLE HEALTH AND WELLNESS APPROACH** CONNECTING INITIATIVES IN BRAZIL.

SYNTHESIZE THE **SAME CULTURE OF CARE OF ABBOTT**, BUT NOW LOOKING INWARD. WITH A **FOCUS ON OUR EMPLOYEES**.

BEING **INNOVATIVE** AND BRING **EFFECTIVE OUTCOME OF OUR ACTIONS**



VIDA PLENA

It is **our commitment** to help people envision the possibilities through the **power of health**.

It's about **our belief** that when people are at their **healthiest**, they can **pursue everything that inspires them**.

It is **our purpose** to tap into the power of health to nurture, celebrate, and harness human potential. **Together**.

This defines **our destiny** and puts us **on the right path**. It's our north star.



Mental health, sleep, recognition, stress management, work-life balance, etc.

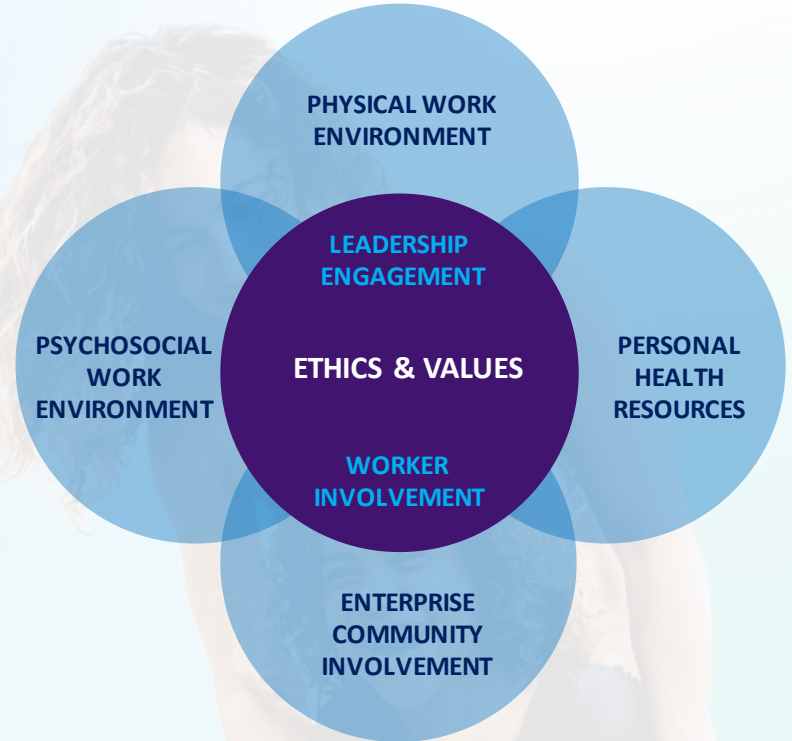


Physical activity, healthy eating, vaccination, disease control, cancer prevention, etc.



Community, family, friends, environment, spirituality, happiness, life purpose, etc.

1. PHYSICAL WORK ENVIRONMENT
2. PSYCHOSOCIAL WORK ENVIRONMENT
3. PERSONAL HEALTH RESOURCES
4. ENTERPRISE COMMUNITY INVOLVEMENT
5. LEADERSHIP ENGAGEMENT
6. WORKER INVOLVEMENT



POLICIES | HEALTHY BUILDING DESIGN | BENEFITS | ENVIRONMENTAL EVALUATION

Physical Work Environment

Policies

Healthy Building Design

Benefits

Environmental Evaluation



Physical Work Environment

CREATING A HEALTHIER, MORE
SUSTAINABLE WORLD AND BUSINESS

1 POLICIES

Home office, flexible working hours, short Friday Policy, free birthday day, “Mommy Program” – Pregnancy, 6 months off unpaid policy.

2 HEALTHY BUILDING DESIGN

Meeting rooms with more relaxed environments where there are armchairs and sofas. We also have phone booths, a comfortable lactation room, a bicycle parking area, an onsite massage room, relaxation spaces, scheduled massages, outdoor spaces, bike parking (with charger), and dressing rooms with showers.

3 BENEFITS

On site massage, end-of-year benefits (gift card for the family, toy voucher for children up to 12 years old), global training channel, Career development channel, medication subsidies (discounts of 30 to 100%), Learning Gigs program (allows professionals to work on a project in another area temporarily).

