

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, 2023. 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 OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	36	23	412	24	100	0	2	13	297	19	112	0	0	7	1045
FIRST/MID OFFICIALS & MGRS	311	378	2676	179	909	8	8	80	3127	313	1203	18	12	98	9320
PROFESSIONALS	283	383	1751	158	998	9	4	72	2201	335	1211	15	5	93	7518
TECHNICIANS	285	217	528	163	123	4	3	26	244	91	113	5	3	16	1821
SALES WORKERS	112	187	1649	161	46	5	9	38	2757	130	97	6	7	58	5262
ADMINISTRATIVE SUPPORT	83	224	140	32	23	1	0	13	616	153	59	6	3	38	1391
CRAFT WORKERS	14	4	43	8	2	0	0	1	2	1	2	0	0	0	77
OPERATIVES	35	22	36	20	15	0	1	4	5	6	5	1	1	0	151
LABORERS & HELPERS	2	0	1	3	3	1	0	0	0	0	0	0	0	0	10
SERVICE WORKERS	27	31	28	13	5	0	0	2	12	5	4	0	1	1	129
CURRENT 2023 REPORTING YEAR TOTAL	1188	1469	7264	761	2224	28	27	249	9261	1053	2806	51	32	311	26724
PRIOR 2022 REPORTING YEAR TOTAL	1079	1386	7311	726	2122	28	28	239	9311	1003	2626	50	31	310	26250