



Employee Resource Groups Solidarity Statement

AbbVie's Employee Resource Groups (ERGs) enrich our workplace by promoting awareness and helping foster a diverse and inclusive environment, while also building a sense of community by supporting one another. As such, all the ERGs stand united and condemn acts of violence, hatred, racism, and injustice of any kind.

There has been an increase in hate crimes against Asians worldwide, especially over the past few weeks. Equally hateful are the words being said, for example referring to COVID-19 as the China virus. This is not OK.

It is important we stand up and clearly state that Anti-Asian racism is not acceptable. It is not who we are or what we stand for as AbbVie. We have to stop this hate. #StopAAPIhate

We are strongly committed to the value of diverse perspectives, an inclusive culture where there is unity in diversity. It starts with each of us. Now is not the time to be silent. This is a call to action.

Consistent with our AbbVie Principles, it is imperative that we continue to hold ourselves and others accountable for treating everyone equally, with dignity and respect.