4 ENVIRONMENTAL EVALUATION

We evaluate lighting (annually), air quality every 6 months, and noise (annually). This is part of our Safety Risk assessment program. All sites are non-smoking.



Supporting our employees through COVID-19

ONSITE TESTING

We performed more than 100,000 tests in Brazil.

TRAINING

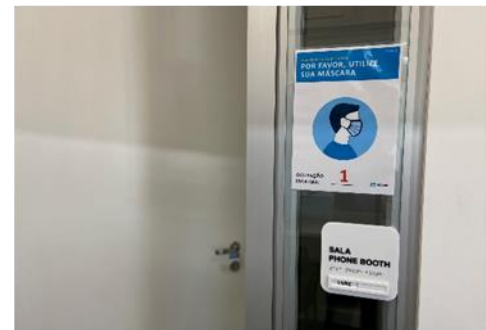
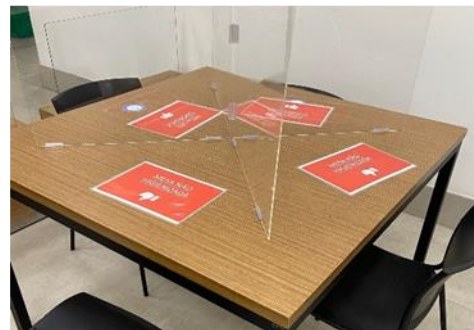
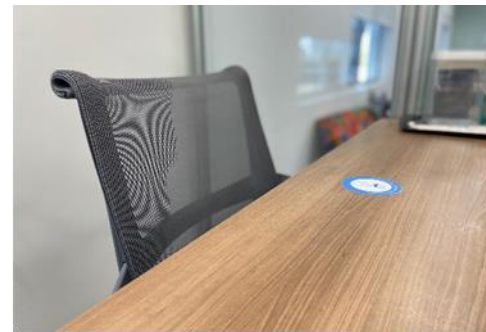
All employees trained before return to office.

CASE MONITORING

- 100% of employees were monitored by the local team using telehealth.
- 100% telehealth to all employees and their families.

SITE PREPAREDNESS FOR THE NEXT NORMAL

- The site has been fully prepared to receive our employees after returning to face-to-face activities.



Personal Health Resources

Physical activity

Health Communications

Vaccination campaign

Cancer Awareness

Healthy Food

Chronic disease Prevention

Free smoking sites



Physical activity

1 12 WEEKS HEALTH COACH & CORPORATE RUN

Inspire healthy lifestyle habits (including physical, nutritional, emotional and quality of life awareness). We promote activities during weekends to include employees and families, such as walking and exercises from 100 to 200 participants.



2 GYM SUBSIDY

Subsidy for gyms and physical activity practices with gyms throughout the country.

3 EXERCISE ACROSS ABBOTT (GLOBAL)

A 12-week program to motivate people to get out of a sedentary lifestyle or intensify their physical activity journey. This year the goals could also include in the emotional scope, mindfulness and spiritual, counting points.



4 SITE LABELING

We aim to encourage physical activity by labeling staircases and elevators.



5 COMMUNICATION



Healthy Nutrition

MENU LABELING | WEBINARS AND TRAINING | COMMUNICATION

1 WEBINARS AND CAMPAIGNS

Webinars, bioimpedance, nutritional recommendations, and more.

2 COMMUNICATION

Recipes, videos, and information.

3 SITE COMMUNICATION AND SITE LABELING

Learning how to identify healthy foods and gaining knowledge to make informed decisions about healthy eating in person.



Personal Health Resources

INTEGRATED PRIMARY CARE



Innovate approaches using new technologies such as **point of care, devices, and telemedicine** to support the **primary care protocol**.

This helps to expand the **access and accessibility** of the employees working all over Brazil to medical services. The approach begins collecting all "**the health numbers**" of the employee, assessments and the process remains throughout a **coordinated care** integrated with medical surveillance and **promoting self-care**.

COMMUNICATION



All employees receive periodic (2x per month) information about the program through the **Vida Plena mailing** and topics related to the prevention of illness and the promotion of mental health care. We provide some "call to action" activities to engage employees, such as recipes, eBooks, self-assessments, movie recommendations, music playlists, podcasts, etc.

WEBINARS



We offer **monthly webinars, in-person meetings, and hybrid options** to employees.

