

Project Summary: Project Glass

Overview

Company: AbbVie Inc.

Project: Glass

Industry: Life Sciences

Product or Service: Pharmaceuticals/Manufacturing

Summary: Project Glass is a large life sciences company investing \$1.3 billion in a new cutting-edge drug manufacturing facility and creating 734 jobs. This would be the company's largest project in the United States outside of its home state, and the most significant singular capital investment in Durham County (for recruited projects) since the inception of our business recruitment and expansion policy. The project was officially announced in April 2026.

Award

Amount: A performance-based, not-to-exceed total amount of \$15,450,000, split over a seven-year period.

Location

Durham County Real Estate: Parmer Edge

Square Footage: 560,000 SF

Facility: Industrial / Manufacturing

Capital Investment

Total Investment: \$1,295,000,000

Real Property Investment: \$863,000,000

Business Personal Property Investment: \$432,000,000

New Durham County Tax Revenue (10 years): \$58,000,000

Jobs

New Jobs: 734 jobs

Average Wage: \$118,401

Education Requirements: Approximately 65% of the jobs will be open to those with a high school, 2yr or 4yr degree; approximately 87% of the jobs will be open to those with a 2yr or 4yr degree.

Community Benefits & Partnerships

The Company has demonstrated its corporate partnership and support across the communities it serves and commits to making a good faith effort to achieve the following objectives during the term of the incentive award:

- **Supporting the Local Talent Pipeline.** The Company is deeply committed to supporting the Durham community by recruiting and developing local talent through internship, apprenticeship, and career education partnerships with area colleges, universities, and public schools.

The Company anticipates recruiting and considering qualified students from Durham Technical Community College (DTCC), North Carolina Central University (NCCU), and other local educational institutions for placement in the Company's annual intern and apprenticeship programs to help support future business growth and development.

Additionally, the Company provides an Operations Development Program for recent college graduates, into which high-performing interns are considered for placement. The Company will also participate in Durham Public Schools Career and Technical Education (CTE) programs annually.

- **Employee Benefits.** The Company currently offers, and remains committed to making a good faith effort to maintain the following programs:
 - Family Caregiver Leave, which provides employees with paid and unpaid time off to care for family members with serious health conditions
 - Paid sick time for non-exempt and exempt employees, and Safe Time for non-exempt
 - Parental Leave provides employees with paid and unpaid time off to care for their new family member through birth, adoption or surrogacy
 - Financial reimbursement for expenses related to adoption and surrogacy
 - Childcare services including access to daycare centers, backup care, and discounts on educational programs
- **Transportation.** At its other locations, the Company offers a commuter benefit program, enabling employees to set aside funds pre-tax for public transportation, van pool, and parking expenses. Beyond this, the Company provides shuttle services between local train stations and the Company's facilities, facilitates carpooling groups, and collaborates with local communities to expand bus service options where available. The Company remains committed to exploring and implementing commuting assistance solutions for employees that align with the Company's strategy as they grow and open new locations.
- **Sustainability.**
 - *Specified sustainable building design & construction* – the design, at a minimum, must meet the Company's engineering standards as well as any local energy and water codes that are in place. Recently, the Company has updated their engineering standards regarding significant energy-using equipment such as boilers, chillers, air compressors, etc. The Company welcomes any input from the vendor or A&E firm to increase the overall sustainability of the design and construction for a project.
 - *Operating practices such as LEED certification* – The Company does not require LEED certification for the Company's facilities; however, they would welcome incorporating LEED concepts into the design to improve the energy efficiency and sustainability of the design. The Company has an existing design guidance document that incorporates sustainability concepts from LEED, WELL, etc. The use of recycled materials and waste reduction strategies fall within this as well.
 - *Renewable Energy* – The Company has a global target to actively procure 100% renewable electricity by 2030. The Company will accomplish this largely through procurement with external suppliers. However, where it makes economic sense (or

there are code requirements), the Company is open to integrating renewable electricity sources like PV solar into the facility design. This should especially be considered in states and locations where there are good financial incentives available.