

We're at our best when our employees' voices are heard and valued and employees can contribute fully. At AbbVie, embracing diversity and inclusion is one of our company Principles. Living by this Principle helps us innovate, understand our customers and attract and retain talent. We've built this strategy into how we work every day.

The data below on the diversity of AbbVie's U.S. workforce is pulled from our most recent annual submission to the U.S. Equal Employment Opportunity Commission (EEOC) and reflects data as of December 31, 2022. The EEOC mandates the use of specific job categories.

Although it is impossible to capture the diversity of backgrounds and thoughts at AbbVie in a single chart, we publish this information because we want to be transparent. To learn more about our equality, diversity, and inclusion strategy and how we work to help our global colleagues, please click [here](#).

JOB CATEGORIES	Race/Ethnicity														ROW TOTAL
	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
			*****MALE*****						*****FEMALE*****						
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	38	26	451	18	102	0	2	12	352	20	117	0	0	6	1144
FIRST/MID OFFICIALS & MGRS	278	341	2712	176	860	8	8	82	3097	297	1119	18	10	104	9110
PROFESSIONALS	252	328	1655	136	927	6	4	58	2070	287	1090	12	4	85	6914
TECHNICIANS	252	228	537	154	130	4	3	25	254	99	124	5	2	16	1833
SALES WORKERS	110	192	1687	160	53	7	10	41	2884	144	101	7	11	60	5467
ADMINISTRATIVE SUPPORT	83	219	153	38	27	1	0	15	632	144	66	7	2	38	1425
CRAFT WORKERS	12	4	41	8	2	0	0	1	1	2	0	0	0	0	71
OPERATIVES	28	21	42	19	15	1	1	3	8	4	5	1	1	0	149
LABORERS & HELPERS	2	0	1	3	3	1	0	0	0	0	0	0	0	0	10
SERVICE WORKERS	24	27	32	14	3	0	0	2	13	6	4	0	1	1	127
CURRENT 2022 REPORTING YEAR TOTAL	1079	1386	7311	726	2122	28	28	239	9311	1003	2626	50	31	310	26250
PREVIOUS YEAR TOTAL	1011	1271	7206	674	2046	28	29	231	8982	934	2385	44	32	267	25140