Integrated Approach for Occupational Health, Primary Care and Well-being

THE JOURNEY OF CARE IN
ABBOTT BRAZIL



The journey of an employee during periodic medical surveillance.



ONLINE HEALTH ASSESSMENTS

The employee completes an online health assessment covering all areas of health, mental health, life, and work.



ONSITE POINT-OF-CARE

We have collected the "**5 health numbers**" which include BMI, blood pressure, HbA1c, lipid profile, and waist circumference.



INTEGRATED PRIMARY CARE AND OCCUPATIONAL

The main focus is to integrate occupational risk assessment, perform primary screening protocols, provide health recommendations, and forward them to the Health and Wellness department.



COORDINATION OF THE CARE TEAM

Coordinated service teams follow up with employees to create a culture of self-care in the workplace.

The Journey of a Diabetes Patient



POINT-OF-CARE

Diabetes Screening -
HbA1c cardiovascular
risk - blood cholesterol



GLUCOSE SENSOR

Supply of 2 sensors to
start the follow-up. 30%
subsidized (extends to the
whole family)



INTEGRATED TEAM

Continuity of care
with the care team



TELEMONITORING

Blood Glucose
monitoring by the
primary care team



TELECONSULTATION

Dose adjustments
for therapeutics
reason

2,5%

New positive
screening results for
diabetes among
employees.

48%

of diabetic employees
are monitored by the
onsite team.

4+

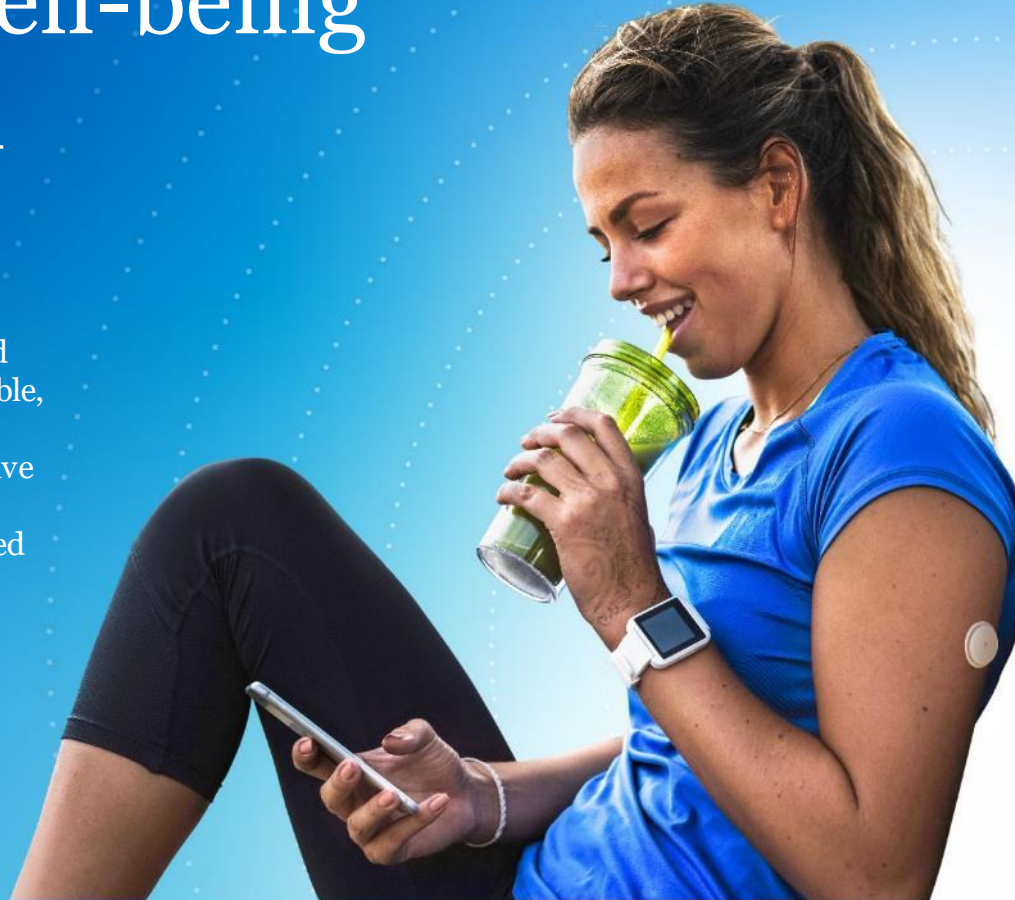
Consultations by
Year

91,3%

of diabetic employees
followed are under
control

Our Health and Well-being Approach in Brazil

Our healthcare approach is centered around providing the **best care experience** possible, with a **unique, Science-driving, and innovative value-based system**. We strive for better **cost optimization** while never compromising on the quality of care provided to our patients.



Psychosocial Work Environment

1 LEADERSHIP & EMPLOYEES TRAINING

Cascade training strategy (from local Board to manager, from leadership to employees).

2 EMPLOYEES COMMUNICATION

Sending biweekly emails about mental health with self-assessments, tips, and recommendations.

3 COORDINATED CARE WITH A MULTI-PROFESSIONAL TEAM

The Integrated Primary Care clinic serves as the gateway for accessing coordinated care, screenings, and referrals to our team of psychologists.

4 MENTAL HEALTH ASSESSMENTS

Evaluation of the perception of mental health and mental health at work to identify situations of improvement and act.

5 MENTAL HEALTH SUPPORT

Mental Healthcare network mapping, Webinars and campaigns, EAP, psychosocial support, case management, biofeedback for stress management, and mindfulness.



Enterprise Community Involvement

1 VOLUNTEERS PROGRAM

Preparation and delivery of food for people in vulnerable situations, clothes, toys, food, hair, and personal hygiene products donations for the community.

2 CLARA ABBOTT FOUNDATION (ALSO IN BRAZIL)

Support employees by contributing to debt situations, health issues, payment of studies for their children, housing, storm impacts, etc.

3 CHILDREN'S DAY

In the children's day action, our employees can bring their children to the site with various activities. Also, they can follow a routine day with their parents. It is extendable to the family couple. Gifts, games, and lunch in the company.

4 BLOOD DONATION CAMPAIGN

Expressive employee participation has impacted over 10 00 lives in the last 2 years.

5 INFLUENZA VACCINE CAMPAIGN

Our vaccination campaigns are extensive to parents including gifts for children such as balloons, popcorn, medal of courage (sticker), certificate of courage, and activity books.



AFFILIATE MANAGER RESPONSIBLE - BRAZIL

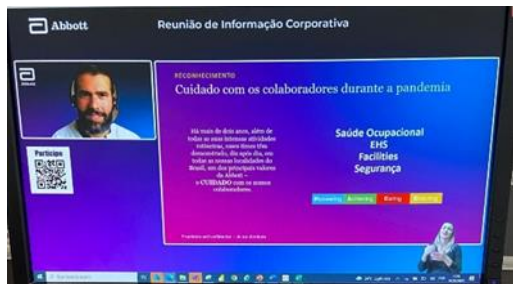
IVO PREUSS



"Genuinely caring for the health and well-being of our employees are continuous values and efforts at Abbott Brazil. We constantly advance towards strengthening a work environment that is increasingly healthy, psychologically safer, and enables us to achieve our purposes as a company and as individuals. This is a strategic priority of our organization."

Leadership engagement

EXECUTIVE COMMITTEE SUPPORT



Our **executive committee** supports financially and **engaging all of our strategies** in Brazil implementing our Integrated approach for H&W, **mental health** strategy, **occupational health**, and all other strategies and **campaigns**.

LEADERSHIP PARTICIPATION



The participation of Abbott Brazil's senior leadership in the events promoted by the Wellness, Health, and Committees area is completely incorporated into our local culture. This includes the participation of the members of the Executive Committee.

LEADERSHIP ENGAGEMENT



Division General promotes and supports local actions participating in webinars, mental health discussions, etc.

Worker involvement

HEALTH & WELLNESS COMMITTEE



The **Vida Plena Committee** has Champions who assist in developing actions and engaging employees. Abbott Brazil has other committees including DEI, Women's Leadership, Pride, Black Network, and Internal Commission for Accident Prevention and Anti-Harassment.

HEALTH, MENTAL & WELLNESS ASSESSMENTS



We periodically conduct questionnaires to assess physical, and mental health and quality of personal and work life for continuous improvement of internal programs and monitor the evolution of health and well-being. Gifts are given to those who complete it.

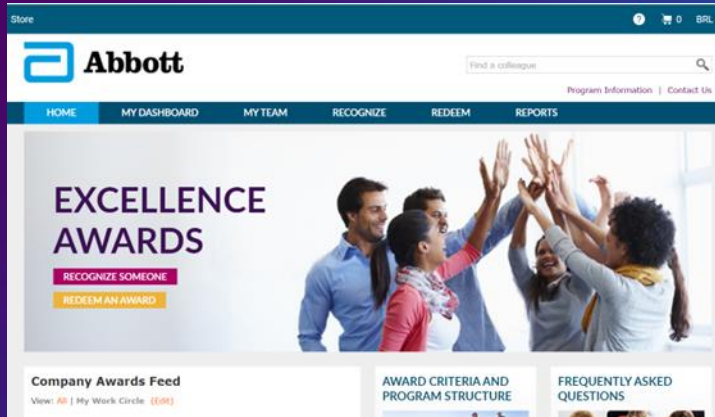
FEEDBACK



We regularly conduct **surveys** among employees to evaluate our local initiatives and implement new activities based on their feedback.

Excellence Awards

GLOBAL INITIATIVE



At Abbott, **employees can recognize and reward** colleagues who embody **Abbott's core values** through a fair recognition system that goes beyond hitting targets or completing tasks. Thus, contributions across different departments are acknowledged.



Our numbers

Improving Population Health	Physical Activity	6%	▲
	BMI above 25	-4%	▼
	Effectiveness	91%	▲
Enhancing the Care Experience	Integrated care	98	NPS
	Campaign against Influenza	98	NPS
	Employee consultation	4300/y	
	Exercise Across Abbott	+60%	▲
Optimize Health Costs and Inv.	Accident Tax (Gov.) impact in 2023	0%	▼
	Healthcare inflation rate (target pop.)	-60%	▼
	H&W Budget 2023	15%	▲
Care Team Well-being	Collaborative environment(2021/22)	increased	
	Rewards and recognitions	increased	
Advancing Health Equity	Primary care consultation w/o copay	4300+/y	
	Digital Primary Care consultation	1000+/y	



A sustainable future starts with health

It's the foundation for everything.

It helps people thrive, makes communities strong, and fuels healthy societies.

At Abbott, sustainability means managing our company to deliver long-term impact for the people we serve – shaping the future of healthcare and helping the greatest number of people live better and healthier.



Sustainability Report 2022 (targets 2030) Sustainability Plan 2030

Abbott's Global Sustainability Report outlines its dedication to both society and shareholders. The company has set **commitments to the WHO SDGs and ESG challenges**.

OUR BUSINESS

Abbott is a global company with a simple purpose: We help people live healthier, fuller lives through our life-changing technologies and products.



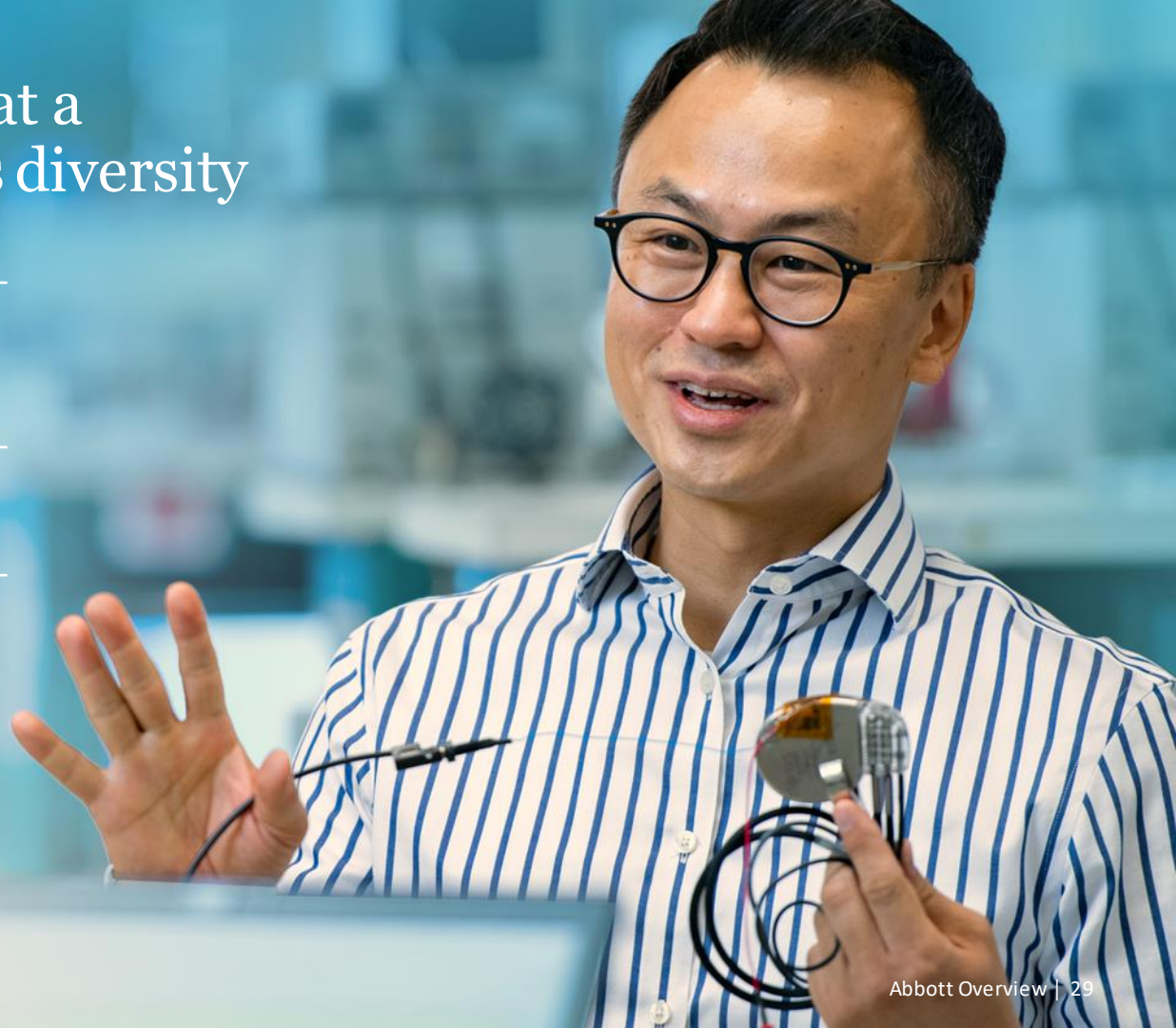
SUSTAINABLE DEVELOPMENT GOALS



Life-changing work at a company that values diversity

Innovation-driven, achievement-oriented culture where people can build their best careers

Diverse perspectives coming together to change the face of healthcare



Diversity, Equity & Inclusion

ABBOTT BRAZIL

33% of the executive board **46%** of leaders and **59%** of the workforce are **women**.

We are the **first** affiliate to implement a diversity network in **disABILITY**.

BBN - Black Business Network

WLA - Women Leaders of Abbott

disABILITY

PRIDE (LGBTQIA+)

GENERATIONAL Pillar (Only in Brazil)

2022: DIVERSITY AND INCLUSION AWARDS

Forefront 50:

- Top Corporations for Minority Businesses

DiversityInc:

- #3 Company for Diversity (listed for 19 consecutive years)

DiversityInc's Top Companies Specialty Lists:

- #1 Supplier Diversity
- #3 Environmental, Social, and Governance
- #4 Sponsorship
- #4 Native American and Pacific Islander Executives
- #9 Philanthropy
- #9 People with Disabilities
- #11 Mentoring
- #11 Executive Diversity Councils
- #22 Black Executives

Seramount:

- 22-time 100 Best Company
- 3-time 100 Best Company for Women in India (by Avtar/Seramount)
- 15-time Top Company for Executive Women and Hall of Fame member
- 3-time Inclusion Index Company
- 4-time Best Company for Multicultural Women

OUR EMPLOYEE NETWORK GROUPS

Organization	Founded
Women Leaders of Abbott (WLA)	2000
Black Business Network (BBN)	2001
Flex Network (part-time/flexible employees)	2001
Asian Leadership and Cultural Network (ALCN)	2001
A VOICE Network (Hispanic and Latino employees)	2005
PRIDE (LGBTQ+ employees)	2007
Women in STEM	2016
Veterans Network	2017
ECN Network (ECN)	2018
ABILITY Network	2021





VIDA PLENA



Abbott EHS Excellence Award – Commercial LATAM 2020

Gold - National Quality of Life Awards ABQV - Excellence in Management

Case Presentation – 7th IHI Latin American Forum

Abbott Global Sustainability Report 2022 – Project achievements

We expand the Vida Plena strategy to all of Latin America.

Making a meaningful difference



life. to the fullest.®